

Equality Impact Assessment

Section 1: About the proposal

Title of Proposal
Review of Children's Social Care Staffing

Intended outcome of proposal
Budget saving of £246K from the Children and Families employee budget

Description of proposal
Staffing review to include workload analysis and risk assessment (possible saving of 3 social worker posts (H&L/B&C/OLI) 2 para professional (T&AC)).

HSCP Strategic Priorities to which the proposal contributes
This is not a service improvement.

Lead officer details	
Name of lead officer	Alex Taylor
Job title	HoS
Department	C&F
Appropriate officer details	
Name of appropriate officer	Joy Daniels
Job title	Locality Manager
Department	C&F

Sign-off of EIA	
Date of sign-off	

Who will deliver the proposal?
Alex Taylor

Section 2: Evidence used in the course of carrying out EIA

Consultation / engagement
The proposal was developed by members of the Children's Management Team.

Data
Attached

Other information

Gaps in evidence

Section 3: Impact of proposal

Impact on service users:

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age	X			
Disability	X			
Ethnicity		X		
Sex		X		
Gender reassignment		X		
Marriage and Civil Partnership		X		
Pregnancy and Maternity	X			
Religion		X		
Sexual Orientation		X		
Fairer Scotland Duty:				
Mainland rural population		X		
Island populations		X		
Low income	X			
Low wealth	X			
Material deprivation		X		
Area deprivation		X		
Socio-economic background		X		
Communities of place		X		
Communities of interest		X		

If you have identified any negative impacts on service users, give more detail here:
Any reduction in the staffing levels will impact on the capacity of the service to make early interventions and undertake preventative work.

If any 'don't knows' have been identified, when will impacts on these groups be clear?
N/A

How has 'due regard' been given to any negative impacts that have been identified?
The impact in respect to inequalities of outcome cannot be entirely mitigated against.

Impact on service deliverers (including employees, volunteers etc.):

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age		x		
Disability		x		
Ethnicity		x		
Sex		x		
Gender reassignment		x		
Marriage and Civil Partnership		x		
Pregnancy and Maternity		x		
Religion		x		
Sexual Orientation		x		
Fairer Scotland Duty:				
Mainland rural population		x		

	Negative	No impact	Positive	Don't know
Island populations		x		
Low income		x		
Low wealth		x		
Material deprivation		x		
Area deprivation		x		
Socio-economic background		x		
Communities of place		x		
Communities of interest		x		

If you have identified any negative impacts on service deliverers, give more detail here:
No.

If any 'don't knows' have been identified, when will impacts on these groups be clear?

How has 'due regard' been given to any negative impacts that have been identified?
Yes.

Section 4: Interdependencies

Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the HSCP?	The reduction in the establishment of social workers and social work para professionals will reduce the capacity of the service to make early interventions and undertake preventative work.
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Details of knock-on effects identified
The risk with this proposal is that that any savings made from within the staffing establishment could translate as costs elsewhere in the system. There is now evidence emerging that due to social work staffing vacancies across the service the capacity of the service to make early interventions and undertake preventative work is being reflected in the increased use of internal residential and external placements. The proposal was originally predicated on the operation of the service with comparable vacancy levels which with the passage of time is no longer the case. The risk is the increased use of all types of placement will convert the savings made to a potentially larger cost elsewhere in the system. The human cost of this is much harder to evaluate.

Section 5: Monitoring and review

Monitoring and review
Further analysis is being undertaken.