

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>
Name of Officer(s) completing this Template:  Jane Cantley
Designation(s):  Service Manager
Directorate/Service:  HSCP
Date of Impact Assessment: 19/8/19
Name of Proposed Budget Saving <sup>1</sup> :  Barnardo's - Inverclyde Integrated Service

<b>1. Does the proposed budget saving impact on:</b>		
	<b>Yes</b>	<b>No</b>
a. Protected characteristics under The Equality Act 2010:  Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation ( <b>see Section 3</b> )	x	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> ( <b>see Section 6</b> )	x	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 <sup>3</sup> ( <b>see Section 7</b> )	x	
d. Corporate Plan 2018/22 <sup>4</sup> ( <b>see Section 8</b> )	x	
<b>2. If “yes” is selected for any part of Section 1, please populate the other relevant Sections of this Template.</b>		

<sup>1</sup> Please attach the Budget Saving Proposal to this Template

<sup>2</sup> [Fairer Scotland Duty: interim guidance for public bodies](#)

<sup>3</sup> [Local Outcomes Improvement Plan 2017/22](#)

<sup>4</sup> [Corporate Plan 2018/22](#) (agenda item 5)

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

If “no” is selected for **every part** of Section 1, **please sign below and email** a copy of this Template to Karen Barclay, Corporate Policy Officer:

[karen.barclay@inverclyde.gov.uk](mailto:karen.barclay@inverclyde.gov.uk).

Signature

Date

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### 3. Impact – Protected characteristics

Which of the protected characteristics will the proposed budget saving have an impact upon? (See guidance for examples of key considerations under each characteristic – this is on ICON.)

<b>Equality Target Group</b>	<b>Positive impact +</b>	<b>Neutral impact =</b>	<b>Negative impact -</b>
Age			Proposed cut is for a service delivered to children
Disability			Service provision heavily driven by service demand from children with additional support needs and their families
Gender Reassignment			
Pregnancy and maternity			
Race			
Religion and belief			
Sex			
Sexual orientation			
Other groups to consider			Families in poverty. Barnardo's.

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

<b>4. Which parts of the Equality Duty will the proposed budget saving impact on?</b>	
x	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
x	Advance equality of opportunity between people of different groups
<input type="checkbox"/>	Foster good relations between from different groups

<b>5. Impact - groups</b>	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
<p><b>Positive impacts</b> +</p> <p><i>(Describe groups affected.)</i></p>	<p><b>Negative impacts</b> -</p> <p><i>(Describe groups affected.)</i></p> <p>This service provides parenting and practical support to parents of young children, promoting attachment and improving children's outcomes.</p> <p>A number of families are supported to access financial inclusion.</p> <p>The service also offers a range of supports to children affected by disability and their families providing valuable respite in the community that is tailored to meet the individual needs of these children and their families.</p> <p>A reduction in the grant to this service may impact on availability of these supports.</p>

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### 6. Impact – Fairer Scotland Duty

What impact will this budget saving proposal have on reducing inequalities of outcome caused by socio-economic disadvantage? *Please tick.*

Positive Impact +	Neutral Impact =	Negative Impact -
		X

**Briefly describe how the budget saving proposal will impact on reducing inequalities of outcome.**

The Duty requires local authorities to actively consider (pay due regard to) inequalities of outcomes caused by socio-economic disadvantage. Many of the families who get support from this service live in material deprivation, are on a low income and live in deprived communities. The project provides access to financial inclusion for these families.

A reduction in support may impact on these children's health, wellbeing and future outcomes.

### 7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this budget saving proposal impact on?

<input type="checkbox"/>	1. <b>Population:</b> Inverclyde's population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth
<input checked="" type="checkbox"/>	2. <b>Inequalities:</b> There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted during section 6)
<input type="checkbox"/>	3. <b>Environment, culture and heritage:</b> Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit

**Briefly describe how the budget saving proposal will impact on the LOIP Priority/Priorities.**

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

The Local Outcome Improvement Plan sets out to achieve low levels of poverty and deprivation, reducing the gap between the richest and poorest members of the community.

Many of the families who get support from this service live in significant poverty, are on a low incomes and live in deprived communities. The project provides access to financial inclusion for these families, thereby helping to address some of these difficulties.

### 8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on?

<input type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input type="checkbox"/>	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them
X	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
<input type="checkbox"/>	4. To reduce the prevalence of poverty and in particular, child poverty in our communities
x	5. To safeguard, support and meet the needs of our most vulnerable families and residents
x	6. To improve the health and wellbeing of residents so that people live well, and for longer
<input type="checkbox"/>	7. To protect and enhance our natural and built environment
<input type="checkbox"/>	8. To preserve, nurture and promote Inverclyde's unique culture and heritage
<input type="checkbox"/>	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
<input type="checkbox"/>	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

**Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.**

This project provides a range of parenting support to families with affected by parental substance misuse (CAPSM) and community respite for children with additional support needs (THRIVE).

The CAPSM service increases the safety of children affected by parental substance misuse by working alongside families to increase their understanding of the impact of substance misuse on their children and provide practical advice and support to help improve family functioning. This contributes to keeping this vulnerable group of children safe and promoting positive outcomes.

Community respite allows vulnerable children with additional support needs to have short breaks which promote their social and emotional wellbeing. This service helps to prevent difficulties escalating to the point where families' health and wellbeing is significantly compromised.

This budget saving proposal will potentially affect two external posts.

### 9. Evidence

What evidence do you have to help identify any potential impacts of the proposed budget saving?

Note: Evidence could include consultations, surveys, focus groups, interviews, projects, user feedback, complaints, officer knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.

Evidence	Details
Consultation/Engagement	
Research	
Officer's knowledge and experience (including feedback from frontline staff)	Individual social workers' reports to Resource Allocation Group repeatedly highlight the positive impact of services on families.
Equalities monitoring data	
User feedback (including complaints)	This is a service that is highly valued by families and service user feedback is extremely positive.

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

<p>Stakeholders</p> <p>Other</p>	<p>Barnardo’s End of Year Monitoring reports; Barnardo’s Inverclyde Thrive Services Report on Activity for Governance meetings; Care Inspectorate Report 2015 on sitter service; Care Inspectorate report on Services for children and young people in Inverclyde; 2017; Challenge Authorities Programme Agency Planning and Reporting Short term Report</p> <p>These reports outline the positive impact that the service has on the quality of life of children who access the service and their families. The data demonstrates the following:</p> <ul style="list-style-type: none"> <li>• 87% of families engaging in a bespoke package of support are showing improved mental health and well-being.</li> <li>• 74% of the new families receiving a bespoke package of support are living in SMID 1&amp;2</li> <li>• 90% of parents are indicating improved engagement in their children’s learning</li> <li>• 89% of parents are indicating improved everyday interaction with their children</li> </ul>
<p>Are there information gaps and, if so, what are these?</p>	

**10. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of this Budget Saving Proposal.**

<p>Details of the Person(s) who completed the Assessment:</p>	<p>Name: Jane Cantley</p>
	<p>Position: Service Manager</p>
	<p>Date: 19/8/19</p>
<p>Authorised by:</p>	<p>Name: Louise Long</p>

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

	Position: Corporate Director (Chief Officer), Inverclyde Health and Social Care Partnership
	Date: 7/2/2020

Thank you for your assistance with the completion of this task.

**Please send a copy of the completed Template to Karen Barclay, Corporate Policy Officer: [karen.barclay@inverclyde.gov.uk](mailto:karen.barclay@inverclyde.gov.uk).**

21 November 2018