

# Impact Assessment

## Saving Proposal - Implementation of the Special Guardianship Order Project



13/01/2022

Reference: 0760-8220-2640-5167

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

**This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.**

**It will also help the Council make the best possible decisions for the people of Powys.**

# 1. Proposal Information

<b>Author name</b>	Anna Konieczny, Strategic Business and Programme Manager
<b>Head of service</b>	Jan Coles, Head of Childrens Services
<b>Portfolio holder</b>	Rachel Powell, portfolio holder for Portfolio Holder for Children and Young People and Culture and Leisure
<b>Proposal title</b>	Saving Proposal - Implementation of the Special Guardianship Order Project
<b>Description of proposal</b>	<p>This proposal is based on the savings that can be made from mid year 22 /23 if a Project Officer is funded by the transformation fund to set up a number of projects including the SGO project.</p> <p>Once implemented the SGO project proposal is to release the following savings due to Foster Carers converting to SGO carers which will reduce the number of children who are looked after:</p> <p>Special Guardianship Order (SGO) Project - 1 FTE Social Worker in first two years</p> <p>Special Guardianship Order (SGO) Project - 0.5 FTE Independent Reviewing Officer (IRO)</p> <p>The conversion of Independent Fostering Agency (IFA) placement to SGO placements will also create a saving as part of this proposal.</p>

## 2. Savings and Consultation requirements

### Profile of savings delivery

2021-22	2022-23	2023-24	2024-25	2025-26	2026+	Total savings
£0	£170,200	£0	£0	£0	£0	£170,200

### Further information

Savings will be delivered due to a reduction in staffing and conversion of IFA carers to SGO carers.

## Consultation requirements

<b>Consultation required?</b>	No
<b>Justification</b>	Consultation is not required at this stage as the proposed saving will not come into effect until part way through the financial year. Then a management of change with staff consultation will be implemented. There will be no job losses as there are other social work vacancies in the service that are being covered by agency social workers.

## 3. Impact on other service areas, geographical areas and data protection

### 3a. Impact on other service areas

- Childrens Services
- Workforce & Organisation Development

### 3b. Impact on geographical locations

The entire county

### 3c. Data protection impact assessment

<b>Will the proposal involve processing the personal details of individuals?</b>	Yes
<b>Is Powys County Council the data controller?</b>	Yes
<b>Further information</b>	There will be no change to the current processes in place for the use of personal data.

## 4. Impact on Vision 2025

### 4a. The economy

<b>Impact</b>	None
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### 4b. Health and care

<b>Impact</b>	<p>The SGO project is to increase the numbers of SGO carers and ensure that these carers have equitable support plans and financial provision in line with foster carers and connected persons. This fits with the vision of Children's Services in keeping children closer to home and with the plans for reducing the number of children who are looked after.</p> <p>Children flourish when they live with family. Better outcomes for children in school. Helps children leave the Children looked after system. Reduces the number of children who are looked after and keeps children closer to home.</p> <p>Improved resource and arrangements for SGO support plans and interventions.</p> <p>Better connections for SGO carers as a group. Improved networks for SGO carers.</p>
<b>Impact rating</b>	Very good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Very good

### 4c. Learning and skills

<b>Impact</b>	<p>Children flourish when they live with family. Better outcomes for children in school. Helps children leave the Children looked after system. Reduces the number of children who are looked after and keeps children closer to home.</p> <p>The SGO project will increase the number of Wellbeing Worker opportunities in the service, they are a key part of our Grow Our Own Social Worker plans too, so by increasing opportunities for these posts in the service we are feeding into the GOOSW project and investing in our future social workers in Powys.</p>
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<b>Impact rating</b>	Very good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Very good

#### 4d. Residents and communities

<b>Impact</b>	Children flourish when they live with family in their community. Reduces the number of children who are looked after and keeps children closer to home.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Very good

#### 4e. Evidence

“Special Guardianship orders helps thousands of children leave care. It needs more support”, Judith Harwin, Lancaster University March 2021.

Special Guardianship Orders are an order that a court can make to ensure permanency planning is achieved for children.

The advantages for children are enormous in that they can successfully live with a connected person, often remain in their own locality and build better outcomes for themselves.

There has been significant research in this area over the past two years. There are recommendations from the Family Justice Group, June 2020, AFA Cymru, An agenda for Change Lancaster University, SGO research England.

Following the recommendations from the Ombudsman in early 2021, a project group was set up to consider all elements of the recommendations. This group has concluded identifying the next steps for Children’s services and the setting up of the SGO project.

## 5. Impact on well-being goals including Welsh language and equalities

### 5a. A prosperous Wales

<b>Impact</b>	Children are closer to home and maintain connections with families and communities and school placements  The proposal will enable young people to become involved in education, training and employment in their local communities.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## 5b. A resilient Wales

<b>Impact</b>	None
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## 5c. A healthier Wales

<b>Impact</b>	Children flourish when they live with family. Better outcomes for children in school. Helps children leave the Children looked after system. Reduces the number of children who are looked after and keeps children closer to home.
<b>Impact rating</b>	Very good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Very good

## 5d. A Wales of cohesive communities

<b>Impact</b>	Children are closer to home and maintain connections with families and communities and school placements
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## 5e. A globally responsible Wales

<b>Impact</b>	It will ensure that SGO carers receive equitable support and intervention for children and their families in line with the SGO support plan  Children flourish when they live with family. Better outcomes for children in school. Helps children leave the Children looked after system. Reduces the number of children who are looked after and keeps children closer to home.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## 5f. A Wales of vibrant culture and thriving Welsh language

### Using Welsh

<b>Impact</b>	Children are enabled to live and grow in communities which represent their own language and culture.  Active offer of Welsh language services to SGO carers and children in care.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

### Promoting Welsh

<b>Impact</b>	None
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### Sports, Art & Recreation

<b>Impact</b>	None
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## 5g. A more equal Wales

### Age

<b>Impact</b>	This proposal supports the rights of all children. Making best efforts to represent the voice of the child in assessments and plans.
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

### Disability

<b>Impact</b>	None
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### Gender Reassignment

<b>Impact</b>	None
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### Marriage or Civil Partnership

<b>Impact</b>	None
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### Race

<b>Impact</b>	None
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### Religion or Belief

<b>Impact</b>	None
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### Sex

<b>Impact</b>	None
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### Sexual Orientation

<b>Impact</b>	None
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### Pregnancy and Maternity

<b>Impact</b>	None
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## Socio-economic Duty

Impact	None
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## 5h. Evidence

“Special Guardianship orders helps thousands of children leave care. It needs more support”, Judith Harwin, Lancaster University March 2021.

There has been significant research in this area over the past two years. There are recommendations from the Family Justice Group, June 2020, AFA Cymru, An agenda for Change Lancaster University, SGO research England.

Following the recommendations from the Ombudsman in early 2021, a project group was set up to consider all elements of the recommendations. This group has concluded identifying the next steps for Children’s services.

## 6. Impact on key guiding principles & workforce

### 6a. Sustainable development principles

#### Long-term

Impact	Maintaining children in their family’s limits disruptions and promotes stability throughout their lives.
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

#### Collaboration

Impact	None
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#### Involvement (including Communication and Engagement)

<b>Impact</b>	None
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## Prevention

<b>Impact</b>	<p>Providing safe placements for children Children kept closer to home can be kept safer using local resources.</p> <p>Children flourish when they live with family. Better outcomes for children in school. Helps children leave the Children looked after system.</p>
<b>Impact rating</b>	Good
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Good

## Integration

<b>Impact</b>	None
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## 6b. Impact on the workforce

<b>Impact</b>	The savings proposal will have an impact on social work staffing, but there will be no redundancies as there are social work vacancies across other areas of the service.
<b>Impact rating</b>	Neutral
<b>Mitigation</b>	N/A
<b>Mitigated impact rating</b>	Neutral

## 6c. Impact on payroll

<b>Impact</b>	None
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## 6d. Welsh language impact on staff

<b>Impact</b>	None
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## 6e. Impact on apprenticeships

## 6f. Evidence

“Special Guardianship orders helps thousands of children leave care. It needs more support”, Judith Harwin, Lancaster University March 2021.

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## 7. Likelihood and risks

### Risk 1

<b>Description</b>	There is a risk that we won't be able to convert IFA carers to SGO carers.				
<b>Likelihood score</b>	3	<b>Impact score</b>	3	<b>Risk rating</b>	9.0
<b>Mitigation</b>	If the Project Officer is funded by transformation fund then the SGO project and team will be set up to ensure that excellent support services are provided to SGO carers.				
<b>Residual likelihood score</b>	3	<b>Residual impact score</b>	3	<b>Residual risk rating</b>	9.0

### Risk 2

<b>Description</b>	Due to external factors, the CLA numbers may increase and we won't be able to reduce the number of children becoming looked after despite increasing SGO carers.				
<b>Likelihood score</b>	3	<b>Impact score</b>	3	<b>Risk rating</b>	9.0
<b>Mitigation</b>	The service continue to focus on intervention and prevention and using the Signs of Safety practice framework to reduce the number of children becoming looked after overall.				

<b>Residual likelihood score</b>	2	<b>Residual impact score</b>	3	<b>Residual risk rating</b>	6.0
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## 8. Overall summary and judgement

### Outline assessment

This saving proposal is based on the setting up the SGO project and increasing the support package to SGO carers.

<b>Cabinet reference</b>	
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## 9. Additional evidence

As per previous evidence.

## 10. Ongoing monitoring arrangements and governance

### Monitoring arrangements

The proposal will be monitored continually by Children's Leadership Team.

<b>Review date</b>	01/04/2022
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