

APPENDIX B
CARDIFF COUNCIL



Equality Impact Assessment
Corporate Assessment Template

Policy/Strategy/Project/Procedure/Service/Function Title: To consider the establishment of a Cardiff and Vale of Glamorgan Social Services Regional Workforce Development & Training Unit

New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?

Name: Angela Bourge	Job Title: OM Strategy, Performance & Resources
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Service Team: Social Care Training Unit	Service Area: Social Services
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Assessment Date: 20/12/2011

1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?

To consider the implications and options of establishing a Cardiff & Vale of Glamorgan Social Services Workforce Development & Training Unit

2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

Each of the two Authorities currently operate separate Social Services Workforce Development & Training Units and have done so since 1996.

However working relationships between the two Units is strong and there is a significant level of joint working and cooperation between officers of the two Units.

Welsh Government (WG) policy is increasingly promoting Regional responses to their initiatives highlighted most recently in Social Services by the WG

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requirement for the establishment of Regional Social Care Workforce Development Partnerships. Other recent examples include the establishment of Regional Adult and Children’s Safeguarding Boards. These changes present significant challenge to the workforce, workforce planning and training delivery in the Region.

The Social Services and Well-being (Wales) Act 2014 provides fresh impetus for changing working practices and in particular the relationship between workers in Social Services, Health & other Public Services within their communities.

It is therefore inevitable that the potential opportunities presented by the establishment of a Social Services Regional Workforce Development & Training Unit merits consideration.

In summary, the key driver for this proposal are therefore the opportunities it presents to organise the resources at the Region’s disposal in the most effective way to deliver a social care workforce that is able to meet the expectations of the Act and the growing expectations of the population it serves.

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years			x
18 - 65 years			x
Over 65 years			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

This proposal is not felt to have a differential impact on age. The unit currently delivers social care training to adults who work with both children and adults who have social care needs.

What action(s) can you take to address the differential impact?

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3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment		X	
Physical Impairment		X	
Visual Impairment		X	
Learning Disability		X	
Long-Standing Illness or Health Condition		X	
Mental Health		X	
Substance Misuse		X	
Other		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

This proposal is not felt to have a differential impact on disability.

What action(s) can you take to address the differential impact?

There is currently no one in the team who is registered as disabled. However, we will ensure that any proposed office moves that may arise in the future from this proposal will cater for the needs to both staff members and members of the social care workforce who will be accessing training from the team.

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

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It is not felt that this proposal will have a differential impact on people who fall within the gender reassignment protected group.

What action(s) can you take to address the differential impact?

3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		X	
Civil Partnership		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

It is not felt that this proposal will have a differential impact on marriage and civil partnership.

What action(s) can you take to address the differential impact?

3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

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	Yes	No	N/A
Pregnancy		X	
Maternity		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

It is recognised that current team is disproportionately female. However, this proposal is not felt to have a differential impact on pregnancy and maternity. Women in the team who fall into this category will be afforded the same level of support as others employed by the Council.

What action(s) can you take to address the differential impact?

The fact that this service will be delivered regional may require current team members to cover a wider area when delivering training / assessing. However, individual risk assessments will always be carried out in such instances where women in the team are pregnant and appropriate adjustments will be made if it is appropriate to do so. This may mean that employees who fall into this category undertake more on-site training or substantially deliver training / assessments in one of the two local authority areas.

3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White		X	
Mixed / Multiple Ethnic Groups		X	
Asian / Asian British		X	
Black / African / Caribbean / Black British		X	
Other Ethnic Groups		X	

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Please give details/consequences of the differential impact, and provide supporting evidence, if any.
It is not felt that this proposal will have a differential impact on race.
What action(s) can you take to address the differential impact?

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist		X	
Christian		X	
Hindu		X	
Humanist		X	
Jewish		X	
Muslim		X	
Sikh		X	
Other		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
It is not felt that this proposal will have a differential impact on religion
What action(s) can you take to address the differential impact?

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3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		X	
Women	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

It is recognised that women are disproportionately represented in the team. Therefore any changes that will be made will disproportionately affect this group.

There is concern that the proposal may mean that staff have to cover a wider area and this may impact on travel time and costs incurred from having to pay for parking.

What action(s) can you take to address the differential impact?

As far as it is practicable to do so, sites will be identified across Cardiff & Vale for the delivery of training in those areas. Whilst there will be an inevitability that if the proposal is agreed, staff will be required to deliver services to areas of the Vale as well as Cardiff, we will try to substantially play to people's strengths and knowledge and allocate work to them that is closest to their work base.

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		X	
Gay Men		X	
Gay Women/Lesbians		X	
Heterosexual/Straight		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

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<p>It is not felt that this proposal will have a differential impact on sexual orientation</p>
<p>What action(s) can you take to address the differential impact?</p>

3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language		X	

<p>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</p>
<p>It is not felt that this proposal will have a differential impact on Welsh Language. The Welsh Language Act and associated standards will be observed at all times in line with Council and legislative requirements.</p>
<p>What action(s) can you take to address the differential impact?</p>

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

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Consultation has taken place with staff who are in scope for this proposed change via regional workshops and in team meetings within the individual Local Authorities.

Additionally a Regional Board and operational group was established to ensure that key stakeholders within both Councils were actively involved in shaping the proposals.

5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	
Disability	There is currently no one in the team who is registered as disabled. However, we will ensure that any proposed office moves that may arise in the future from this proposal will cater for the needs to both staff members and members of the social care workforce who will be accessing training from the team.
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	The fact that this service will be delivered regional may require current team members to cover a wider area when delivering training / assessing. However, individual risk assessments will always be carried out in such instances where women in the team are pregnant and appropriate adjustments will be made if it is appropriate to do so. This may mean that employees who fall into this category undertake more on-site training or substantially deliver training / assessments in one of the two local authority areas.
Race	
Religion/Belief	
Sex	As far as it is practicable to do so, sites will be identified

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	across Cardiff & Vale for the delivery of training in those areas. Whilst there will be an inevitability that if the proposal is agreed, staff will be required to deliver services to areas of the Vale as well as Cardiff, we will try to substantially play to people's strengths and knowledge and allocate work to them that is closes to their work base.
Sexual Orientation	
Welsh Language	
Generic Over-Arching [applicable to all the above groups]	

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Jo Finch	Date:
Designation: Workforce development and training manager	
Approved By:	
Designation:	
Service Area:	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email citizenfocus@cardiff.gov.uk