

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Corporate Parenting Charter – A promise from Wales. Corporate Parenting is about supporting care experienced children and young people to have the same opportunities in life as all children and young people in Wales. Welsh Government are asking statutory bodies to sign up to this charter (which is a set of principles and promises) as a good corporate parent.

Service Area: Children and Young People Services

Directorate: Social Services, Housing and Community Safety

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				L	<p>This charter supports care experienced children and young people and care leavers in Neath Port Talbot.</p> <p>Children and young people receiving care and support do so as a result of their age and circumstances.</p>

						<p>The Corporate Parenting Charter should have a positive impact as the aim is to promote collective responsibility of local authorities to safeguard and promote the rights and life chances of children and young people.</p> <p>Currently there are 252 care experienced children and young people aged 0-18 in Neath Port Talbot. There are also 209 care leavers being supported between the age of 18-25.</p>
Disability	x				L	<p>Children and young people receiving care and support can do so as a result of their disability</p> <p>The Corporate Parenting Charter should have a positive impact as the aim is to promote collective responsibility of local authorities to safeguard and promote the rights and life chances of children and young people.</p> <p>Out of the 252 care experienced children and young people, 39 are noted to have a diagnosed disability and are open to the children with disability team.</p>
Gender Reassignment	x				L	<p>We currently support children and young people across all genders and gender identities.</p> <p>All children and young people who are care experienced or who are care leavers, have a plan in place that is child centred and will take into account any specific requirements resulting from a child's protected characteristic to ensure that there is equality of outcomes. The plans are reviewed by an Independent</p>

						<p>Reviewing officer in a LAC review or a Pathway Plan review.</p> <p>Contracts with commissioned providers have clauses relating to ensuring compliance with the relevant equalities legislation.</p> <p>We have a dedicated participation and engagement team to ensure that we hear the voice of our care experience children and young people and also our care leavers.</p> <p>The Service will analyse any complaints and safeguarding referrals relating to the services. This will ensure that the Council can identify if there are any concerns about the service, including any unintended/unidentified negative impacts on people with a protected characteristic.</p> <p>Commissioned providers are contractually required to implement monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts on children with a protected characteristic.</p>
Marriage/Civil Partnership	x				L	Our leaving care young people could be married or in a civil partnership – this would not impact on the support that they receive.
Pregnancy/Maternity	x				L	It is possible that children and young people being supported could be pregnant; it is important that they are

						not discriminated against because of their status of being in care.
Race	x				L	<p>The children and young people supported include those from a variety of races. Which includes 17 Unaccompanied Asylum Seeking Young people.</p> <p>Children's services develops a looked after plan or a pathway plan in conjunction with the child/young person. This plan is child centred and will take into account any specific requirements resulting from a child's protected characteristic to ensure that there is equality of outcomes.</p> <p>Contracts with commissioned providers have clauses relating to ensuring compliance with the relevant equalities legislation.</p> <p>There is a dedicated participation and engagement officer to ensure that the voice of care experienced children and young people is heard. Consultation events are held to obtain the views of young people.</p> <p>In developing this charter, Welsh Government has collaborated with care experienced young people.</p> <p>Commissioned providers are contractually required to implement monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts on children with a protected characteristic.</p>

						Training has been provided to staff working with children and young people who are UASC
Religion/Belief	x				L	<p>Care experienced children and young people open to Neath Port Talbot have differing regions/beliefs . Provisions are made to ensure that young people are able to follow the religion of their choice.</p> <p>The child / young person has a care plan that is child centred and will take into account any specific requirements resulting from a child's protected characteristic to ensure that there is equality of outcomes.</p> <p>Contracts with commissioned providers have clauses relating to ensuring compliance with the relevant equalities legislation.</p> <p>There is a dedicated participation and engagement officer to obtain the voice of children and young people and to consult with them in respect of what is important to them.</p> <p>The Service will analyse any complaints and safeguarding referrals relating to the services. This will ensure that the Council can identify if there are any concerns about the service, including any unintended/unidentified negative impacts on people with a protected characteristic.</p> <p>Commissioned providers are contractually required to implement monitoring systems, which will also help to</p>

					<p>identify if any aspect of the service has led to unintended/unidentified negative impacts on children with a protected characteristic.</p> <p>Specific training has been provided to staff who support UASC</p>
Sex	x			L	<p>Care experienced children and young people and care leavers will be from across all spectrums of sex.</p> <p>Children and young people have a care plan that is completed in conjunction with them. This plan is child centred and will take into account any specific requirements resulting from a child's protected characteristic to ensure that there is equality of outcomes.</p> <p>Contracts with commissioned providers have clauses relating to ensuring compliance with the relevant equalities legislation.</p> <p>There is a participation and engagement officer to obtain the views of young people. There is a dedicated HOPE group made up of young females. This group work on issues that matter them as care experienced young females.</p> <p>The Service will analyse any complaints and safeguarding referrals relating to the services. This will ensure that the Council can identify if there are any concerns about the service, including any</p>

						<p>unintended/unidentified negative impacts on people with a protected characteristic.</p> <p>Commissioned providers are contractually required to implement monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts on children with a protected characteristic</p>
Sexual orientation	x				L	<p>Care experienced children and young people and care leavers will be from across the spectrum of sexual orientation.</p> <p>All care experienced children and young people will have a care plan that is child centred and will take into account any specific requirements resulting from a child's protected characteristic to ensure that there is equality of outcomes.</p> <p>Contracts with commissioned providers have clauses relating to ensuring compliance with the relevant equalities legislation.</p> <p>There is a dedicated participation and engagement officer to ensure that the voice of children and young people is heard.</p> <p>The Service will analyse any complaints and safeguarding referrals relating to the services. This will ensure that the Council can identify if there are any concerns about the service, including any unintended/unidentified negative impacts on people with a protected characteristic.</p>

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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				<p>Care experienced children and young people have the right to request a Social Worker to support them who is Welsh speaking. There are Social Workers and support workers in the service who are able to support via the use of the Welsh Language. There are reviewing officers who are able to also provide a service in the Welsh language. All written work i.e. plans/minutes can also be written in the Welsh language.</p> <p>There are training opportunities for staff to learn the Welsh language.</p>
Treating the Welsh language no less favourably than English		x				<p>There are opportunities to use the Welsh language within the service, either by staff members or Welsh speaking children and their families. Where documents are required in the Welsh Language this would be made available if requested.</p> <p>There are a number of staff in the service who are able to use the Welsh language fluently.</p> <p>There are training opportunities for staff to learn the Welsh language.</p>

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				At this stage, signing up to the Corporate Parenting Charter does not have an impact pathway for maintaining and enhancing biodiversity. Engaging with biodiversity could be a potential mechanism for delivering for care experienced children in the county and opportunities to do so could be investigated in conjunction with the Countryside and Wildlife team as part of this in the future.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		x				At this stage, signing up to the Corporate Parenting Charter does not have an impact pathway for promoting the resilience of ecosystems.

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 initiative is good practice and supports care experienced children and young people to have the same life chances as any other child / young person in Wales. It is to ensure that the Local authority is a good corporate parent and follows a set of principles based on the United Nations Convention of the Rights of the Child.

Integration - how the initiative impacts upon our wellbeing objectives	x		Supports the wellbeing objective of <i>All children get the best start in life</i> , this is to ensure that children and young people have the same opportunities as other children in Wales and that they are not treated any differently as a result of their care experienced status.
Involvement - how people have been involved in developing the initiative	x		Welsh Government have liaised with care experienced children and young people to develop the strategy. NPT Corporate Parenting Panel have considered this charter and support the implementation of it.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		This charter will provide a consistent approach across Wales. The charter ensures that there is a Promise from Wales to all care experienced children and young people.
Prevention - how the initiative will prevent problems occurring or getting worse	x		The charter reminds Local Authorities of what it is to be a good corporate parent.

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

A full impact assessment (second stage) is not required	x
Reasons for this conclusion	
<ul style="list-style-type: none"> • Positive impact on people with a protected characteristic of age and disability. • No impact on people with other protected characteristics. • No impact on Welsh Language opportunities. • Neutral impact on biodiversity. • Supports the five ways of working. 	

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

	Name	Position	Signature	Date
Completed by	Victoria Smith	Principal Officer		12/03/24
Signed off by	Keri Warren	Head of Service	<i>Keri Warren</i>	12/03/24