

# Equality Impact Assessment [version 2.9]



Title: <b>DfE Grant Newton Europe Enhanced Diagnostic</b>	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Children and Education	Lead Officer name: Fiona Tudge
Service Area: All Services	Lead Officer role: Director Children and Families and Safer Communities

## Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](https://sharepoint.com).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

### 1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The Ofsted ILACS inspection of children services in January 2023 judged services to children as Require Improvement to be Good. This was the second inspection that graded Bristol as Requires Improvement under the ILACS Framework. In order for improvement work to be accelerated, improve outcomes for children and increase financial sustainability, Bristol was invited to be part of a pilot programme of work with Newton Europe as part of the DfE-brokered Enhanced Diagnostic Programme.

Newton Europe undertook a diagnostic of children services and concluded there were three key priority areas that would have the most impact for our children and at the same time deliver financial efficiencies.

- Workforce and recruitment of social workers is fundamental to the quality of practice and impacts on all work across the areas of opportunities. Opportunities are described to improve recruitment and retention of social workers which will make the largest impact and have a good evidence base regarding being successful.
- Improving our internal provision of placements for children in care will enable us to keep our children local and better connected to family and friends and continuing attendance at their known education provision. Alongside this, internal provision is more cost effective. The opportunities described to improve internal provision are evidenced based and have proven good successful outcomes.
- Research tells us that for some children who come into care when they are older their outcomes do not always improve and we know this is a financial pressure for the service. The opportunities described will support us to ensure there is the right provision and we work with children to support them remaining at home within their families and communities.

At the conclusion of the diagnostic Bristol had the opportunity to bid to the DfE for a grant to enable to progress work against the identified priorities.

The DfE has approved a grant of £500k to progress the areas of development.

The aim of the grant is to respond to the areas of priorities identified and improve our services to children and families.

This Equality Impact Assessment relates to the allocation of funds of the DfE funding grant.

Potential service user impacts:

Young People

- The planned spend of the bid funds are intended to improve outcomes for children. It is planned that more children will be able to remain in foster placements nearer to their communities and schools.
- The plan is for more children to be supported to remain at home with families or when they need to come into care that there is appropriate provision, including for older adolescents.

Potential workforce impacts:

- The funding will support better recruitment and retention of social workers. There will be a review of recruitment processes to ensure Bristol is a competitive employer.
- We will offer enhanced training to therapeutic practitioners to support retention of the workforce.

## 1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

## 1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>	[please select]
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## Step 2: What information do we have?

### 2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

<b>Data/Evidence Source</b> [Include a reference where known]	<b>Summary of what this tells us</b>																									
<a href="#">Census 2021</a> Bristol Census Data Profiles: <a href="#">Power BI</a> Bristol Census Dashboard <a href="#">Power BI</a>	The Census details the demographic profile of Bristol – including differences by protected and other relevant characteristics and circumstances such as deprivation, and housing tenure etc. This is relevant to the grant regarding the number of adolescents that are coming into care and the work on the housing pathway.																									
<a href="#">The population of Bristol</a>  <a href="#">Bristol Key Facts 2022</a>	Updated annually. The report brings together statistics on the current estimated population of Bristol, recent trends in population, future projections and looks at the key characteristics of the people living in Bristol. We have an increasing young population and this impacts the number of adolescents that come into care and the housing pathway and is directly linked to the areas of grant funding.																									
<a href="#">HR Analytics: Power BI reports (sharepoint.com)</a> [internal link only]	The Workforce Diversity Report shows statistics for Headcount, Sickness, Starters and Leavers data. The report is updated once a month with data as at the end of the previous month. It excludes data for locally managed schools/nurseries, councillors, casual, seasonal and external agency employees. The report is based on the sensitive information that staff add to Employee Self Service on iTrent (ESS).  Summary of Children Services and Education and Skills division workforce diversity data 31 March 2023:  This data is important to ensure we increase our recruitment of social workers that is reflected in the grant and that they are representative of the communities we serve. <table border="1" data-bbox="459 1854 1457 2134"> <thead> <tr> <th></th> <th>Children's Services</th> <th>Education and Skills</th> <th>BCC Headcount %</th> <th>Bristol population (16-64) %</th> </tr> </thead> <tbody> <tr> <td>16 - 29</td> <td>17.4%</td> <td>6.9%</td> <td>10.9%</td> <td>39%</td> </tr> <tr> <td>30 - 39</td> <td>30.4%</td> <td>18.9%</td> <td>21.0%</td> <td>24%</td> </tr> <tr> <td>40 - 49</td> <td>25.6%</td> <td>23.6%</td> <td>24.0%</td> <td>16%</td> </tr> <tr> <td>50 - 64</td> <td>25.0%</td> <td>45.6%</td> <td>40.4%</td> <td>21%</td> </tr> </tbody> </table>		Children's Services	Education and Skills	BCC Headcount %	Bristol population (16-64) %	16 - 29	17.4%	6.9%	10.9%	39%	30 - 39	30.4%	18.9%	21.0%	24%	40 - 49	25.6%	23.6%	24.0%	16%	50 - 64	25.0%	45.6%	40.4%	21%
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65 +	1.5%	5.0%	3.5%	-
Disabled	7.0%	6.1%	9.0%	12%
Not Disabled	63.8%	57.6%	68.8%	88%
Prefer not to state Disability	2.4%	5.3%	3.1%	-
Unknown Disability	26.8%	31.0%	19.1%	-
Asian or Asian British	1.8%	2.1%	2.8%	6.6%
Black or Black British	5.0%	6.6%	5.4%	5.9%
Mixed Ethnicity	4.6%	2.1%	3.5%	4.5%
Other Ethnic Groups	0.6%	0.2%	0.5%	1.9%
White	79.1%	69.3%	79.5%	81.1%
Prefer not to state Ethnicity	0.9%	1.8%	1.5%	-
Unknown Ethnicity	7.9%	18.0%	6.8%	-
Female	80.4%	80.1%	60.0%	49%
Male	19.2%	19.3%	39.2%	51%
I use another term	0.2%	0.5%	0.2%	-
Prefer not to say	0.1%	0.2%	0.5%	-
Civil Partnership	0.1%	0.5%	0.3%	-
Declared Partnership	0.2%	0.2%	0.3%	-
Divorced	1.1%	1.3%	1.3%	-
Married	15.5%	17.7%	15.6%	-
Partner	8.8%	6.6%	6.1%	-
Single	15.4%	8.8%	11.6%	-
Widowed	0.1%	0.2%	0.2%	-
Prefer not to state Marital Status	2.0%	1.0%	1.9%	-
Unknown Marital Status	56.7%	63.9%	62.9%	-
Christian	22.4%	24.1%	26.7%	32.2%
Other religion or belief	5.6%	7.4%	6.3%	9.7%
No religion or belief	49.2%	32.4%	41.6%	37.4%
Prefer not to state Religion	13.6%	18.1%	17.8%	8.12%
Unknown Religion	9.1%	18.0%	7.6%	-
LGB+	8.4%	4.5%	6.0%	6.1%
Heterosexual	69.6%	61.8%	70.3%	-

	Prefer not to state Sexual Orientation	13.9%	16.5%	16.7%	-
	Unknown Sexual Orientation	8.1%	17.2%	6.9%	-
	Trans Person	-	-	0.1%	0.83%
	Not Trans Person	-	-	40.5%	-
	Prefer not to state Trans	-	-	1.0%	-
	Unknown Trans	54.8%	65.3%	58.3%	-
<a href="#">Joint Strategic Needs Assessment (JSNA)</a>  <a href="#">JSNA Health and Wellbeing Profile 2022/23 Children's Social Care</a>	<p>The Joint Strategic Needs Assessment reports on the health and wellbeing needs of the people of Bristol. It brings together detailed information on local health and wellbeing needs and looks ahead at emerging challenges and projected future needs. The JSNA is used to provide a comprehensive picture of the health and wellbeing needs of Bristol (now and in the future); inform decisions about how we design, commission and deliver services, and also about how the urban environment is planned and managed; improve and protect health and wellbeing outcomes across the city while reducing health inequalities; and provide partner organisations with information on the changing health and wellbeing needs of Bristol, at a local level, to support better service delivery.</p> <p>Children may become involved with Social Care for a variety of reasons, but the proportion who have a primary category of abuse and neglect, especially among looked after children, is considerably higher than those who have other primary categories.</p>				
<b>Additional comments:</b>					

## 2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

## 2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

Although our corporate approach is to collect diversity monitoring for all relevant characteristics, there are gaps in the available local diversity data for some characteristics, especially where this has not always historically been included in census and statutory reporting e.g. for sexual orientation.

We acknowledge that there are gaps in our knowledge about the future demands on children and education services as it affects a range of equalities groups and will be looking to improve the range of equalities data we gather, both as a local authority and through the services we commission.

Workforce diversity data is available but is not 100% accurate as some staff have opted not to share or data is unknown, especially around Disability. Due to data protection diversity information is redacted at a smaller team level.

## 2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

Throughout the diagnostic phase there have been focus groups and individual meetings with the social care workforce to gather views and feedback findings. Written feedback has been provided to the whole service during, and at the conclusion of the diagnostic.

External housing partners have been engaged in the work and development of the bid.

Focussed groups of social workers, social care practitioners and managers have been held. All practitioners were asked to take part and the Enhanced Diagnostic programme, with senior managers, ensured there was a cross section of practitioners present. All focus groups were held face to face.

The aim was to understand the system better, ensure perspectives of practitioners was sought and "test out" possible solutions.

The groups have focussed on understanding the data, discussing pathways for individual children and discussing recommendations. At the end of each group feedback was sought from practitioners about the areas discussed and potential next steps.

## 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

Consultation activities will be targeted at the priority areas agreed and will include:

- Staff consultation
- Co-design with partners
- Consultation with Trade Unions as appropriate

## Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above, and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or

mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

### 3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

<b>GENERAL COMMENTS</b> (highlight any potential issues that might impact all or many groups)	
<p><u>Potential service user impacts:</u></p> <p>Young People</p> <ul style="list-style-type: none"> <li>The planned spend of the bid funds are intended to improve outcomes for children. It is planned that more children will be able to remain in foster placements nearer to their communities and schools.</li> <li>The plan is for more children to be supported to remain at home with families or when they need to come into care that there is appropriate provision, including for older adolescents.</li> </ul> <p><u>Potential workforce impacts:</u></p> <ul style="list-style-type: none"> <li>The funding will support better recruitment and retention of social workers. There will be a review of recruitment processes to ensure Bristol is a competitive employer.</li> <li>We will offer enhanced training to therapeutic practitioners to support retention of the workforce.</li> </ul> <p>Current total number of Care Leavers 744.</p> <ul style="list-style-type: none"> <li>Gender: 58% are male and 42% are female</li> <li>Age: 17yrs – 1%; 18 to 21yrs – 53%; 22 to 25yrs – 46%</li> <li>Living Status: In Bristol - 75%; Out of Area - 25%</li> <li>Unaccompanied Asylum Seeker Children: 19%</li> <li>Ethnicity: White – 59%; Black – 13%; Asian – 2%; Mixed – 11%; Other – 15%</li> </ul>	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>Young people in Bristol are more likely to: <ul style="list-style-type: none"> <li>have poor emotional health and wellbeing</li> <li>find inaccessible public transport prevents them from leaving their home when they want to</li> </ul> </li> <li>4.9% of 16-17 year olds are “not in education, employment or training” (NEET)</li> <li>Young adults are most likely to have lost work or seen their income drop because of COVID-19 and the cost of living crisis</li> <li>Young people are significantly under-represented in our workforce</li> </ul>
Mitigations:	The grant will address and look to improve some of these factors by working to support young people to remain at home and if they need to come into care to be accommodated in local provision near to their school/educational establishment and access to any ongoing health needs.
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>In the workplace we need to ensure equal access to recruitment, personal development, promotion and retention for employees who are pregnant or on maternity leave (including briefing and updates for any workforce changes)</li> </ul>
Mitigations:	The grant will review recruitment and retention policies
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe &amp; Withywood, Filwood and Lawrence Hill. In Bristol 15% of residents - 70,800 people - live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people</li> <li>15,400 children under 16 (17.9%) live in relative low-income families in Bristol, significantly below the national average of 19.1%.</li> <li>27.9% of Bristol's pupils (17,645 children) are Disadvantaged.</li> </ul>
Mitigations:	The grant will review the optimal way to work with children and families to prevent them coming into care.
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Care Leavers</b>	
Potential impacts:	<p>Current total number of Care Leavers 744.</p> <ul style="list-style-type: none"> <li>Gender: 58% are male and 42% are female</li> </ul>



	<ul style="list-style-type: none"> <li>• Age: 17yrs – 1%; 18 to 21yrs – 53%; 22 to 25yrs – 46%</li> <li>• Living Status: In Bristol - 75%; Out of Area - 25%</li> <li>• Unaccompanied Asylum Seeker Children: 19%</li> <li>• Ethnicity: White – 59%; Black – 13%; Asian – 2%; Mixed – 11%; Other – 15%</li> </ul>
Mitigations:	The grant will review the housing pathway for our care leavers to ensure a smooth transition into housing.

### 3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Our proposals are aligned to our Corporate Strategy and supported by the Belonging Strategy which will deliver on the intentions of the Bristol One City Plan, the Bristol Corporate Parenting Strategy, the Bristol Children's Charter and the Bristol Equality Charter.

## Step 4: Impact

### 4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

#### Summary of significant negative impacts and how they can be mitigated or justified:

This is an increase in funding from a grant bid and no negative impacts are expected.

#### Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

- Delivery of the essential improvement as outlined in the recommendations of Ofsted Inspection to take us from 'Requiring Improvement' to 'Good', ensuring we provide a good service to all our children, young people and families.
- We anticipate there will be potential financial savings for the Council.
- Improvement of recruitment and retention of the workforce and improved morale.
- As workforce stabilises this will lead to improve services and quality of practice.

### 4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
We will ensure the WRES action plan is linked to the work undertaken with the grant funding.	Fiona Tudge	Ongoing during lifetime of grant to March 2025

Improvement / action required	Responsible Officer	Timescale

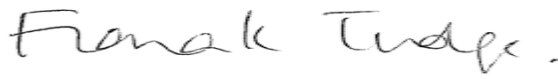
### 4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

We will report to DfE progress against the key deliverables.  
The progress will be monitored through Our Families Transformation Programme.

## Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director<sup>1</sup>.

<p><b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i></p>	<p><b>Director Sign-Off:</b></p>  <p>Fiona Tudge Director Children and Families and Safer Communities</p>
Date: 22/8/2023	Date: 15/8/2023

<sup>1</sup> Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.