

Equality Impact Assessment Template – Policy, Function or Strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended. This will ensure equality considerations are taken into account before a decision is made and the policy, function or strategy can be altered, if required.

1. Policy, function or strategy		
a.	Name/description of the policy, function or strategy ¹	MSC Funded Students
b.	Responsible organisation(s)/Lead Service	Inverclyde HSCP
c.	Lead Officer	Allen Stevenson Head of Health and Community Care
d.	Date of Impact Assessment	February 2023
e.	Partners/other Services involved in the development of the policy, function or strategy	HSCP Service Managers and Heads of Service
f.	Is the policy, function or strategy?	<input checked="" type="checkbox"/> New
		<input type="checkbox"/> Reviewed/Revised
g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)?	There is an urgent need to recruit and retain social workers. The work force plan has identified that the recruitment and retention of staff in health and social care sectors has become a challenge. The COVID-19 pandemic has increased that pressure in some qualified roles, especially that of social workers. It is imperative that we consider ways in which we can make careers in social work in Inverclyde more attractive.

¹ Please attach details of the policy, function or strategy to this Template

		<p>This proposal will target self-funding MSc students who are not currently employed by Inverclyde HSCP and would ensure an intake of newly qualified social workers (NQSW) to Inverclyde.</p> <p>In return for funding of their final year of study, these students would commit to working for Inverclyde HSCP for 3 years. This work would be in a qualified social worker role.</p> <p>Inverclyde Quality and Learning Team already has established relationships with University of the West of Scotland, Strathclyde University, Caledonian University and the Learning Network West. This would allow for identification of suitable students and discussion about experience and aptitude. Many of these students will undertake placements with Inverclyde's Practice Learning team already.</p> <p>Eligible students would be invited to attend an open day where representatives from social work teams and Quality and Learning could provide information about the support available in Inverclyde</p>
h.	What are the intended outcomes of the policy, function or strategy?	This policy intends to ensure that the HSCP provides a consistent sustainable workforce

i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde wide	
j.	Which parts of the Equality Duty will the policy, function or strategy impact on?		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
		x	Foster good relations between people from different groups
k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	Indirectly	

2. Does the policy, function of strategy 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)	yes	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	yes	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	yes	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	yes	

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

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

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

3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.

4. If 'No' is selected for every part of Section 2, please state the reasons for this.

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:

3. Impact – Protected Characteristics

Which of the Protected Characteristics will the policy, function or strategy have an impact upon?

Protected Characteristic	Impact					Reasons/Comments
	Positive		Neutral	Negative		
	High	Low			High	Low
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 <ul style="list-style-type: none"> Carers 	x					

4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?	
<input type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
<input checked="" type="checkbox"/>	Advance equality of opportunity between people from different groups
<input checked="" type="checkbox"/>	Foster good relations between people 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>Though increasing our workforce of skilled social workers we will be in a better position to support our wider community. The HSCP supports a diverse range of people including those with disabilities, carers and families. By ensuring we have a suitable workforce we will ensure greater levels of support.</p>	

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6. Impact – Fairer Scotland Duty

What impact will this policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

Positive impact +	Neutral impact =	Negative impact -
x		

Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.

.Many of the social work services users are from our most deprived SIMD areas and are vulnerable people. By increasing a suitably skilled workforce great support will be giving to those who suffer the greater inequalities.

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this policy, function or strategy impact on?

<input checked="" 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 at 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 checked="" 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 policy, function or strategy will impact on the LOIP Priority/Priorities.

By attracting new social workers we will have a positive impact on the population if they live or move to Inverclyde for new roles.

.Many of the social work services users are from our most deprived SIMD areas and are vulnerable people. By increasing a suitably skilled workforce great support will be giving to those who suffer the greater inequalities.

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will the policy, function or strategy impact on?

<input checked="" type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input checked="" 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 checked="" type="checkbox"/>	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
<input checked="" type="checkbox"/>	4. To reduce the prevalence of poverty and, in particular, child poverty in our communities
<input checked="" type="checkbox"/>	5. To safeguard, support and meet the needs of our most vulnerable families and residents
<input checked="" 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 checked="" 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 checked="" type="checkbox"/>	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

Briefly describe how the policy, function or strategy will impact on the Corporate Plan Priority/Priorities.

9. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens' Panel, focus groups, interviews, projects, user feedback, complaints, Officers' knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

Evidence	Details
Consultation/Engagement (including any carried out while developing the policy, function or strategy)	Inverclyde Quality and Learning Team already has established relationships with University of the West of Scotland, Strathclyde University, Caledonian University and the Learning Network West. This would allow for identification of suitable students and discussion about experience and aptitude. Many of these students will undertake placements with Inverclyde's Practice Learning team already.
Research	We have had a number of long standing vacancies and it is difficult to attract new social workers to Inverclyde
Officers' knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders	
Other	
Are there information gaps and, if so, what are these?	

10. Consequences of analysis

What steps will you take in response to the findings of your analysis? Please select at least one of the following and provide a brief explanation.

a.	Continue development with no changes	<input checked="" type="checkbox"/>	
b.	Continue development with minor alterations	<input type="checkbox"/>	
c.	Continue development with major changes	<input type="checkbox"/>	
d.	Discontinue development and consider alternatives (where relevant)	<input type="checkbox"/>	

How will the effect of the policy, function or strategy be monitored following implementation?

The Training Board will have an overview of progress and regular report to IJB

When is the policy, function or strategy due to be implemented?

Policy to CMT, Social Care Scrutiny Board and IJB for approval.

When will the policy, function or strategy be reviewed?

What resources are available for the implementation of the policy, function or strategy? Have these resources changed?

11. 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 the policy, function or strategy.

Details of the Person(s) who completed the Assessment:	
Name:	Arlene Mailey
Position:	Service Manager
Date:	21 st February 2023
Authorised by:	
Name:	Allen Stevenson

Position:	Head of Service Head of Health and Social care
Date:	21st February 2023

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

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