

# Equality Impact Assessment Screening Form

Please ensure that you refer to the Screening Form Guidance while completing this form. If you would like further guidance please contact your directorate support officer or the Access to Services team (see guidance for details).

Section 1	
Which service area and directorate are you from?	
Service Area:	Western Bay Adoption Service
Directorate:	People

### Q1(a) WHAT ARE YOU SCREENING FOR RELEVANCE?

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

### (b) Please name and describe below

A joint Partnership Agreement to deliver a regional adoption service within the Western Bay footprint. The Adoption and Children Act 2002 (Joint Adoption Arrangements) (Wales) Directions came into force on 13<sup>th</sup> March 2015. The primary purpose of these Directions is to ensure effective joint arrangements are in place between local authorities in Wales for the delivery of adoption services. The Western Bay Adoption Service Interim Joint Partnership Agreement was included in a report which went to Cabinet in December 2014 in all three LAs, Swansea, Neath Port Talbot and Bridgend and approved for the first year of the service with a view to a final agreement being established and approved.

### Q2(a) WHAT DOES Q1a RELATE TO?

Direct front line service delivery	Indirect front line service delivery	Indirect back room service delivery
<b>x (H)</b>	<input type="checkbox"/> (M)	<input type="checkbox"/> (L)

### (b) DO YOUR CUSTOMERS/CLIENTS ACCESS THIS...?

Because they need to	Because they want to	Because it is automatically provided to everyone in Swansea	On an internal basis i.e. Staff
<b>x (H)</b>	<input type="checkbox"/> (M)	<input type="checkbox"/> (M)	<input type="checkbox"/> (L)

### Q3 WHAT IS THE POTENTIAL IMPACT ON THE FOLLOWING...

	High Impact (H)	Medium Impact (M)	Low Impact (L)	Don't know (H)
Children/young people (0-18) →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Any other age group (18+) →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Disability →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Gender reassignment →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Marriage & civil partnership →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Pregnancy and maternity →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Race →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Religion or (non-)belief →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Sex →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Sexual Orientation →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Welsh Language →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Poverty/social exclusion →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Carers (inc. young carers) →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Community cohesion →	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>

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**Q4 HAVE YOU / WILL YOU UNDERTAKE ANY PUBLIC CONSULTATION AND ENGAGEMENT RELATING TO THE INITIATIVE?**

YES                       NO (If NO, you need to consider whether you should be undertaking consultation and engagement – please see the guidance)

**If yes, please provide details below**

Consultation was undertaken at the time the service was being developed/implemented which included the development of the Interim Joint Agreement and subsequent approval at the respective three LA Cabinets in December 2014. This included internal and external consultation.

Internal-Written briefings were provided to staff and workshops were held with managers, staff and the unions to consider the model/structure and implementation of the new service. A Steering Group comprised of a lead Director and the Heads of Service from the three authorities was established and met on a monthly basis to consider the progress of the development and implementation of the new service with regular reporting to the Western Bay Project Group and Leadership Board.

External- As part of the process for establishing the National Adoption Service in accordance with the functional model developed by ADSS and endorsed by the Deputy Minister for Social Services, a National Task and Finish Group was established to oversee the implementation of the Service. It was comprised of senior officers from the lead authorities in each regional collaborative, representatives from Welsh Government, ADDS Cymru, CSSIW, BAAF and the Voluntary Sector providers.

Regional reports on progress were presented to the Task and Finish Group on a monthly basis.

Four National workshops were held to consider a range of topics: the role of the medical advisor, voluntary sector, developing partnership/legal agreements and adoption support all attended by stakeholders and representatives from the regions.

There is no discernible difference in how individuals can access or receive the service and the collaborative retains its statutory responsibilities for the delivery of adoption services as indicated in the Service specification which forms part of the partnership agreement. There are no significant changes to the final agreement in relation to how the adoption services will be delivered on a regional basis.

**Q5(a) HOW VISIBLE IS THIS INITIATIVE TO THE GENERAL PUBLIC?**

High visibility <input type="checkbox"/> (H)	Medium visibility <input type="checkbox"/> (M)	Low visibility <input checked="" type="checkbox"/> (L)
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**(b) WHAT IS THE POTENTIAL RISK TO THE COUNCIL'S REPUTATION? (Consider the following impacts – legal, financial, political, media, public perception etc...)**

High risk <input type="checkbox"/> (H)	Medium risk <input checked="" type="checkbox"/> (M)	Low risk <input type="checkbox"/> (L)
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**Q6 Will this initiative have an impact (however minor) on any other Council service?**

Yes                       No                      **If yes, please provide details below**

Failing to take a collaborative approach carries considerable risk for the continued individual provision of these statutory services. Welsh Government via the powers bestowed in the Adoption and Children Act 2002 (Joint Adoption Arrangements) (Wales) Directions 2015 enables the authority to direct those local authorities which do not collaborate.

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## Q7 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 / NOT RELEVANT** →  **Do not complete EIA**  
**Please go to Q8 followed by Section 2**

**Q8 If you determine that this initiative is not relevant for a full EIA report, you must provide adequate explanation below. In relation to the Council's commitment to the UNCRC, your explanation must demonstrate that the initiative is designed / planned in the best interests of children (0-18 years). For Welsh language, we must maximise positive and minimise adverse effects on the language and its use. Your explanation must also show this where appropriate.**

Paragraph 7 of the Directions Powers sets out the requirement that each local authority must enter into a written partnership agreement with the other local authorities in the regional collaborative of which it is part.

Schedule 1 of the Directions sets out which local authorities must collaborate with each other. For the Western Bay region the local authorities are Swansea, Bridgend and Neath Port Talbot with Swansea being the host authority, this having been approved by Cabinets in all three local authorities in April 2014. The Partnership Agreement provides the legal framework through which the regional collaborative will operate and fulfil its responsibilities in delivering an adoption service with paramount consideration being given towards ensuring the welfare of the child is met and improving outcomes for those children whose plan is adoption. There is no evidence to suggest that any of the protected groups would be adversely affected in the delivery of the service and it is envisaged that collaborative working will promote equal opportunity for prospective adopters and those requiring support services by ensuring consistency of response and approach. The proposals provide a pathway for creating an effective and responsive National and regional adoption service and will help to more effectively recruit and support adoptive placements and reduce delays for children waiting for placements.

## Section 2

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email – no electronic signatures or paper copies are needed.

Screening completed by:
Name: Val Jones
Job title: Regional Adoption Manager
Date: 16.3.16
Approval by Head of Service:
Name:

# Equality Impact Assessment Screening Form

Position:

Date:

Please return the completed form to [accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk)

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