

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Inter-Agency (Collaborative) Agreement Relating to the Provision of a Regional Speech And Language Therapy Service: To request that the Head of Children and Young People Services be granted delegated authority to agree the final terms of an Inter-Agency Agreement (“IAA”) with the City and County of Swansea (“CCoS”), for the delivery of a regional speech and language therapy (“SALT”) service, and accordingly enter into the IAA with CCoS.

Service Area: Children and Young People Services

Directorate: Social Services Health and Housing

2. Does the initiative affect:

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

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	x				H	The service will be provided to children and young people residing in Hillside Secure Children’s Home or involved within the Youth Justice and Early Intervention Service. As such, this proposal will have a high impact on people with a protected characteristic by virtue of their age.

					<p>The proposal does not plan to change the services that are already offered to people eligible for the service. The proposal builds on current services and increases availability of service. In addition, entering into a new agreement with Swansea Bay University Health Board (current provider) will ensure that these vital services continue to be delivered.</p> <p>Purchasing this service will not impact on other available services for people not included in the intended cohort and as such will not cause a negative impact on people from other age ranges.</p> <p>As such, this proposal has a positive or neutral impact on people that have a protected characteristic by virtue of their age.</p>
Disability			x		<p>The proposal does not plan to change the services that are already offered to people eligible for the service. The proposal builds on current services and increases availability of service. In addition, entering into a new agreement with Swansea Bay University Health Board (current provider) will ensure that these vital services continue to be delivered.</p> <p>The service will be available to all children and young people residing in Hillside Secure Children’s Home or involved within the Youth Justice and Early Intervention Service that require SALT intervention. Those with a disability will have equal access to the service and the service will take into account any additional SALT requirements due to the child/young person’s disability.</p>

						It is not anticipated that the proposal would have an impact on a young person due to their disability.
Gender Reassignment			x			<p>The proposal does not plan to change the services that are already offered to people eligible for the service. The proposal builds on current services and increases availability of service. In addition, entering into a new agreement with Swansea Bay University Health Board (current provider) will ensure that these vital services continue to be delivered.</p> <p>The service will be available to all children and young people residing in Hillside Secure Children's Home or involved within the Youth Justice and Early Intervention Service that require SALT intervention. Those with gender identity requirements will have equal access to the service and the service will take into account any additional SALT requirements due to the child/young person's gender identity.</p> <p>It is not anticipated that the proposal would have an impact on a young person due to their gender identity.</p>
Marriage/Civil Partnership		x				<p>The proposal does not plan to change the services that are already offered to people eligible for the service. The proposal builds on current services and increases availability of service. In addition entering into a new agreement with Swansea Bay University Health Board (current provider) will ensure that these vital services continue to be delivered.</p> <p>The service will be available to all children and young people residing in Hillside Secure Children's Home or involved within the Youth Justice and Early Intervention</p>

					<p>Service that require SALT intervention. Those that are married/in a civil partnership will have equal access to the service if it is identified that they require SALT intervention.</p> <p>It is not anticipated that the proposal would have an impact on a young person due to their marriage/civil partnership.</p>
Pregnancy/Maternity		x			<p>The proposal does not plan to change the services that are already offered to people eligible for the service. The proposal builds on current services and increases availability of service. In addition entering into a new agreement with Swansea Bay University Health Board (current provider) will ensure that these vital services continue to be delivered.</p> <p>The service will be available to all children and young people residing in Hillside Secure Children’s Home or involved within the Youth Justice and Early Intervention Service that require SALT intervention. Although some children/young people may be parents or pregnant, this will not impact on their ability to access the service.</p> <p>It is not anticipated that the proposal would impact on a child/young person due to their pregnancy maternity status.</p>
Race			x		<p>The proposal does not plan to change the services that are already offered to people eligible for the service. The proposal builds on current services and increases availability of service. In addition entering into a new agreement with Swansea Bay University Health Board (current provider) will ensure that these vital services continue to be delivered.</p>

					<p>The service will be available to all children and young people residing in Hillside Secure Children’s Home or involved within the Youth Justice and Early Intervention Service that require SALT intervention. Children and young people residing in Hillside Secure Children’s Home or involved within the Youth Justice and Early Intervention Service will come from a range of ethnic backgrounds. The service will take into account any additional SALT requirements due to the child/young person’s race.</p> <p>It is not anticipated that the proposal would have an impact on a young person due to their race.</p>
Religion/Belief		x			<p>The proposal does not plan to change the services that are already offered to people eligible for the service. The proposal builds on current services and increases availability of service. In addition entering into a new agreement with Swansea Bay University Health Board (current provider) will ensure that these vital services continue to be delivered.</p> <p>The service will be available to all children and young people residing in Hillside Secure Children’s Home or involved within the Youth Justice and Early Intervention Service that require SALT intervention. A person’s religion will not impact on their ability to access the service. Delivery of the service will be sensitive to any requirements associated with a person following their religion/belief, for example ensuring the timing of appointments is not in conflict with required times for worship.</p> <p>It is not anticipated that the proposal would have an impact on a young person due to their religion/belief.</p>

Sex		x			<p>The proposal does not plan to change the services that are already offered to people eligible for the service. The proposal builds on current services and increases availability of service. In addition entering into a new agreement with Swansea Bay University Health Board (current provider) will ensure that these vital services continue to be delivered.</p> <p>The service will be available to all children and young people residing in Hillside Secure Children’s Home or involved within the Youth Justice and Early Intervention Service that require SALT intervention.</p> <p>There is no evidence to suggest that one gender may be more impacted than the other through the implementation of this proposal.</p>
Sexual orientation		x			<p>The proposal does not plan to change the services that are already offered to people eligible for the service. The proposal builds on current services and increases availability of service. In addition entering into a new agreement with Swansea Bay University Health Board (current provider) will ensure that these vital services continue to be delivered.</p> <p>The service will be available to all children and young people residing in Hillside Secure Children’s Home or involved within the Youth Justice and Early Intervention Service that require SALT intervention. Children and young people will have equal access to the service regardless of their sexual orientation.</p> <p>It is not anticipated that the proposal would have an impact on a young person due to their sexual orientation.</p>

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			x			The service will continue to be delivered in a person's chosen first language.
Treating the Welsh language no less favourably than English			x			The service will continue to be delivered in a person's chosen first language.

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			x			Not applicable
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			x			Not applicable

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	x		The proposal will offer a more responsive and sustainable service to meet demands. These services help children and young people with speech and/or language difficulties understand the processes they are subject to as well as communicate and interact proficiently with a wide range of individuals.
Integration - how the initiative impacts upon our wellbeing objectives	x		The proposal works across health, social care and youth justice in order to support children and young people in a more flexible and sustainable way. These services help children and young people with speech and/or language difficulties understand the processes they are subject to as well as communicate and interact proficiently with a wide range of individuals.
Involvement - how people have been involved in developing the initiative	x		A multi-agency approach has been taken in developing this proposal.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		This proposal enables regional working to deliver a more sustainable and flexible model.
Prevention - how the initiative will prevent problems occurring or getting worse	x		These services help children and young people with speech and/or language difficulties understand the processes they are subject to as well as communicate and interact proficiently with a wide range of individuals.

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

A full impact assessment (second stage) is not required	<input checked="" type="checkbox"/>
Reasons for this conclusion	
<p>The proposal does not look to change current services, the aim of the proposal is to ensure that there is continuity of provision and put in place a process to maximise available resources to increase sustainability and capacity.</p> <p>The impact assessment identified that the proposal has either a positive, neutral or no impact on people due to their protected characteristics.</p> <p>The impact assessment identified that the proposal will have a neutral impact on a person's ability to use Welsh as the service will continue to be delivered in a person's chosen first language.</p> <p>Biodiversity impacts are not applicable to this proposal.</p> <p>The proposal embraces the 5 ways of working.</p>	

A full impact assessment (second stage) is required	<input type="checkbox"/>
Reasons for this conclusion	

	Name	Position	Signature	Date
Completed by	Chele Howard	PO Commissioning	CZHoward	18/09/19
Signed off by	K Warren	Head of Service	K.Warren	18.09.19