

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Hugh Scott
Designation(s): Service Manager - Community Learning and Development, Community Safety and Resilience and Sport
Directorate/Service: Education, Communities and Organisational Development: Culture, Communities and Education Resources
Date of Impact Assessment: 9 February 2023
Name of Proposed Budget Saving ¹ : Home Link Workers – re-design of Home Link service in schools

1. Does the proposed budget saving impact on:		
	Yes	No
a. Protected characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	X	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	X	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	X	

¹ Please attach the Budget Saving Proposal to this Template

² [Fairer Scotland Duty: guidance for public bodies](#)

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

⁴ [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 and Performance Officer:
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			X
Disability		X	
Gender Reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	
Religion and belief		X	
Sex			X
Sexual orientation		X	
Other groups to consider • Carers			X

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4. Which parts of the Equality Duty will the proposed budget saving impact on?	
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

5. Impact - groups	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
Positive impacts + <i>(Describe groups affected.)</i>	Negative impacts - <i>(Describe groups affected.)</i>
	<p><u>Age</u>: Young people would be affected by this saving i.e. pupils may have reduced access to the Home Link Services. Additionally, young people from families on low incomes have a greater need of the services and are therefore disproportionately affected by service reduction.</p> <p><u>Sex; Carers</u>: The main carer and therefore those who access family support the most is often female so this will have more impact on females.</p>

6. Impact – Fairer Scotland Duty		
What impact will this budget saving proposal have on reducing inequalities of outcome caused by socio-economic disadvantage? <i>Please tick.</i>		
Positive Impact +	Neutral Impact =	Negative Impact -
		X
Briefly describe how the budget saving proposal will impact on reducing inequalities of outcome.		

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Home Link Workers offer a range of support to the most vulnerable and excluded pupils and families across primary and secondary schools. This Budget Saving Proposal entails reduced access to the key workers and therefore a reduction of service. Its implementation is likely to impact on the ability engage with the most vulnerable families.

All support workers currently link with families if there is a danger of them getting into debt through school meals payments. This is to ensure that the families are getting all the financial support they are entitled to and that a plan is put in place to help with payments. This bespoke service would cease.

7. Impact – LOIP 2017/22

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

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> | 1. Population: 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. Inequalities: 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. Environment, culture and heritage: 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 |
| <input type="checkbox"/> | 4. The local economy: Inverclyde has a thriving and diverse local economy, economic activity is increased and skills development enables both those in work and those furthest from the labour market to realise their full potential |

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

Priority 2: See Section 6 above.

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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
<input type="checkbox"/>	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
X	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs
<p>Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.</p> <p><u>Priorities 4, 5 and 10</u>: Reduced Home Link Worker provision may impact on schools’ ability to tackle some of the key indicators of social exclusion and to safeguard, support and meet the needs of our most vulnerable families and residents.</p>	

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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	Budget Consultation 2022: 30.24% of respondents agreed to the <u>removal</u> of Home Link Workers. This saving is simply a reduction in Home Link Workers.
Research	A clear strength of the Home Link services has been its focus on tracking outcomes for families and children, this UK Government research highlights the same approach. Supporting Families 2021/22 and beyond. ⁵
Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders	

⁵<https://dera.ioe.ac.uk/37662/1/Supporting%20Families%20-%202021-22%20and%20beyond%20-%20GOV.UK.pdf#:~:text=In%202021-22%2C%20we%20want%20to%20take%20the%20Troubled,provide%20the%20right%20support%20at%20the%20right%20time.>

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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 impact of this Budget Saving Proposal could be mitigated by other aspects of family support work including existing family support work already in place for some pupils. The reputational risk of this Budget Saving Proposal could be minimised by schools allocating other sources of funding towards similar interventions.

Types of support that the workers offer that will need to either stop or be delivered in other ways include additional transition programmes, Roots of Empathy, help with attendance, and drop-in sessions for young people and families.

The Scottish Government has given short-term (three years) support to Authorities through the Health and Social Care Partnership to improve Whole Family Wellbeing support. The aims of this funding largely duplicate the type of work that is undertaken through Family Support Workers.

The reduction of ≤ 5 posts associated with this Budget Saving Proposal is expected to be achieved by voluntary severance.

Details of the Person(s) who completed the Assessment:	Name: Hugh Scott
	Position: Service Manager - Community Learning and Development, Community Safety and Resilience and Sport
	Date: 23.2.23
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	Date: 23.2.23

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

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Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer: karen.barclay@inverclyde.gov.uk.