

The “Equality Initial Challenge”

Name: Gill Cox Service area: Children’s Services Date completed: 13.04.15		Please give a brief description of what you are aiming to do. Create a permanent Family Support Worker post to support a sibling group of six children to live at home cared for by their adult siblings.	
Protected characteristic	Potential Negative impact Please give details	Potential Neutral impact Please give details	Potential Positive Impact Please give details
Age			Children are vulnerable due to their age and this proposal enables them to be cared for safely.
Disability			One of the children has a diagnosis of Autistic Spectrum Disorder and so is vulnerable due his disability. The proposal protects this child from further disadvantage.
Marriage + Civil Partnership		X	
Pregnancy and maternity		X	
Race		X	
Religion or Belief		X	
Sex (was Gender)		X	
Sexual Orientation		X	
Transgender		X	

Welsh Language		X	
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Please give details about any potential negative Impacts .	How do you propose to MITIGATE these negative impacts
➤	➤
➤	➤

Signed

Designation

Dated

Service Manager

13.04.15

Gill Cox

EQUALITY IMPACT ASSESSMENT FORM

What are you impact assessing	Service area
Impact of employing a permanent Family Support Worker	Children's Services
Policy author / service lead	Name of assessor and date
Gill Cox	Gill Cox 13.04.15

1. What are you proposing to do?

End a temporary contract and employ a Family Support Worker on a permanent basis to support a family of 6 looked after children to remain living with their adult siblings.

2. Are your proposals going to affect any people or groups of people with protected characteristics in a **negative** way? If **YES** please tick appropriate boxes below.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

3. Please give details of the negative impact

None identified

4. Did you take any actions to mitigate your proposal? Please give details below including any consultation or engagement.

N/a

5. Please list the data that has been used to develop this proposal? eg Household survey data, Welsh Govt data, ONS data, MCC service user data, Staff personnel data etc..

N/a

Signed..... *Bill Cox* Designation..... Service Manager..... Dated..... 13.04.15.....

The “Sustainability Challenge”

Name of the Officer completing “the Sustainability challenge” Gill Cox		Please give a brief description of the aims proposed policy or service reconfiguration End a temporary contract and employ a Family Support Worker on a permanent basis to support a family of 6 looked after children to remain living with their adult siblings.		
Name of the Division or service area Children’s Services		Date “Challenge” form completed 13.04.15		
Aspect of sustainability affected	Negative impact Please give details	Neutral impact Please give details	Positive Impact Please give details	
PEOPLE				
Ensure that more people have access to healthy food			Part of role is to support family in preparing evening meals	
Improve housing quality and provision		X		
Reduce ill health and improve healthcare provision		X		
Promote independence			Role enables family to be more independent of LA	

Encourage community participation/action and voluntary work		X	
Targets socially excluded			Children are all at risk of social exclusion due to life experiences and LAC status
Help reduce crime and fear of crime		X	
Improve access to education and training			Role supports children to complete homework
Have a positive impact on people and places in other countries		X	
PLANET			
Reduce, reuse and recycle waste and water		X	
Reduce carbon dioxide emissions		X	
Prevent or reduce pollution of the air, land and water		X	
Protect or enhance wildlife habitats (e.g. trees, hedgerows, open spaces)		X	
Protect or enhance visual appearance of environment		X	

PROFIT			
Protect local shops and services		X	
Link local production with local consumption		X	
Improve environmental awareness of local businesses		X	
Increase employment for local people			Post holder is likely to live in local community
Preserve and enhance local identity and culture		X	
Consider ethical purchasing issues, such as Fairtrade, sustainable timber (FSC logo) etc		X	
Increase and improve access to leisure, recreation or cultural facilities			Role supports children to access leisure and recreation opportunities

What are the potential negative impacts	Ideas as to how we can look to MITIGATE the negative impacts (include any reasonable adjustments)
➤ <i>N/a</i>	➤

➤	➤
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The next steps

- If you have assessed the proposal/s as having a **positive impact please give full details** below

Proposals support children to be healthier, achieve better in education and improve their access to activities that support their social development.

- If you have assessed the proposal/s as having a **Negative Impact** could you please provide us with details of what you propose to do to mitigate the negative impact:

N/a

Signed

Dated

Phill Cox

13.04.15