

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: Fostering

Directorate: Children and Young People Services

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 type="checkbox"/> | <input type="checkbox"/> | √ |

(b) Please name and describe below

The proposal is to make an adjustment to the current structure of the fostering team by converting one of the Consultant Social Worker Posts in the service to a Deputy Team Manager post. This will enhance the management capacity in the service and will allow the opportunity for increased development. It will also mean that the skills and knowledge of current staff is maintained within the service.

Q2(a) What does Q1a relate to?

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

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

| | | | |
|-------------------------|------------------------------|---|---------------------------------------|
| Because they need to | Because they want to | Because it is automatically provided to everyone in NPT | On an internal basis i.e. Staff |
| (H) | <input type="checkbox"/> (M) | <input type="checkbox"/> (M) | √ (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 type="checkbox"/> |
| Disability | → <input type="checkbox"/> | <input type="checkbox"/> | √ | <input type="checkbox"/> |
| Gender reassignment | → <input type="checkbox"/> | <input type="checkbox"/> | √ | <input type="checkbox"/> |
| Marriage & civil partnership | → <input type="checkbox"/> | <input type="checkbox"/> | √ | <input type="checkbox"/> |
| Pregnancy and maternity | → <input type="checkbox"/> | <input type="checkbox"/> | √ | <input type="checkbox"/> |
| Race | → <input type="checkbox"/> | <input type="checkbox"/> | √ | <input type="checkbox"/> |
| Religion or belief | → <input type="checkbox"/> | <input type="checkbox"/> | √ | <input type="checkbox"/> |
| Sex | → <input type="checkbox"/> | <input type="checkbox"/> | √ | <input type="checkbox"/> |
| Sexual orientation | → <input type="checkbox"/> | <input type="checkbox"/> | √ | <input type="checkbox"/> |
| Welsh language | → <input type="checkbox"/> | <input type="checkbox"/> | √ | <input type="checkbox"/> |

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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 / NOT RELEVANT → Do not complete EIA
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).

Converting a Consultant Social Worker post to a Deputy Manager post will add additional management oversight to the team.

The Deputy Team Manager post is the same grade as the Consultant Social Worker post so there is no financial impact.


The post would be ring-fenced to applications within the Fostering Service, so that no individual is placed 'at risk' as a result of the change.

If no one is appointed to the post of Deputy Manager from within the Fostering Service the change will not go ahead until such time when there is a natural vacancy within the consultant social worker positions in the team – and at this point the vacancy would be advertised as a Deputy Manager post. This means that there is no risk associated with any individual.

The change has no impact to service delivery or to stakeholders but will have a positive impact on the management and development of the service

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Section 2

| | |
|--|---|
| Screener- This to be completed by the person responsible for completing this screening | |
| Name: | Delyth Berni, Principal Officer |
| Location: | Neath Civic Centre |
| Telephone Number: | 01639 763319 |
| | Date: 07.11.17 |
| Approval by Head of Service | |
| Name: |  |
| Position: | HOS |
| | Date: 7.11.17 |

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.

