

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	Inverclyde Wellbeing Service
b.	Responsible organisation(s)/Lead Service	Inverclyde HSCP
c.	Lead Officer	Head Of Children's Services Criminal Justice Jonathan Hinds
d.	Date of Impact Assessment	20/07/2023
e.	Partners/other Services involved in the development of the policy, function or strategy	Education, Health, Social Work and Third Sector
f.	Is the policy, function or strategy?	New <input checked="" type="checkbox"/>
		Reviewed/Revised <input type="checkbox"/>
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)?	Inverclyde HSCP and Education Services have committed to improve Children and Young Peoples tier 2 mental health in Inverclyde based on a collaborative model. This is via Action For Children Inverclyde Wellbeing Service 5 -18 year olds. This is funded jointly through the Scottish Government Programme for Change monies awarded 2019 - 2023 for access to counselling services through schools, and supplementary funding from Inverclyde IJB.
h.	What are the intended outcomes of the policy, function or strategy?	The main elements to the service are the one-to-one counselling service, and programme based group work, both of which were discussed and coordinated with schools to support

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

		pupils to access services, in response to the Covid-19 pandemic.	
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?	Yes	

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)	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	

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 <u>every part</u> of Section 2, please state the reasons for this.	
<p>Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy and Performance Officer: <u>karen.barclay@inverclyde.gov.uk</u></p>	
Signature:	Date:

3. Impact – Protected Characteristics						
Which of the Protected Characteristics will the policy, function or strategy have an impact upon?						
	Impact					
Protected Characteristic	Positive		Neutral	Negative		Reasons/Comments
	High	Low		High	Low	
Age	X					This service will provide emotional support to all age groups of children and young people through various models of delivery
Disability	X					This will have a positive impact through the delivery of the service being accessible to all young people

Gender Reassignment	X					This service seeks to work with young people who may be affected by issues of gender reassignment particularly in relation to mental health and stigma
Marriage and civil partnership		X				This service allows for children and young people to express feelings and thoughts around marriage and civil partnerships in a safe and secure space
Pregnancy and maternity		X				This service allows young people to express feelings, thoughts and worries of pregnancy and maternity services in a safe and secure space
Race	X					This service will be of support to any child or young person affected by racial issues
Religion and belief	X					This service will be of support to any child or young person no matter of religion or race, alongside the new to Scotland population
Sex			X			The delivery of this service seeks to support all children and young people
Sexual orientation	X					The delivery of this service will support all children and young people who may be affected by issues of sexual orientation, particular in relation to mental health and stigma
Other groups to consider	X					The introduction of this service will alleviate the pressures on CAMHS and GP services, for mild to moderate mental health issues

4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?	
	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
X	Advance equality of opportunity between people from different groups
X	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 +	Negative impacts -
<p>CAMHS is a tier 3 mental health service to support children and young people from age 5 - 21 years with moderate to severe mental health services. It is hoped that the introduction of the tier 2 Emotional well-being service will reduce the number of referrals to the CAMHS service and the reduction of rejected referrals, allowing children and young people to receive the most appropriate support at the correct time.</p> <p>As the emotional well being service is self-referral there would be a positive impact to GP services as no GP referral would be required.</p>	

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		
<p>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.</p> <p>The introduction of this service to Inverclyde would reduce the inequalities of outcomes linked to deprivation, as the service is open to any young person allowing for self referral, parental / carer referral, school referral to the service no matter the SIMD. The service delivery will hold no barrier with it being delivered at home school or in a clinic setting.</p>		

7. Impact – LOIP 2017/22

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

X	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
X	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.)
X	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
X	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 providing early intervention and emotional support to children and young people in Inverclyde we are allowing families to be supported within their local community, whilst empowering families to manage their emotions.

8. Impact – Corporate Plan 2018/22

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

	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
X	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

	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
	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
	7. To protect and enhance our natural and built environment
X	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
	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.

The development of this service is to provide emotional support to children and young people at an early stage, this will impact on the families they live with an aim to prevent a deterioration of mental health and wellbeing.

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
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<p>Consultation/Engagement (including any carried out while developing the policy, function or strategy)</p>	<p>Initially, a combination of online meetings, and where possible and safe to do so, in person meetings took place, to raise the profile of the service across Inverclyde. Meetings with teams included • Initial online launch of the service to partners in August 2020 • GP forum • CAMHS • Social Work • School Nursing Team • Mind Mosaic • Barnardo's • Community Learning and Development • Parent Council Representatives • Regular scheduled attendance at Additional Support Needs leaders WebEx meetings.</p> <p>A dedicated local website:- Inverclyde Children and Young People Wellbeing Service Action for Children was developed and launched. In addition to this social media was used to promote and encourage self-referrals from Children & Young People as well as from parents and/or carers who wished to access the service or further available resources on supporting emotional health and wellbeing.</p>
<p>Research</p>	<p>To date at Nov 2021</p> <ul style="list-style-type: none"> • 172 referrals have been received for counselling • 95 Children & Young People offered access to counselling support • 77 remain on the waiting list • 43 currently engaging • 27 completing agreed sessions • 7 disengaged from support • 7 accessing other supports (CAMHS, Mind Mosaic, Private Counselling, LIAM)
<p>Officers' knowledge and experience (including feedback from frontline staff)</p>	<p>The lead practitioners involved in the development and delivery of this service all have comprehensive knowledge and experience</p>
<p>Equalities monitoring data</p>	<p>Quarterly and Annually; reporting to HSCP Chief Officer, Head of Education and Scottish Government</p>
<p>User feedback (including complaints)</p>	<p>Through ongoing engagement, we constantly receive feedback from children and young people</p>

Stakeholders	Engagement sessions with partners have been held to inform the development of the plan
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		
b.	Continue development with minor alterations	x	We will continue to monitor findings and make minor changes to the service as the need arises
c.	Continue development with major changes		
d.	Discontinue development and consider alternatives (where relevant)		

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

Continuous monitoring of service through quarterly and annual reporting to Scottish Government, HSCP Chief Officer and Head of Education.

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

In place from September 2020

When will the policy, function or strategy be reviewed?

Due to be reviewed June 2024

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

Section 5 of the IJB report 1/11/2021 sets out all resource of financial spend

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.

The development of the Inverclyde emotional triage meeting allows services to discuss cases that may not meet the criteria for support or where additional support is required. This will allow for a seamless transfer of cases between tier 2 and tier 3 without the need for further referrals and the inclusion of additional support for other services e.g. third sector, education, social work.

Details of the Person(s) who completed the Assessment:

Name:	Lynn Smith
Position:	Service Manager
Date:	20/07/2023

Authorised by:	<i>Jonathan Hinds</i>
Name:	Jonathan Hinds
Position:	Head of Children & Families and Justice Services
Date:	17/08/2023

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.

12 August 2022