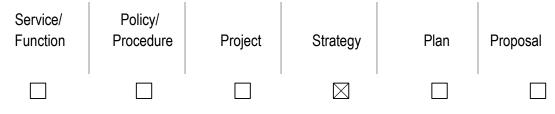
Equality Impact Assessment Screening Form

Please ensure that you refer to the Draft <u>Screening Form Guidance</u> 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?



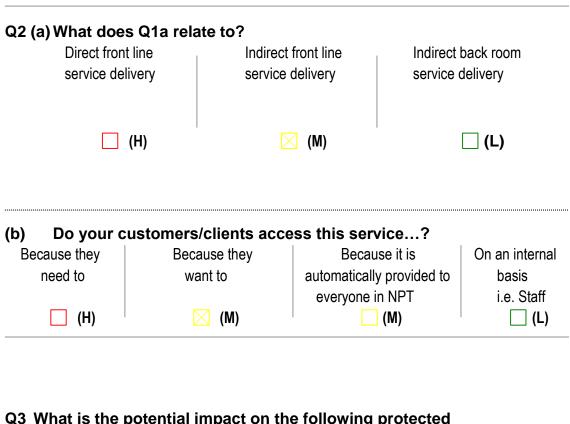
(b) Please name and describe below

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 sin the future.



characteristics	•		g protected	
	High Impact	Medium Impact	Low Impact	Don't know
	(H)	(M)	(L)	(H)
Age	\longrightarrow		\boxtimes	

Disability	\rightarrow			\boxtimes	
Gender reassignment	\rightarrow			\boxtimes	
Marriage & civil partnership	\rightarrow			\boxtimes	
Pregnancy and maternity				\boxtimes	
Race				\boxtimes	
Religion or belief	\rightarrow			\boxtimes	
Sex	\rightarrow			\boxtimes	
Sexual orientation	\rightarrow			\boxtimes	
Welsh language	\longrightarrow			\square	
project/strateg		s service/function/policy/procedure/ the general public? Medium visibility to general public (M) tial risk to the council's reputation? (Consider the legal, financial, political, media, public perception			
• •		to general	public (M) ouncil's re	to general	public (L) onsider the
to general public (H) (b) What is the po		to general risk to the c al, financial, f Medium ris to reputatio	public (M) ouncil's re political, m	to general	public (L) Insider the rception
to general public (H) (b) What is the por following impac etc) High risk to reputation	ts – leg core?	to general	public (M) ouncil's re political, m sk on	to general	public (L) onsider the rception
to general public (H) (b) What is the por following impac etc) High risk to reputation (H) Q5 How did you so	ts – leg core? relevant	to general	public (M) ouncil's re political, m sk on (M)	to general	public (L) Insider the rception
to general public (H) (b) What is the por following impac etc) High risk to reputation (H) Q5 How did you so Please tick the r	ts – leg core? relevant	to general	public (M) ouncil's re political, m sk on (M)	to general	public (L) Insider the rception
to general public (H) (b) What is the por following impac- etc) High risk to reputation (H) Q5 How did you so Please tick the results of the solution MOSTLY H and/or M	ts – leg core? relevant → ⊦	to general	public (M) ouncil's re political, m sk on (M)	to general	public (L) onsider the rception on (L) Section 2

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 providers and/or the provision that the young person receives.

Section 2

Screener- 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 201	16			
Approval by Head of Service				
Name: Angela Thomas				
Position: Head of Commissioning & Support Services				
Date: 19 th April 20	016			

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.