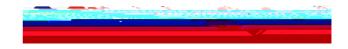


Helping to make an impact

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 r	egard to it's equalit	ties duties.				
The service will commute to	operate marran	ogara to it o oquam					
There are no anticipated direct impacts for equalities and the aims of the general duty.							
	·	•	g ,				
3. What does your curren	t data tell you ab	out who your poli	cy, strategy, function or s	service			
may affect:							
Service users	Yes 🗌	No 🖂					
Employees	Yes 🗌	No 🖂					
Wider community	Yes 🗌	No 🖂					
Please provide an explan							
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?
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.
If your answer to question 2 has identified potential adverse impact and you have answered 'yes'
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.
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

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

Equality Assessment Task Group Members

Name Role on Task Group

Role on Task Group (e.g. service user, manager or service

Appendix 1

Children's Teams	Current Estimates Care Cases WIP		Current Fee Earner	Staff Proposed	Staff Changes
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