

## Appendix A: Equalities Impact Assessment

**Policy/Strategy/Project/Procedure/Service/Function Title:** Withdrawal from the Regional Workforce Training and Development Training Unit Collaboration Agreement.

**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 Resources

Service Team: Social Care Training Unit

Service Area: Social Services

Assessment Date: October 2020

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

To consider the implications of the withdrawal of the Regional Workforce Development Training Unit (RWDTU) Collaboration Agreement and the reestablishment of a Cardiff Social Care Workforce Development & Training Unit that serves Cardiff Social Services and the wider Local Authority Social care workforce.

#### **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.]**

- With the implementation of the Social Services and Well-being (Wales) Act 2014 it was felt that the wider social care workforce in the region and the Local Authorities Social Services workforce would be best served by one regional Workforce Development Training Unit (WDTU) and work undertaken within the context of the RWP, provided a firm foundation on which to build a regional WDTU.
- The Cabinet gave its approval to implement a regional WDTU in October 2017 and the regional WDTU became operational in April 2018. A Collaboration Agreement that clearly set out the governance arrangements for the regional WDTU was agreed under delegated authority to the Director of Social Services in April 2018. The purpose of the Collaboration Agreement was to ensure that the interests of both Local Authorities were appropriately protected. The Collaboration Agreement took effect from 1 April 2018 and will expire on 31 March 2021.
- Under the terms of the Collaboration Agreement, partners may agree unanimously to extend the Agreement for an agreed period of up to 2 years and on varied terms as they agree, beyond the initial term, subject to approval of the individual partner's interval approval processes.
- However, both partners have determined that the Collaboration Agreement should not be extended beyond its initial term and that the regional WDTU should end on 31 March 2021.

### 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.**

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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 and this will continue to happen when the Collaboration Agreement ends and the unit provides a service to Cardiff Local Authority area only..

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

There is not felt to be any differential impact.

### 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, the office location has disability access and it is also feasible for staff to work from home as necessary. An office move is not propose for those staff who remain in the Cardiff team. All face to face training is provided at venues with disabled access.

### 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
<b>Transgender People</b> (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.**

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	
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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 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?

	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.

<b>What action(s) can you take to address the differential impact?</b>

### 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	

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

### 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	

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

### 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		

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

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

There was previously a concern when the regional unit was set up that staff have to cover a wider area and this may impact on travel time and costs incurred from having to pay for parking. The withdrawal from the Collaboration Agreement will reduce the amount of coverage for the team but the introduction of virtual training during the pandemic has also substantially reduced travel requirements for team members and learners.

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

There is not felt to be any differential impact.

### 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.**

It is not felt that this proposal will have a differential impact on sexual orientation

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



**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	

**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 Welsh Language. The Welsh Language Act and associated standards will be observed at all times in line with Council and legislative requirements.

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

There is not felt to be any differential impact.

**4. Consultation and Engagement**

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

Consultation has taken place with staff who are in scope for this proposed change and Trade Unions have also been consulted. No objections have been raised in respect of the proposal. TUPE will apply to those staff who substantially work on Vale training requirements.

## 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. There is no intention to move from the current office base and all of the team are able to work from home. The majority of training currently provided is virtual. 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	
Race	
Religion/Belief	
Sex	
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 : Angela Bourge	Date: 7/10/20
Designation: Operational Manager: Resources	
Approved By:	Sarah McGill
Designation:	Director of Social Services / Corporate Director – People & Communities
Service Area:	Social Services

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](mailto:citizenfocus@cardiff.gov.uk)