



**Helping to make an impact**

**Skills Mix Review –  
Advocacy Team**



## **INITIAL SCREENING – STAGE 1** (See Guidance information)

**As a public authority we need to ensure that our st**

The service will continue to operate with full regard to it's equalities duties.

There are no anticipated direct impacts for equalities and the aims of the general duty.

**3. What does your current data tell you about who your policy, strategy, function or service may affect:**

Service users	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Employees	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Wider community	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

**Please provide an explanation for your 'Yes' or 'No' answer**

The workforce review will lead to a more efficient and cost effective delivery of the service with tasks being dealt with at the appropriate grade and more advocacy being undertaken in-house. There will be no reductions for permanent staff and therefore no unequal impact on employees. Please see Appendix 1.

**5. Will the policy, strategy, function or service, have an adverse (negative) impact upon the lives of people, including employees and service users?**

Yes

No

**Please provide an explanation for your 'Yes' or 'No' answer**

See 3

### **6. Is an Equality Assessment required?**

If your answer to question 2 has identified potential adverse impact and you have answered '**yes**' to any of the following questions 3, 4, or 5, then you should carry out a Full Equality Assessment.

Does the Policy, Strategy, Function or Service require a Full Equality Assessment? **Yes**  **No**

If a Full Equality Assessment is required, before proceeding you should discuss the scope of the assessment with service managers in your service area as well as the Directorate Contact Officer.

If a Full Equality Assessment is **Not** required, please sign the declaration and complete the Summary statement below, then forward a copy of the Initial Screening to your Directorate Contact Officer

If a Full Equality Assessment **Is** required, you will need to sign the declaration and complete the Summary statement below, detailing why the Policy, Strategy, Function or Service is moving to a Full Equality Assessment. Then continue with your Assessment

### **DECLARATION**

**A Full Equality Assessment not required, the Initial Screening has demonstrated that the Policy, St**

Sign-off Date: 22.01.13

Consultation has taken with HR has taken place throughout the process and Equalities considerations have been born in mind.

The review will increase opportunity for all groups.

The workforce review will lead to a more efficient and cost effective delivery of the service with tasks being dealt with at the appropriate grade and more advocacy being undertaken in-house. There will be no reductions for permanent staff and therefore no unequal impact on employees.

**Quality check: The screening document has been checked using the agreed audit arrangements in the Directorate:**

Name: (Officer/Group carrying out the Quality Check)  
Pam Chand

Directorate:  
Resources (Social Cohesion and Equalities)

Contact number:

Date undertaken:  
20 February 2013

Screening review statement:

Based on the information provided, we agree with the Chairperson's decision not to go to a full Equality Analysis.

## Equality Assessment Task Group Members

Name

Role on Task Group

(e.g. service user, manager or service

## Appendix 1

### Children's Teams

	<u>Current Estimates Care Cases WIP</u>		<u>Current Fee Earner</u>	<u>Staff Proposed</u>	<u>Staff Changes</u>
Serving 4 areas. East/South/West Central and North	260 cases	Head of Law (Grade 7)	2	1	-1
		Team Leader (Grade 6)	0	2	+2
		Senior Lawyer (Grade 6)	8	6	-2
(in brackets post advocacy pilot if not pursued following 2 years)		Permanent Lawyers (Grade 5)	13.5	13	-0.5
		Agency Lawyer (Grade 5)	3.5	0	- 3.5
		Act up lawyer (Grade 5)	1	0	-1
		Permanent Legal Assistants (Grade 3)	6	19	+13
		Agency & Legal Assistants (Grade 3)	6	0	-6
		1 Act up Legal Assistant (Grade 3)	1	0	-1
			41	41	0
JR & Advocacy Unit Pilot		Senior Advocate (Grade 6)	0	3	+3
			41	44	+3

move from the post on medical re-deployment. No red