

Appendix 3

Equality Impact Assessment Screening Form

Please ensure that you refer to the Draft Screening Form Guidance while completing this form. If you would like further guidance please contact Corporate Strategy or your directorate Heads of Service Equality Group Champion.

Section 1

What service area and directorate are you from?

Service Area: Children & Young People Services

Directorate: Social Services, Health and Housing

Q1 (a) What are you screening for relevance?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe below

The proposal is to seek Cabinet approval for a NPTCBC Fostering Recruitment Strategy. The strategy details the current foster provision within NPTCBC and the requirements needed to have a positive impact on the recruitment and retention of skilled and experienced foster carers going forward. The strategy identifies how the council proposes to overcome the following identified barriers to recruiting and retaining skilled foster carers in NPT including:

- Support services; it has been identified that support and training is required to help foster carers to manage attachment difficulties, secondary trauma and behaviour management. The strategy proposes to introduce clinical supervision, assessment and support for foster carers in order to help them to support and maintain placements for young people with complex and challenging needs.

This service will also be open to the young people in placement and will benefit those that fall outside of the current Cahms criteria and who would not ordinarily be given access to such services.

- Financial remuneration; the current rate of pay to internal foster providers working with young people aged 11+ in NPTCBC is not in line with other Local Authorities and independent foster providers. The proposed increase in payments to foster carers of £50 per week for children over the age of 11 will ensure equality of payment for our providers in the open market. The average cost of an external foster placement is 40k per annum in comparison to an in house placement cost of 20k. If the council can attract and recruit more in house providers with a more attractive financial package and extra support it will make greater saving in the future.

Q2 (a) What does Q1a relate to?

Direct front line service delivery

(H)

Indirect front line service delivery

(M)

Indirect back room service delivery

(L)

(b) Do your customers/clients access this service...?

Because they need to

(H)

Because they want to

(M)

Because it is automatically provided to everyone in NPT

(M)

On an internal basis i.e. Staff

(L)

Q3 What is the potential impact on the following protected characteristics?

	High Impact (H)	Medium Impact (M)	Low Impact (L)	Don't know (H)
Age	→ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Disability	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh language	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Q4(a) How visible is this service/function/policy/procedure/ project/strategy to the general public?

High visibility
to general public

(H)

Medium visibility
to general public

(M)

Low visibility
to general public

(L)

(b) What is the potential risk to the council's reputation? (Consider the following impacts – legal, financial, political, media, public perception etc...)

High risk
to reputation

(H)

Medium risk
to reputation

(M)

Low risk
to reputation

(L)

Q5 How did you score?

Please tick the relevant box

MOSTLY H and/or M → HIGH PRIORITY → EIA to be completed

Please go to Section 2

MOSTLY L → LOW PRIORITY / → Do not complete EIA

NOT RELEVANT

**Please go to Q6
followed by Section
2**

Q6 If after completing the EIA screening process you determine that this service/function/policy/project is not relevant for an EIA you must provide adequate explanation below (Please use additional pages if necessary).

The proposal to offer extra financial remuneration for foster carers looking after young people aged 11+ will have a positive effect on our current foster carers, which will help us to retain their skills. It will further benefit our recruitment process helping us to attract new carers in an already competitive market and bring us in line with other Local Authority and Independent Provider costs.

The inclusion of extra psychological support services will bolster the current training that foster carers receive. This service will underpin the needs of foster carers and young people and provide support in order to maintain the placement. This will enhance the packages of care offered to our young people, particularly those with challenging and complex needs, as well as offering extra professional support to the Foster Carers and young people.

The proposals within the Fostering recruitment Strategy will not have a negative impact on the current foster carers within NPTCBC. Nor will it have an adverse impact on the young people within the foster care system. The proposals will not alter the type and/or level of foster provision that the foster carer provides and/or the provision that the young person receives.

Section 2

Screeener- This to be completed by the person responsible for completing this screening
Name: Delyth Berni
Location: Neath Civic Centre, Neath SA11 3QZ
Telephone Number: 01639 763319

Date: 19 th April 2016

Approval by Head of Service

Name: Angela Thomas

Position: Head of Commissioning & Support Services

Date: 19 th April 2016

Please ensure this completed form is filed appropriately within your directorate because it may be required as evidence should a legal challenge be made regarding compliance with the Equality Act 2010.