

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: To increase the number of Night Supervisors from 3 to 5 per shift
Service Area: Hillside Secure Children's Home
Directorate: Social Services, Health & Housing

2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community		✓
Internal administrative process only		

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓				
Disability		✓				
Gender Reassignment		✓				
Marriage/Civil Partnership		✓				
Pregnancy/Maternity		✓				
Race		✓				
Religion/Belief		✓				
Sex		✓				
Sexual orientation		✓				

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓				
Treating the Welsh language no less favourably than English		✓				

5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		✓				
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		✓				

6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	✓		More support for existing Night Supervisors as there are more staff available rather than 1 per unit.
Integration - how the initiative impacts upon our wellbeing objectives	✓		More support for existing Night Supervisors as there are more staff available rather than 1 per unit.
Involvement - how people have been involved in developing the initiative	✓		Management have had previous discussions with Night Supervisors who also identified the need for more staff per shift. All Hillside staff have been made aware that the addition of 2 extra Night Supervisors per shift has been piloted and were given the opportunity to express an interest in these positions.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	✓		The lack of adequate staffing was identified by CIW and YCS.
Prevention - how the initiative will prevent problems occurring or getting worse	✓		When a YP is admitted to Hillside who requires constant checks, there will be adequate staffing to enable this to be carried out safely.

7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	✓
Reasons for this conclusion	
The proposal will not impact on equalities, the Welsh language and the sustainable development principle.	

A full impact assessment (second stage) is required	
Reasons for this conclusion	

	Name	Position	Signature	Date
Completed by	Karen Wedmore	Acting Centre Manager	K. Wedmore	4/6/2019
Signed off by	Andrew Jarret	Director of Social Services		