

## Budget Impact Assessment - First Stage

### 1. Details of the budget proposal

**Budget proposal description and summary:**

**SSHH1008 - Staff turnover savings - £100k**

Represents the reduced capacity needed to support our children and young people from implementing the long-term strategy of Children and Young People Services.

**Service Area:** Children's Services

**Directorate:** Social Services Health & Housing

### 2. Does the budget proposal affect:

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

**3. Does the budget proposal 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		X	X			There are no known impacts for this group.
Disability		X	X			There are no known impacts for this group.
Gender Reassignment		X	X			There are no known impacts for this group.
Marriage/Civil Partnership		X	X			There are no known impacts for this group.
Pregnancy/Maternity		X	X			There are no known impacts for this group.
Race		X	X			There are no known impacts for this group.
Religion/Belief		X	X			There are no known impacts for this group.
Sex		X	X			There are no known impacts for this group.
Sexual orientation		X	X			There are no known impacts for this group.

**4. Does the budget proposal impact on:**

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/ How might it impact?
People's opportunities to use the Welsh language		x	None			A Welsh language service is provided in line with Council policies and Welsh Language Standards. Any future service provision will continue in line with current practice.
Treating the Welsh language no less favourably than English		x	None			The proposed deletion of posts will not affect any potential future requests for a service in Welsh.

**5. Does the budget proposal embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the budget proposal supports the long term well-being of people	X		This saving proposal is not actively downsizing this same workforce but represents reduced capacity needed to support our children and young people from implementing the long term strategy of Children and Young People Services. The saving will be achieved by deleting vacant posts. This will be managed through the Council's Management of Change processes.
<b>Integration</b> - how the budget proposal impacts upon our wellbeing objectives	X		This saving proposal is not actively downsizing this same workforce but represents reduced capacity needed to support our children and young people from implementing the long term strategy of Children and Young People Services. The saving will be achieved by deleting vacant posts. This will be managed through the Council's Management of Change processes.
<b>Involvement</b> - how people have been involved in developing the budget proposal	X		Staff will be consulted, where necessary, through the Council's Management of Change processes.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	X		Not applicable.
<b>Prevention</b> - how the budget proposal will prevent problems occurring or getting worse	X		This saving proposal is not actively downsizing this same workforce but represents reduced capacity needed to support our children and young people from implementing the long term strategy of Children and Young People Services. The saving will be achieved by deleting vacant posts. This will be managed through the Council's Management of Change processes.

**6. Declaration - based on above assessment (tick as appropriate)**

A full impact assessment (second stage) <b>is not</b> required	<b>X</b>
Reasons for this conclusion	
This proposal is in keeping with Children and Young People Services long-term and successful strategy in safely reducing the number of Looked After Children and as a consequence; increasing the number of children and young people who reside in a stable family setting.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	Name	Position	Signature	Date
Completed by	<b>Leighton Jones</b>	<b>P.O. Governance &amp; Policy Support</b>		
Signed off by	<b>Keri Warren</b>	<b>Head of Service/Director</b>		