**Argyll and Bute HSCP: Equality and Socio-Economic Impact Assessment**

**Section 1: About the proposal**

|  |
| --- |
| **Title of Proposal** |
| Budget Saving - Children and Families Health Team £60K |

|  |
| --- |
| **Intended outcome of proposal** |
| Identify savings from Children and Families Health Team by removing the Advanced Nurse Vulnerable Groups (ANVG) post |

|  |
| --- |
| **Description of proposal** |
| The Children and Families Health Teams have been asked to make savings of £136K, due to little or limited ‘non-pay’ resources allocated to the child health teams, the savings require to be sourced from the staffing budget. Some of the work undertaken by the ANVG will require to be absorbed by the Health Visitors and School nurses |

|  |
| --- |
| **Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes** |
| 2020-21 Budget Preparation – Policy Savings for Consideration by Integrated Joint Board |

|  |  |
| --- | --- |
| **Lead officer details:** | |
| Name of lead officer | Patricia Renfrew |
| Job title | Interim Head of Service Child Health and CAMHS |
| Department | Argyll and Bute HSCP |
| **Appropriate officer details:** | |
| Name of appropriate officer | As above |
| Job title |  |
| Department | HSCP |
| Sign off of EQIA |  |
| Date of sign off | 16th February 2021 |

|  |
| --- |
| **Who will deliver the proposal?** |
| Child Health Managers and Children and Families Health Teams |

**Section 2: Evidence used in the course of carrying out EQIA**

|  |
| --- |
| **Consultation / engagement** |
| Potential impact discussed with Consultant Paediatrician, Child Health Managers, NHS Highland Director of Nursing, A&B HSCP Lead Nurse and Children and Families Health Teams. |

|  |
| --- |
| **Data** |
| Data as detailed in Fairer Scotland Duty Interim Guidance |

|  |
| --- |
| **Other information** |
| A staff survey/quality assurance exercise on the role and remit of the post has been carried out |

|  |
| --- |
| **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 |  |  |  |

**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 |  |  |  |
| 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 any ‘don’t know’s have been identified, at what point will impacts on these groups become identifiable?** |
|  |

|  |
| --- |
| **How has ‘due regard’ been given to any negative impacts that have been identified?** |
| If staff sickness or recruitment to Health Visitor or School nursing posts is difficult on Islands and more remote areas this may impact on Children, Young People and Families |

**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 council?** | Yes – HSCP |

|  |
| --- |
| **Details of knock-on effects identified** |
| Reducing the establishment of any staff within the Children and Families Health teams will have a detrimental impact and significant risk on service delivery.  Reducing staffing will increased likelihood of the number of staff experiencing work related stress, which will add to staff turnover and sickness absence.  Child protection systems and processes are at risk of being compromised, with insufficient experienced staff to deal with issues and concerns. |

**Section 5: Monitoring and review**

|  |
| --- |
| **How will you monitor and evaluate the equality impacts of your proposal?** |
| Through robust supervision, record audit and quality assurance processes. |