Argyll and Bute HSCP: Equality and Socio-Economic Impact Assessment
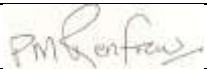
Section 1: About the proposal

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	PM Renfrew
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		

	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 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.