

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Saving Proposal

<b>Essential Information</b>
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: 16.10.23
Name of Budget Saving Proposal (BSP) <sup>1</sup> : Cessation of the Home Link Workers service in schools

<b>1. Does the BSP impact on:</b>		
	<b>Yes</b>	<b>No</b>
a. Protected Characteristics under The Equality Act 2010:  Age; Care experienced; Disability; Gender Reassignment; Marriage and Civil Partnership; 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. Inverclyde Alliance Partnership Plan 2023/33 <sup>3</sup> ( <b>see Section 7</b> )	X	

<sup>1</sup> Please attach the BSP to this Template

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

<sup>3</sup> [Inverclyde Alliance Partnership Plan 2023/33](#)

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	X	
d. Council Plan 2023/28 <sup>4</sup> (see Section 8)		
<b>2. If 'yes' is selected for any part of Section 1, please populate the other relevant Sections of this Template.</b>		

<b>3. Impact – Protected Characteristics</b>			
Which of the Protected Characteristics will the BSP have an impact upon?			
Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			X
Care experienced			X
Disability		X	
Gender Reassignment		X	
Marriage and Civil Partnership		X	
Pregnancy and Maternity		X	
Race			X

<sup>4</sup> [Council Plan 2023/28](#)

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Religion and Belief		X	
Sex			X
Sexual Orientation		X	
Other groups to consider <ul style="list-style-type: none"> <li>• Carers</li> <li>• The Armed Forces Covenant Duty</li> </ul>			X

#### 4. Which parts of the Equality Duty will the BSP 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.

<b>Positive impact</b> <b>+</b> <i>(Describe groups affected.)</i>	<b>Negative impact</b> <b>-</b> <i>(Describe groups affected.)</i>  <u>Age:</u> Young people would be affected by this saving i.e. pupils will have no access to the Home Link services. Additionally, young people from families on low incomes have a
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	<p>greater need of the services and are therefore disproportionately affected by service reduction.</p> <p><u>Care experienced</u>: Whilst these posts are not specifically for care experienced families, they may well benefit from some of the interventions to support home school links.</p> <p><u>Race</u>: As Inverclyde becomes more multi-cultural, these posts can facilitate positive relationships between school and home for families who have different cultural backgrounds.</p> <p><u>Sex</u>: This saving will have an impact on Sex because the majority of the workforce are female.</p> <p>Females are the predominant providers of care/single parents and therefore could miss the withdrawal of the service.</p> <p><u>Carers</u>: Carers and parents may benefit from some of the interventions provided by Home Link Workers, an example of which is support around parental employability.</p>
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#### 6. Impact – Fairer Scotland Duty

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

Positive impact +	Neutral impact =	Negative impact -
+	=	-
		X

**Briefly describe how the BSP will impact on reducing inequalities of outcome.**

Home Link Workers offer a range of support to the most vulnerable and excluded pupils and families across primary and secondary schools. This BSP removes access to Home Link Workers. Its implementation is therefore likely to impact on the ability to engage with the most vulnerable families.

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<b>7. Impact – Inverclyde Alliance Partnership Plan 2023/33</b>	
Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will this BSP impact on?	
<input checked="" type="checkbox"/>	<b>Theme 1: Empowered people</b> <ul style="list-style-type: none"> <li>• Communities can have their voices heard, and influence the places and services that affect them</li> <li>• Gaps in outcomes linked to poverty are reduced</li> </ul>
<input checked="" type="checkbox"/>	<b>Theme 2: Working people</b> <ul style="list-style-type: none"> <li>• More people will be in sustained employment, with fair pay and conditions</li> <li>• Poverty related gaps are addressed, so young people can have the skills for learning, life and work</li> <li>• Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs</li> </ul>
<input type="checkbox"/>	<b>Theme 3: Healthy people and places</b> <ul style="list-style-type: none"> <li>• People live longer and healthier lives</li> <li>• Supportive systems are in place to prevent alcohol and drug misuse</li> <li>• Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change</li> </ul>
<input checked="" type="checkbox"/>	<b>Theme 4: A supportive place</b> <ul style="list-style-type: none"> <li>• Vulnerable adults and children are protected and supported, ensuring they can live safely and independently</li> <li>• We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery</li> <li>• Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm</li> </ul>
<input type="checkbox"/>	<b>Theme 5: A thriving place</b> <ul style="list-style-type: none"> <li>• Growth in our working age population by encouraging people to stay here, and attracting new people to settle here</li> <li>• Development of strong community-based services that respond to local need</li> <li>• Homes are energy efficient and fuel poverty is reduced</li> <li>• Increased use of active travel and sustainable transport options</li> <li>• Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities</li> </ul>

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**Briefly describe how the BSP will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.**

Themes 1, 2 and 4: This BSP is likely to impact on those who have less income. The posts support young people to attend school, thus developing their skills for later life and work. The posts also help in some cases to sustain parental employability by reducing stress factors in the home.

#### **8. Impact – Council Plan 2023/28**

Which Themes from the Council Plan 2023/28 will the BSP impact on?

<input checked="" type="checkbox"/>	<p><b>Theme 1: People</b></p> <ul style="list-style-type: none"> <li>• Our young people have the best start in life through high quality support and education</li> <li>• Gaps in outcomes linked to poverty are reduced</li> <li>• People are supported to improve their health and wellbeing</li> <li>• More people will be in employment, with fair pay and conditions</li> <li>• Our most vulnerable families and residents are safeguarded and supported</li> </ul>
<input type="checkbox"/>	<p><b>Theme 2: Place</b></p> <ul style="list-style-type: none"> <li>• Communities are thriving, growing and sustainable</li> <li>• Our strategic housing function is robust</li> <li>• Our economy and skills base are developed</li> <li>• We have a sufficient supply of business premises</li> <li>• Our natural environment is protected</li> </ul>
<input type="checkbox"/>	<p><b>Theme 3: Performance</b></p> <ul style="list-style-type: none"> <li>• High quality and innovative services are provided, giving value for money</li> <li>• Our employees are supported and developed</li> </ul>

**Briefly describe how the BSP will impact on the Council Plan 2023/28 Themes.**

Theme 1: This could impact on ensuring that young people have the best start in life by removing support services to help them attend and thrive in school.

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### 9. Evidence

What evidence do you have to help identify any potential impacts of the BSP?

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

Evidence	Details
Consultation/engagement	<p>Budget Consultation 2022: 30.24% of respondents agreed to the removal of Home Link Workers.</p> <p>Budget Consultation 2024/26 Phase 1: This specific BSP was not mentioned in Phase 1.</p> <p>Budget Consultation 2024/26 Phase 2: This BSP was one of 16 included in the Budget Consultation 2024/26 Phase 2<sup>5</sup>. It was ranked number nine by respondents.</p> <p>According to Clyde Conversations respondents, 97% did not agree with removing the Home Link Worker Service.</p> <p>The young people who interacted with the Home Link Workers said the service provided has helped with their confidence and anxiety. They stated that having frequent visits to the secondary school during the Summer holiday period helped them to make friends before school started. It also helped them understand the layout of the building and where their classes would be. Further, it had helped build relationships with the Home Link Workers which provided them with a contact in the school who knew them and knew their personal challenges. Not only did this help increase their confidence, it also reduced their anxiety and provided them with the tools and skills to manage their anxieties of starting secondary school.</p> <p>Many of the young people consulted on this BSP advised that they had planned weekly sessions with the Home Link Workers and had been working with them for several years. They advised that their confidence has improved because they know that they have someone to talk to</p>

<sup>5</sup> Respondents were asked to rank the BSPs in the order they most agreed with. 1 = BSP respondents supported most. 16 = BSP respondents supported the least

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	<p>about their mental health and anxiety around school and exams. The group explained that the Home Link Worker has introduced a range of coping skills including <i>Let's Introduce Anxiety Management</i> which they have found useful. The young people advised that the school timetable does not allow time to talk to teachers or guidance staff about mental health or the daily challenges they face about their wellbeing.</p>
Research	<p>Family support and links with home support has been identified as a key strength in raising attainment and fostering home school links.</p> <p><a href="#">Supporting Families - 2021-22 and beyond - GOV.UK.pdf (ioe.ac.uk)</a></p>
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?	



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**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 the BSP.**

The impact of this BSP 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 BSP could be minimised by schools allocating other sources of funding towards similar interventions.

Types of support that the Home Support 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 local 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 new Whole Family Wellbeing Service and the redesign of Community Learning and Development will consider support for aspects of the remit the Home Link Workers deliver on. There is also the wellbeing service which can provide support for mental health. Supported transitions will need to be given consideration if the service is reduced.

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: 23.02.24
Authorised by:	Name: Ruth Binks
	Position: Corporate Director - Education, Communities and Organisational Development
	Date: 23.02.24

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

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**  
Please send a copy of the completed Template to Karen Barclay, Corporate  
Policy and Performance Officer: [karen.barclay@inverclyde.gov.uk](mailto:karen.barclay@inverclyde.gov.uk).