

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Savings Proposals

<b>Essential Information</b>
Name of Officer(s) completing this Template:  Anne Glendinning
Designation(s):  Service Manager - Children and Families
Directorate/Service:  Health and Social Care Partnership/Children and Families
Date of Impact Assessment:  30 October 2020
Name of Proposed Budget Saving <sup>1</sup> :  Remove one Quality Assurance and Service Improvement Team Lead post

<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	

<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)

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2. If “yes” is selected for **any part** of Section 1, **please populate the other relevant Sections of this 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

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### 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.)

Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			<p>The primary focus of the post is to enhance quality assurance around all areas of social work practice with children and families.</p> <p>The profile information has been excluded from this Template to protect the identity of the relevant staff.</p>
Disability			Social workers undertake work with children with additional support needs.
Gender Reassignment			
Pregnancy and maternity			
Race			
Religion and belief			
Sex			The profile information has been excluded from this Template to protect the identity of the relevant staff.
Sexual orientation			
			Looked after children for whom the Council has

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Other groups to consider			corporate parenting responsibility.  Carers.  External agencies/service providers.
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<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.	
<b>Positive impacts</b> <b>+</b> <i>(Describe groups affected.)</i>	<b>Negative impacts</b> <b>-</b> <i>(Describe groups affected.)</i>
	<p>The Scottish Social Services Council requires Social Workers to adhere to a code of practice. This stipulates that Social Workers work in a way that promotes diversity and respects different cultures and values, promoting human rights and social justice. Social Workers challenge discrimination and promote empowerment. The Quality Assurance Officer and Service Improvement Team Lead role is to support and develop practice that fulfills this requirement.</p> <p>The profile information has been excluded from this Template to protect the identity of the relevant staff.</p>

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### 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. Children and Families service users generally live on a low income and are subject to material and area deprivation.

Quality assurance and service development is a fundamental component of ensuring children and families across Inverclyde receive high quality services that safeguard and promote positive outcomes including addressing inequality and poverty.

### 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
x	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.**

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Children and Families service users generally live on a low income and are subject to material and area deprivation.

Quality assurance and service development is a fundamental component of ensuring children and families across Inverclyde receive high quality services that safeguard and promote positive outcomes including addressing inequality and poverty. Reducing this will have some impact on capacity across the Service; however, the service has Care Planning and Improvement Officer posts that can fulfil this function.

### 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
<input type="checkbox"/>	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
x	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
x	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
x	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

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

The Quality Assurance Officer and Service Improvement Team Lead role is to support the Council to safeguard and promote the wellbeing of children and their families through the delivery of quality assurance processes, ensuring services address the needs of families and that service provision is of a high quality. The reduction of one post will have some impact on capacity which will require to be absorbed within the Children and Families Service via the Care Planning and Improvement Officer roles.

### 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	<p>Consultation with the community and children and young people on the Health and Social Care Partnership Strategic Plan 2019/24 and agreed Six Big Actions aimed at working together to address inequality and assist everyone to be able to live active, healthy and fulfilling lives.</p> <p>Citizens' Panel Summer 2019 Survey: 75% of Panel members said they are confident services in Inverclyde will protect children and young people and help them if they are at risk of harm.</p>
Research	The Inverclyde Strategic Needs Assessment highlights the high levels of multiple deprivation across Inverclyde.
Officer's knowledge and experience (including feedback from frontline staff)	Child Protection Performance Management – Quality Performance Service Review data. The collation and

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	interpretation of this data contributes to overall service improvement.
Equalities monitoring data	There are currently 55 children on Inverclyde’s Child Protection Register.
User feedback (including complaints)	
Stakeholders  Other	
Are there information gaps and, if so, what are these?	

**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.**

The loss of this post will mean a reduction in the capacity of the Service to undertake quality assurance processes:

- reduced capacity to undertake regular child protection case file audits and 52 week reviews; and
- Inverclyde’s Children and Families Service has developed a strong culture of learning and development and a reduction in designated quality assurance may impact on capacity to ensure that the service continues to develop. A reduction in this service may impact on the outcome of external inspection processes.

The introduction of four Reviewing Officers over the last three years has changed how quality assurance is undertaken. The new posts undertake quality assurance, allowing the post of Quality Assurance and Service Improvement Team Lead to be released with minimal impact.

Details of the Person(s) who completed the Assessment:	Name: Anne Glendinning
	Position: Service Manager - Children and Families
	Date: 30 October 2020



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Authorised by:	Name: Louise Long
	Position: Corporate Director (Chief Officer), Inverclyde Health and Social Care Partnership
	Date: 3 December 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