



INTEGRATED IMPACT ASSESSMENT (IIA) TOOL

Proposal Details

Title of Policy / Proposal / Initiative	
Review of Special Guardianship Orders (SGO) Policies and Procedures	
Service Area	Officer completing IIA
Porth Cynnal	Nerys Lewis
Corporate Lead Officer	Strategic Director
Audrey Somerton Edwards	James Starbuck
Please give a brief description of the purpose of the proposal	
<ul style="list-style-type: none"> A review of Ceredigion County Council Special Guardianship Order Policy (Financial and the overarching policy), in line with the Welsh Government's Special Guardianship code of practice (July 2018). 	
Who will be directly affected by this proposal? HINT	
<ul style="list-style-type: none"> Current and future children's Guardians subject to SGOs Children cared for under SGOs 	
Have those who will be affected by the proposal had the opportunity to comment on it?	
<ul style="list-style-type: none"> The policies will be taken through the Healthier Communities Overview and Scrutiny and Cabinet for input and sign off. <p>The next stage following the internal sign off, will be:</p> <ul style="list-style-type: none"> Consult with the current SGOs and staff Review and update the policies as required Finalise the documentation and implement with SGOs with introduction sessions to all key staff. 	

Version Control

The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision-making process. It is important to keep a record of this process so that we can demonstrate how we have considered and included sustainable development, Welsh language and equality considerations wherever possible.

Version Number	Author	Decision making stage <u>HINT</u>	Date Considered	Description of any amendments made <u>HINT</u>
1.0	Nerys Lewis	Pre Consultation	11/05/2024	
2.0	Nerys Lewis	Post Consultation / Cabinet	28/06/2024	Changes due to results of consultation

Council Corporate Well-being Objectives

Which of the Council's Corporate Well-being Objectives does this proposal address and how? Click here to read a summary of our [Corporate Strategy 2022-27](#)

Boosting the economy, supporting business, and enabling employment.	
Creating caring and healthy communities	<ul style="list-style-type: none"> • Provide for the care needs of our population • Develop and increase the number of support groups and programmes
Providing the best start in life and enabling learning at all ages	<ul style="list-style-type: none"> • Enhance the range of care and support options for looked after children and young people
Creating sustainable, greener, and well-connected communities	

National Well-being Goal: A Prosperous Wales

An innovative, productive, and low carbon society where everyone has decent work and there is no poverty.

Click [here](#) for information about a prosperous Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

Positive

Supporting children looked after to remain in their communities and school settings
Maintaining relationships with families and friends

What evidence do you have to support this view?

The current number of SGOs and the continuity and stability of the children / young people.

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

National Well-being Goal: A Resilient Wales

A society where biodiversity is maintained and enhanced and where ecosystems are healthy and functioning.

Click [here](#) for information about a resilient Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [ere](#) for information)

What evidence do you have to support this view?

The nurturing environments and support currently provided through our SGOs across the UK,

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

National Well-being Goal: A Healthier Wales

A society where people make healthy choices and enjoy good physical and mental health.

Click [here](#) for information about a healthier Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

There are positive impacts proposed through the new policy will provide the opportunity for SGOs to access the support they may require through the following:

- Information, Advice and Assistance (including web-based information for child/ young person; prospective Special Guardians)
- Financial support
- A named support worker
- Contact
- Therapeutic services
- Assistance to promote relationship stability
- Mediation

The above service will be provided by the local authority and in collaboration with partner/voluntary within the communities that the SGOs live. Noting that our SGOs live within Ceredigion but also wider afield across the UK. Supporting the child/young person and family to maintain their local community connections, culture and identity.

By providing and supporting SGO's we are able to support the quality of life of the young person and the SGOs through a stable environment.

What evidence do you have to support this view?

The Nuffield Family Justice Observatory identified that "Special guardianship is a stable option when measured by whether the child is returned to local authority care or is made subject to further care proceedings ('disruption rate'). Overall, SGOs have a very low rate of return" (Nuffield Family Justice Observatory (2020). *Special guardianship: a review of the evidence*. Nuffield Family Justice Observatory. Available at: <https://www.nuffieldfjo.org.uk/resource/special-guardianship-a-review-of-the-evidence>)

This is evident in Ceredigion with less than 1% SGO's breaking down, with good outcomes for children and young people being evidenced.

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

None to note.

National Well-being Goal: A More Equal Wales

A society where everyone has an equal chance whatever their background or circumstances.

This section is longer because you are asked to assess the impact of your proposal on each group that is protected by the **Equality Act 2010**.

Click [here](#) for information about equality in Wales.

Do you think this proposal will have a positive or a negative impact on people because of their age? (Click here for information)	
Children and Young People up to 18	Positive
People 18-50	Positive
Older people 50+	Positive
Describe the positive or negative impacts.	
Families being able to be kept together outside of the care system allowing stability for the whole family.	
What evidence do you have to support this?	
As noted above through completed research	
What action(s) can you take to mitigate any negative impacts?	
Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?	
Ensuring that SGO's have the required support the require to maintain a stable relationship for the child and young person. Through the annual review ensure that a family centred approach is completed in supporting and maintaining a stable and developmental opportunity for the young person up to the age of 18.	

Do you think this proposal will have a positive or a negative impact on people because of their disability? (Click here for information)	
Hearing Impairment	None / Negligible
Physical Impairment	None / Negligible
Visual Impairment	None / Negligible

Learning Disability	None / Negligible
Long Standing Illness	None / Negligible
Mental Health	None / Negligible
Other	None / Negligible
Describe the positive or negative impacts.	
None – due to the annual review being completed in a meaningful way taking into consideration any changing circumstances within the SGO household.	
What evidence do you have to support this?	
What action(s) can you to take to mitigate any negative impacts?	
Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?	

Do you think this proposal will have a positive or a negative impact on people who are transgender? (Click here for information)	
Trans Women	None / Negligible
Trans Men	None / Negligible
Non-binary people	None / Negligible
Describe the positive or negative impacts	
Positive Providing a nurturing and supportive environment meeting the individualised identity of the children and young people and where required utilising the support of the service to access information, advice and assistance.	
What evidence do you have to support this?	
Demographics of children and young people and their individualised identity.	

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Click [here](#) for information)

Bisexual	Positive
Gay Men	Positive
Gay Women/Lesbian	Positive
Heterosexual/Straight	Positive

Describe the positive or negative impacts

Positive

Providing a nurturing and supportive environment meeting the individualised identity of the children and young people and where required utilising the support of the service to access information, advice and assistance.

What evidence do you have to support this?

Demographics of children and young people and their individualised identity.

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Do you think this proposal will have a positive or a negative impact on people who are married or in a civil partnership? (Click [here](#) for information)

People who are married	None / Negligible
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People in a civil partnership	None / Negligible
Describe the positive or negative impacts	
What evidence do you have to support this?	
What action(s) can you take to mitigate any negative impacts?	
Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?	

Do you think this proposal will have a positive or a negative impact on people who are pregnant or on maternity leave? (Click here for information)	
Pregnancy	None / Negligible
Maternity	None / Negligible
Describe the positive or negative impacts	
What evidence do you have to support this?	
What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?	

Do you think this proposal will have a positive or a negative impact on people because of their ethnic origin? (Click here for information)	
Asian / Asian British	Positive

Black / African / Caribbean / Black British	Positive
Mixed / Multiple Ethnic Groups	Positive
White	Positive
Other Ethnic Groups	None / Negligible
Describe the positive or negative impacts	
Positive By providing opportunities for our children / young people to remain with SGOs maintaining their ethnic origin and their cultural identity.	
What evidence do you have to support this?	
The demographics of our children / young people being supported through SGOs	
What action(s) can you take to mitigate any negative impacts?	
Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?	

Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs, or non-beliefs? (Click here for information)	
Buddhist	Positive
Christian	Positive
Hindu	Positive
Humanist	Positive
Jewish	Positive
Muslim	Positive
Sikh	Positive
Non-belief	Positive
Other	Positive

Describe the positive or negative impacts

Positive

By providing opportunities for our children / young people to remain with SGOs maintaining their different religions, beliefs or non-beliefs.

What evidence do you have to support this?

The demographics of our children / young people being supported through SGOs

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Do you think this proposal will have a positive or a negative impact on men or women? (Click [here](#) for information)

Men

None / Negligible

Women

None / Negligible

Describe the positive or negative impacts

What evidence do you have to support this?

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between men and women?

Do you think this proposal will have a positive or a negative impact on people from the Armed Forces Community? (Click [here](#) for information)

Members of the Armed Forces

None / Negligible

Veterans	None / Negligible
Spouses	None / Negligible
Children	None / Negligible
Describe the positive or negative impacts	
What evidence do you have to support this?	
What action(s) can you to take to mitigate any negative impacts?	

Socio-economic Duty

Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, making it more difficult to access basic goods and services.

Family background or where a person is born still affects their life. For example, a child from a wealthy family often does better at school than a child from a poor family, even if the poorer child is more naturally academic. This is sometimes called socio-economic inequality.

Do you think this proposal will have a positive or a negative impact on people experiencing socio-economic disadvantage?	Positive
Describe the positive or negative impacts	
The annual review will take into consideration the household income. The named support worker will be accessible to support where required to explore additional support available for the SGO in their local area.	
What evidence do you have to support this?	
The annual review is means tested ensuring that SGOs who are experiencing socio-economic disadvantaged are supported as required.	

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Having the revised policy in place will ensure that all SGO's are treated equally and fairly in accordance with the outlined criteria.

National Well-being Goal: A Wales of Cohesive Communities

A society with attractive, viable, safe, and well-connected communities.

Click [here](#) for information about cohesive communities.

Does the proposal contribute to this goal? Describe the positive or negative impacts. [HINT](#)

This policy will support the SGO to access their community for additional support for the child/young person.

What evidence do you have to support this view?

SGOs live across the UK and have clear links with their local communities through education and social groups etc.

What action(s) can you take to mitigate any negative impacts or better contribute to the goal?

As part of the annual review to ensure that there is an understanding of how they engage with their community etc.

National Well-being Goal: A Wales of Vibrant Culture and Thriving Welsh Language

A society that that promotes and protects culture, heritage, and the Welsh language and which encourages people to take part in the arts, sports, and recreation.

Click [here](#) for information about culture and the Welsh language

Does the proposal contribute to this goal? Describe the positive or negative impacts.

Through having staff that can support SGO through their language of choice, completing the annual review and providing access to support that meets their language of choice.

What evidence do you have to support this view?

The Active Offer provided by Ceredigion County Council

What action(s) can you take to mitigate any negative impacts or better contribute to the goal?

Ensure that we ask each SGO regarding their language of choice.

With reference to the following, do you think this proposal will have a positive or negative effect on the Welsh language?

Click [here](#) for information

Opportunities for people to use the Welsh language

Positive

Treating the Welsh language, no less favourably than the English language

Positive

What evidence do you have to support this view?

As noted above.

What action(s) can you take to increase the positive impact or mitigate any negative impact on the Welsh language?

These will be reviewed as part of the annual review, ensuring that we listen to the voice of the SGOs.

National Well-being Goal: A Globally Responsible Wales

A society that considers how our actions might impact on other countries and people around the world.

Click [here](#) for information about global responsibility.

Does the proposal contribute to this goal? Describe the positive or negative impacts. HINT

Not applicable

What evidence do you have to support this view?

What action(s) can you take to mitigate any negative impacts or better contribute to the goal?

Strengthening the Proposal

If you have identified any negative impacts in the above sections, please provide details of any practical changes and actions that could help remove or reduce the negative impacts.

What will you do?	When?	Who is responsible?	Progress
<p>If no action is to be taken to remove or mitigate negative impacts, please justify why. (If you have identified any unlawful discrimination then the proposal must be changed or revised.)</p>			
<p>How will you monitor the impact and effectiveness of the proposal?</p>			
<ul style="list-style-type: none"> Annual reviews Support groups Questionnaires (twice early) End of SGO review 			

Sustainable Development Principle: 5 Ways of Working

Describe below how you have implemented the five ways of working in accordance with the sustainable development principle of the Well-being of Future Generations (Wales) Act 2015

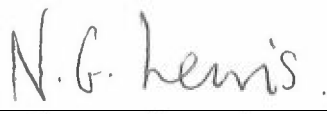
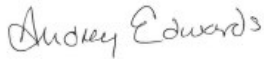

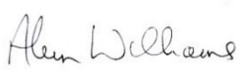
<p>Long term Balancing short-term needs with long-term need and planning for the future.</p> <p><u>HINT</u></p>	<p>Over the next 10 years we would hope to see an increase in the number of SGOs which will reduce the number of children on the looked after register.. The key for this to be to ensure that the correct level of support is provided and that the SGOs are supported to take on their new role.</p>
<p>Collaboration Working together with other partners to deliver.</p> <p><u>HINT</u></p>	<p>Stable SGOs will require and holistic approach based on the needs of the children/young people and these will require collaboration with partner agency. Including health boards, third sector support groups and specialist support as identified and outlined in the court order.</p>
<p>Involvement Involving those with an interest and seeking their views.</p> <p><u>HINT</u></p>	<p>A key part of the proposal is to consult with the current SGOs and staff and partner organisations through the fostering panel and the Independent Reviewing Officers.</p>
<p>Prevention Putting resources into preventing problems occurring or getting worse.</p> <p><u>HINT</u></p>	<p>This has been reviewed following consultation and feedback from the current SGOs, staff and partners and has not required any additional consideration.</p>
<p>Integration Considering the impact of your proposal on the four pillars of well-being (social, economic, cultural and environment) the objectives of other public bodies and across service areas in the Council.</p> <p><u>HINT</u></p>	<p>There has been no additional comments following consultation.</p>

Risk

Summarise the risk associated with the proposal.

	1	2	3	4	5
Impact Criteria	Very Low	Low	Medium	High	Very High
Likelihood Criteria	Unlikely to occur	Lower than average chance of occurring	Even chance of occurring	Higher than average chance of occurring	Expected to occur
Risk Description	Impact	Probability	Score (Impact x Likelihood)		
Breakdown in current SGOs	1	1	2		

Sign Off

Position	Name	Signature	Date
Corporate Manager	Nerys Lewis		09/07/2024
Corporate Lead Officer	Audrey Somerton Edwards		09/07/2024
Corporate Director	James Starbuck		08/07/2024
Portfolio Holder	Cllr Alun Williams		08/07/2024

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¹ Last updated 20/10/2023