

STIRLING COUNCIL: EQUALITY IMPACT ASSESSMENT FORM (June 2014)

The Guidance: **Equality Impact Assessment Toolkit June 2014** should be used when doing an Equality Impact Assessment (EqIA) and completing this form and a link is provided to this. The term **proposal** used below is intended to include “policy, strategy, service, function, procedure or project.”

SUMMARY DETAILS

1. Title of Proposal: SERVICE PBB Ref (if applicable)

Establish Children’s Services Multi-Agency Locality Teams	Children & Families	T001
--	--------------------------------	-------------

2. Lead and Contact Officer Details.

Lead Officer authorising assessment		Contact Officer/s undertaking assessment	
Title	Chief Social Work officer	Title/s	Various
Name	Marie Valente	Name/s	Bryony Monaghan John Muir Rikki Sneddon Angela Sneddon

3. Which other Council Services or Partner Agencies are / will be involved in the delivery of this proposal?

The re-model process may involve other Services or agencies as it is developed but this initial proposal refers only to Children’s Service Teams within schools learning and education and children and families. Also included is the service level agreement between ASN and wellbeing and NHS – speech and language therapy.

4. Have they been involved in the Equality Impact Assessment process and if so, how?

Not at this stage.

5. What is the nature of the proposal? *(Tick/complete all that apply)*

Review of an existing policy/strategy	<input type="checkbox"/>	Review of an existing service/function	x
Reduction in an existing service/function	x	Removal of an existing service	<input type="checkbox"/>
Introduction of a new policy/strategy	x	Introduction of new service/function	<input type="checkbox"/>
Other e.g. technical, progress, procedural report			
PBB category e.g. transformational change	<i>Transformational Change</i>		

6. For proposals with implications for budgets complete the following:

		(£ 000s)
Current expenditure on activity	In Council area as a whole	Children and Families overall budget £22m
	In/for specific community/ies	
Total anticipated savings or proposed increased spend	In/for Council area as a whole	£353k
	In/ for specific community/ies	
Delivery Timescale and Phasing	Start date for savings/increased spend	2020/21
	End Date for savings/increased spend	2022/23
	Savings/increased spend Year 1	

	Savings/increased spend Year 2	
	Savings/increased spend Year 3	£178k
	Savings/increased spend Year 4	£106k
	Savings/increased spend Year 5	£69k

OUTCOMES, AIMS AND OBJECTIVES

7. What longer term outcomes is this proposal expected to achieve? Consider (a) the Single Outcome Agreement 2013 – 23, (b) Council Key Priorities 2014, (c) the Council's Equality Outcomes 2014 – 17 and any additional relevant strategies or policies. A link is provided to items (a)-(c).

OUTCOME	SOURCE DOCUMENT
<p>More detailed analysis will be undertaken in the final version of this document. However, this proposal links well with a number of aspects outlined within the Stirling Council Five Year Business Plan 2017 – 2022. A number of outcomes are highlighted that will be part of the Local Outcome Improvement Plan that is due to be published by October 2017 and of those the following will be directly contributed to by this proposal:</p> <ul style="list-style-type: none"> - Improved outcomes in children's early years. - Improved support for disadvantaged and vulnerable families and individuals. - Communities are well served, better connected and safe. - Improved opportunities for learning, training and work. 	<p>Council Five Year Business Plan 2017 – 2022.</p> <p>Local Outcome Improvement Plan</p>

8. What are the main aims of this proposal? If this proposal revises an existing policy have its aims changed?

<p>This proposal seeks to establish multi-agency teams that are co-located within specific geographic areas to provide a joined up approach for the delivery of services to children, young people and their families. Four locality teams will be setup in line with the place based approach for the wider Council.</p> <p>It is proposed that savings will be made by adopting a matrix management approach that will be used to balance the need of line management and professional support. The specific staff and teams who will be based in each place based locality will be defined during the design stage of this project.</p>
--

9. Who is most likely to be affected by this proposal? Consider current and potential future service users including people with particular needs, specific geographical communities and current and prospective employees. Provide anticipated numbers affected by the proposal where possible.

<p>Children, young people and families are most likely to be affected by the proposal. The Teams currently provide support to families, children and young people by offering support, advice, guidance and assistance as well as consultation and training to other teams or through working directly with them.</p> <p>A reduction in team leader, educational psychology staffing, ASN teacher in secondaries, inclusion support workers and the service level agreement with speech and language therapy is proposed, in order to retain quality of service but reflect a new efficient model.</p>
--

GATHERING EVIDENCE

10. What evidence has been used to identify the potential impact of this proposal, where did it come from and how it was obtained? Please list all the evidence used. (Examples may include research undertaken at local or national level and service delivery information about service users/customers and levels of satisfaction. Evidence may have been gathered routinely through regular engagement with service users, equality groups and communities; or through engagement specifically undertaken to improve understanding of the impact of this proposal.)

EVIDENCE (Subject/Title)	SOURCE (Where it came from)	COLLECTION METHOD (How it was gathered and when)
Feedback and data on service delivery Monitoring of service level agreements	Stakeholder feedback, self-evaluation, trends and service delivery challenges and successes.	Through the annual self-evaluation processes of teams and services.

ASSESSING IMPACT

11. What potential impact will this proposal have on people in terms of the “needs” of the public sector equality duty i.e. the Council’s responsibilities to:

- **eliminate discrimination, harassment and victimisation**
- **advance equality of opportunity**
- **foster good relations - including the need to tackle prejudice and promote understanding**

Please consider each “need”, assess the impact of the proposal as positive (+), neutral (0), or negative (-) and summarise the reason/s for your response. See guidance for additional information.

EQUALITY DUTY “NEED”	POTENTIAL IMPACT (+) / (0) / (-)	SUMMARY OF REASONS FOR RESPONSE
Eliminate discrimination, harassment and victimisation	-	<p>These services are key to the practice development and improvement for children and young people and families with additional support needs, who are or may be subject to wider vulnerabilities and/or risks. Any reduction has a potential to impact negatively on these groups.</p> <p>Detailed work regarding impact has yet to be concluded to ensure we have accurate understanding of service demand and community need as services will require to be significantly reconfigured. Implementation will thus have to be incremental and subject to ongoing evaluation as work progresses to ensure all risks are appropriately managed and controlled and that there is no detriment to service provision.</p>
Advance equality of opportunity	-	As above
Fostering good relations	-	As above

12. Will this proposal have a potential impact on people with protected characteristics? A more detailed explanation of these is provided in the guidance. Consider which if any, of the groups below will be affected by the proposal and if the impact will be positive (+), neutral (0), or negative (-). Your response to Question 11 may help you consider the impact of the proposal on people in these particular groups. Please consider each “need”, assess the impact of the proposal and summarise the reason/s for your response.

PROTECTED CHARACTERISTIC GROUP	EQUALITY DUTY NEED			SUMMARY OF REASONS
	Eliminating unlawful treatment (+) / (0) / (-)	Advancing equality of opportunity (+) / (0) / (-)	Fostering good relations (+) / (0) / (-)	
Age (Younger / Older)	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	<p>The revised service configuration seeks to improve quality, maintain sustainability and deliver a positive impact for children and families. It is recognised that its focus includes some protected groups.</p> <p>The review of existing service functions which could be more effective or cost efficient creates an opportunity to look at alternative models of delivery and structure.</p> <p>Multi-agency Teams can ensure there is appropriate staffing and provision to meet the breadth and range of service requirements.</p> <p>Geographically Responsive</p> <p>Ensure the process and decisions agreed that Stirling Council can respond to meet any service user need.</p>
Disability	- <input type="checkbox"/>	- <input type="checkbox"/>	- <input type="checkbox"/>	As above
Gender Reassignment	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	
Marriage and Civil Partnership	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	
Pregnancy and Maternity	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	As above
Race	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	

Religion and Belief	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	
Sex	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	
Sexual Orientation	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	

IMPACT ON COMMUNITIES, HOUSEHOLD GROUPS OR INDIVIDUALS VULNERABLE TO POVERTY

13. Will this proposal have a positive (+), neutral (0), or negative (-) impact on communities, household groups or individuals with a **higher risk of experiencing poverty**. Guidance is available on those communities, households and individuals with a higher risk of experiencing poverty. Please assess the impact of the proposal and describe those who will be affected.

THOSE AFFECTED	POTENTIAL IMPACT (+) / (0) / (-)	DESCRIPTION OF IMPACT
Geographical Community/ies (Please specify)	+ <input type="checkbox"/>	As this transformational change proposes to improve approaches to targeting support to identified community areas, there is a potential for a positive impact on some geographical areas, for example rural areas or deprived, where supports may be increased as a result of the re-model. This approach will offer potential to improve resource allocation and service improvement by using data and knowledge of the particular needs in each local area.
Individuals or household groups (Please specify)	0 <input type="checkbox"/>	In bringing services closer together in multi-agency locality teams the aim is to better align mixed service provision and improve service access for individuals and household groups with higher risk of experiencing poverty. As above, this approach has potential to improve resource allocation and service improvement by better aligning data and knowledge of the particular needs of individuals and household groups in each local area with service provision.

OVERALL IMPACT

14. Based on responses to Questions 11, 12 and 13, summarize the **overall** impact of this proposal confirming if this will be positive, neutral, or negative and highlighting any particular groups affected.

The impact of this process, both negative and positive will be on families, children and young people who are vulnerable or have additional support needs. Staff within the service may also be asked to change working practices to adopt a new service delivery model.

The planned reduction in staffing, will follow a re-modelling process based on principles of place-based approaches to service delivery and improved targeting of resource to identified needs within areas of the council. Current data identifies that there are clusters of need within some areas of the council and although support is already targeted to individuals the current model involves all staff being based within Stirling city itself. Travel to and from rural areas has an impact on delivery of direct support. There is potential for efficiencies and improvements in this approach. Improved partnerships with other services and agencies as multi-agency teams are designed around identified needs. Speech and Language therapists will work closely within these new place based teams.

MITIGATING POTENTIAL NEGATIVE IMPACT

Based on your response to question 14:

- if this proposal has any potential negative impact you must answer Questions 15 -18
- if this proposal does not have any potential negative impact go directly to Question 19

15. Describe the potential negative impact/s of this proposal, the level of impact anticipated and the number of people likely to be affected. If you are unable to confirm the actual number of people potentially affected please give an indication of the relative scale of this for example as a proportion of current service users. Please see the Guidance for additional information.

Potential negative impact	Level of impact (low-high)	Number of people potentially affected
The proposal has the potential to make a minimal reduction in overall staff time available for supporting families, children and young people but protects front-line staff	Low	Children and young people across Stirling
The proposal is dependent upon partnership arrangements to work collaboratively in co-located manner around core areas of practice (LAC, LAAC & CP) with vulnerable children and families.	Unknown at this time	Detailed work regarding impact has yet to be concluded to ensure we have accurate understanding of service demand and community need as services will require to be significantly reconfigured. Findings from this will shape understanding of level of impact.

16. Based on your response to Question 15, could this proposal, in its current form, discriminate against people in a protected characteristic group – will it result in their being treated less favourably when compared with others not in a protected characteristic group? Please see the Guidance for additional information. [*link](#)

Please answer Yes or No

No

- If the proposal is considered to have the potential to discriminate against people in a protected characteristic group you should consider modifying it to remove or reduce its potential negative impact
- If the proposal is considered to be discriminatory to the extent that is unlawful it must be rejected or substantially modified

The resulting modified policy requires to be re-assessed to confirm its impact as per Questions 11, 12, 13 and 14.

17. Describe in detail the actions taken to remove or modify any identified negative impact of this proposal

The proposal of re-modelling the teams to improve targeting of support and develop teams around identified needs ensuring that there will be no negative impact for children and young people who present as vulnerable and/or at risk or have additional support needs.

The reduction in staffing will balance efficiencies in practice and reductions in duplication of efforts gained by this approach. Bringing multiagency partners together in one Team around a place based approach has potential to improve efficiencies, increase service user access potential and build geographically

responsive teams.

18. Where negative impacts cannot be removed or minimised any further, clearly state your justification for continuing with this proposal.

MONITORING AND REVIEW

19. a) How will implementation of this proposal be monitored, how frequently and by whom?
b) How will the results of the monitoring be used to develop it in the future?
c) What is the timescale for the reviewing the impact of this proposal?

- a) Monitoring will be as part of the PBB process.
- b) Review of PBB process will inform future planning activities.
- c) Timescale for review will be in line with PBB process.
- d) Implementation will be incremental and subject to ongoing review and evaluation by all parties as work progresses. This will be driven via local performance management activity – statistical review, quality assurance and audit.

PUBLISHING RESULTS

- 20 Please summarise the key findings of the EqIA. **This statement is for publication in the relevant Council report and requires to be authorised and signed by the Lead Officer responsible for the assessment.**

From information available at this time this evaluation of this proposal is neutral. The overall aims of the proposal aim to contribute to an improvement in the outcomes for the lives of children, young people and families. It is hoped that any potential impact from the proposed reduction in staffing will be balanced by the improved approaches to and reconfiguration of service delivery.

AUTHORISATION BY LEAD OFFICER (Head of Service/Service Manager)

Title	Signature	Date
Senior Manager, Children and Families, CSWO		6.10.17

STIRLING COUNCIL: EQUALITY IMPACT ASSESSMENT FORM (June 2014)

The Guidance: **Equality Impact Assessment Toolkit June 2014** should be used when doing an Equality Impact Assessment (EqIA) and completing this form and a link is provided to this. The term **proposal** used below is intended to include “policy, strategy, service, function, procedure or project.”

SUMMARY DETAILS

1. Title of Proposal: SERVICE PBB Ref (if applicable)

Increase Number of Schools with Shared Headships	Schools, Learning and Education	T002
---	--	-------------

2. Lead and Contact Officer Details.

Lead Officer authorising assessment		Contact Officer/s undertaking assessment	
Title	Chief Education Officer	Title/s	Service Manager
Name	Kevin Kelman	Name/s	Carolyne McDaid

3. Which other Council Services or Partner Agencies are / will be involved in the delivery of this proposal?

n/a

4. Have they been involved in the Equality Impact Assessment process and if so, how?

n/a

5. What is the nature of the proposal? *(Tick/complete all that apply)*

Review of an existing policy/strategy		Review of an existing service/function	✓
Reduction in an existing service/function		Removal of an existing service	
Introduction of a new policy/strategy		Introduction of new service/function	
Other e.g. technical, progress, procedural report			
PBB category e.g. transformational change			

6. For proposals with implications for budgets complete the following:

		(£ 000s)
Current expenditure on activity	In Council area as a whole	
	In/for specific community/ies	
Total anticipated savings or proposed increased spend	In/for Council area as a whole	
	In/ for specific community/ies	
Delivery Timescale and Phasing	Start date for savings/increased spend	
	End Date for savings/increased spend	
	Savings/increased spend Year 1	
	Savings/increased spend Year 2	
	Savings/increased spend Year 3	128
Savings/increased spend Year 4	213	

	Savings/increased spend Year 5	
--	--------------------------------	--

OUTCOMES, AIMS AND OBJECTIVES

7. What longer term outcomes is this proposal expected to achieve? Consider (a) the Single Outcome Agreement 2013 – 23, (b) Council Key Priorities 2014, (c) the Council's Equality Outcomes 2014 – 17 and any additional relevant strategies or policies. A link is provided to items (a)-(c).

OUTCOME	SOURCE DOCUMENT
To improve outcomes for learners, enhance educational performance, increase collaborative working and develop efficiency of school and early childcare provision.	

8. What are the main aims of this proposal? If this proposal revises an existing policy have its aims changed?

The project aims to extend collaborative working across educational establishments and increase the number of schools and nurseries having shared or executive headships.

9. Who is most likely to be affected by this proposal? Consider current and potential future service users including people with particular needs, specific geographical communities and current and prospective employees. Provide anticipated numbers affected by the proposal where possible.

Pupils, parents and staff in some nurseries and schools across Stirling.

GATHERING EVIDENCE

10. What evidence has been used to identify the potential impact of this proposal, where did it come from and how it was obtained? Please list all the evidence used. (Examples may include research undertaken at local or national level and service delivery information about service users/customers and levels of satisfaction. Evidence may have been gathered routinely through regular engagement with service users, equality groups and communities; or through engagement specifically undertaken to improve understanding of the impact of this proposal.)

EVIDENCE (Subject/Title)	SOURCE (Where it came from)	COLLECTION METHOD (How it was gathered and when)
Research and literature on collaborative working and executive headships	For example, London Challenge	

ASSESSING IMPACT

11. What potential impact will this proposal have on people in terms of the “needs” of the public sector equality duty i.e. the Council’s responsibilities to:
- **eliminate discrimination, harassment and victimisation**
 - **advance equality of opportunity**
 - **foster good relations - including the need to tackle prejudice and promote understanding**

Please consider each “need”, assess the impact of the proposal as positive (+), neutral (0), or negative (-) and summarise the reason/s for your response. See guidance for additional information.

EQUALITY DUTY “NEED”	POTENTIAL IMPACT (+) / (0) / (-)	SUMMARY OF REASONS FOR RESPONSE
Eliminate discrimination, harassment and victimisation	0	Not focussed on a specific group
Advance equality of Opportunity	0	Same approach being applied equally across the Council area
Fostering good relations	0	Not related to prejudice

12. Will this proposal have a potential impact on people with protected characteristics? A more detailed explanation of these is provided in the guidance. Consider which if any, of the groups below will be affected by the proposal and if the impact will be positive (+), neutral (0), or negative (-). Your response to Question 11 may help you consider the impact of the proposal on people in these particular groups. Please consider each “need”, assess the impact of the proposal and summarise the reason/s for your response.

PROTECTED CHARACTERISTIC GROUP	EQUALITY DUTY NEED			SUMMARY OF REASONS
	Eliminating unlawful treatment (+) / (0) / (-)	Advancing equality of opportunity (+) / (0) / (-)	Fostering good relations (+) / (0) / (-)	
Age (Younger / Older)	0	0	0	
Disability	0	0	0	
Gender Reassignment	0	0	0	
Marriage and Civil Partnership	0	0	0	
Pregnancy and Maternity	0	0	0	
Race	0	0	0	
Religion and Belief	0	0	0	
Sex	0	0	0	
Sexual Orientation	0	0	0	

IMPACT ON COMMUNITIES, HOUSEHOLD GROUPS OR INDIVIDUALS VULNERABLE TO POVERTY

13. Will this proposal have a positive (+), neutral (0), or negative (-) impact on communities, household groups or individuals with a **higher risk of experiencing poverty**. Guidance is available on those communities, households and individuals with a higher risk of experiencing poverty. Please assess the impact of the proposal and describe those who will be affected.

THOSE AFFECTED	POTENTIAL IMPACT (+) / (0) / (-)	DESCRIPTION OF IMPACT
<p>Geographical Community/ies (Please specify)</p>	<p>0</p>	<p>There may be an impact on specific communities, however, this would not specifically relate to those at higher risk of experiencing poverty.</p>
<p>Individuals or household groups (Please specify)</p>	<p>0</p>	<p>There will be no specific impact individuals or household groups.</p>

OVERALL IMPACT

14. Based on responses to Questions 11, 12 and 13, summarize the **overall** impact of this proposal confirming if this will be positive, neutral, or negative and highlighting any particular groups affected.

<p>Neutral.</p>

MITIGATING POTENTIAL NEGATIVE IMPACT

Based on your response to question 14:

- if this proposal has any potential negative impact you must answer Questions 15 -18
- if this proposal does not have any potential negative impact go directly to Question 19

15. Describe the potential negative impact/s of this proposal, the level of impact anticipated and the number of people likely to be affected. If you are unable to confirm the actual number of people potentially affected please give an indication of the relative scale of this for example as a proportion of current service users. Please see the Guidance for additional information.

Potential negative impact	Level of impact (low-high)	Number of people potentially affected
n/a		

16. Based on your response to Question 15, could this proposal, in its current form, discriminate against people in a protected characteristic group – will it result in their being treated less favourably when compared with others not in a protected characteristic group? Please see the Guidance for additional information. [*link](#)

Please answer Yes or No

No

- If the proposal is considered to have the potential to discriminate against people in a protected characteristic group you should consider modifying it to remove or reduce its potential negative impact
- If the proposal is considered to be discriminatory to the extent that is unlawful it must be rejected or substantially modified

The resulting modified policy requires to be re–assessed to confirm its impact as per Questions 11, 12, 13 and 14.

17. Describe in detail the actions taken to remove or modify any identified negative impact of this proposal

n/a

18. Where negative impacts cannot be removed or minimised any further, clearly state your justification for continuing with this proposal.

n/a

MONITORING AND REVIEW

19. a) How will implementation of this proposal be monitored, how frequently and by whom?
b) How will the results of the monitoring be used to develop it in the future?
c) What is the timescale for the reviewing the impact of this proposal?

- a) Monitored by Schools, Learning and Education in communication with parents.
- b) Feedback into the process as it develops.
- c) 18 months post implementation.

PUBLISHING RESULTS

- 20 Please summarise the key findings of the EqIA. **This statement is for publication in the relevant Council report and requires to be authorised and signed by the Lead Officer responsible for the assessment.**

The project would extend collaborative working across educational establishments and increase the number of schools and nurseries having shared or executive headships.

AUTHORISATION BY LEAD OFFICER (Head of Service/Service Manager)

Title	Signature	Date
Chief Education Officer		21/09/17

STIRLING COUNCIL: EQUALITY IMPACT ASSESSMENT FORM (June 2014)

The Guidance: **Equality Impact Assessment Toolkit June 2014** should be used when doing an Equality Impact Assessment (EqIA) and completing this form and a link is provided to this. The term **proposal** used below is intended to include “policy, strategy, service, function, procedure or project.”

SUMMARY DETAILS

1. Title of Proposal: SERVICE PBB Ref (if applicable)

Enhanced Support for Independent Living	CCE, Children & Families	T003
--	-------------------------------------	-------------

2. Lead and Contact Officer Details.

Lead Officer authorising assessment		Contact Officer/s undertaking assessment	
Title	Service Manager – C&F Fieldwork	Title/s	Various
Name	Rikki Sneddon	Name/s	Bryony Monaghan / Michael Grassom / John Muir

3. Which other Council Services or Partner Agencies are / will be involved in the delivery of this proposal?

None

4. Have they been involved in the Equality Impact Assessment process and if so, how?

N/A

5. What is the nature of the proposal? *(Tick/complete all that apply)*

Review of an existing policy/strategy		Review of an existing service/function	X
Reduction in an existing service/function		Removal of an existing service	
Introduction of a new policy/strategy		Introduction of new service/function	
Other e.g. technical, progress, procedural report			
PBB category e.g. transformational change			

6. For proposals with implications for budgets complete the following:

		(£ 000s)
Current expenditure on activity	In Council area as a whole	429
	In/for specific community/ies	
Total anticipated savings or proposed increased spend	In/for Council area as a whole	66
	In/ for specific community/ies	
Delivery Timescale and Phasing	Start date for savings/increased spend	2019/20
	End Date for savings/increased spend	2021/22
	Savings/increased spend Year 1	
	Savings/increased spend Year 2	22
	Savings/increased spend Year 3	22
	Savings/increased spend Year 4	22

	Savings/increased spend Year 5	
--	--------------------------------	--

OUTCOMES, AIMS AND OBJECTIVES

7. What longer term outcomes is this proposal expected to achieve? Consider (a) the Single Outcome Agreement 2013 – 23, (b) Council Key Priorities 2014, (c) the Council's Equality Outcomes 2014 – 17 and any additional relevant strategies or policies. A link is provided to items (a)-(c).

OUTCOME	SOURCE DOCUMENT
<p>More detailed analysis will be undertaken in the final version of this document. However, this proposal links well with a number of aspects outlined within the Stirling Council Five Year Business Plan 2017 – 2022. A number of outcomes are highlighted that will be part of the Local Outcome Improvement Plan that is due to be published by October 2017 and of those the following will be directly contributed to by this proposal:</p> <ul style="list-style-type: none">- Improved outcomes in children's early years.- Improved support for disadvantaged and vulnerable families and individuals.- Communities are well served, better connected and safe.- Improved opportunities for learning, training and work.	

8. What are the main aims of this proposal? If this proposal revises an existing policy have its aims changed?

This Option proposes an enhanced approach to the provision of support to our Looked After and Accommodated Children who are preparing to leave care or have left care and are eligible for support under the continuing care agenda as detailed in the Children and Young People (Scotland) Act 2014. This will support them to live independently, maintain their own tenancies, and improve their outcomes. There are financial efficiencies that can be achieved through a reduction in the need for more expensive placements for these young people.

9. Who is most likely to be affected by this proposal? Consider current and potential future service users including people with particular needs, specific geographical communities and current and prospective employees. Provide anticipated numbers affected by the proposal where possible.

This proposal will have the most significant and positive impact on the lives of care experienced young people who are currently in out-of-authority placements in addition to those that are in the process of transitioning back to their own communities.

GATHERING EVIDENCE

10. What evidence has been used to identify the potential impact of this proposal, where did it come from and how it was obtained? Please list all the evidence used. (Examples may include research undertaken at local or national level and service delivery information about service users/customers and levels of satisfaction. Evidence may have been gathered routinely through regular engagement with service users, equality groups and communities; or through engagement specifically undertaken to improve understanding of the impact of this proposal.)

EVIDENCE (Subject/Title)	SOURCE (Where it came from)	COLLECTION METHOD (How it was gathered and when)
Operational knowledge of service delivery and day-to-day line management activity has informed this evaluation. Further evidence will be gathered for the final version of this assessment.		

ASSESSING IMPACT

11. What potential impact will this proposal have on people in terms of the “needs” of the public sector equality duty i.e. the Council’s responsibilities to:
- **eliminate discrimination, harassment and victimisation**
 - **advance equality of opportunity**
 - **foster good relations - including the need to tackle prejudice and promote understanding**

Please consider each “need”, assess the impact of the proposal as positive (+), neutral (0), or negative (-) and summarise the reason/s for your response. See guidance for additional information.

EQUALITY DUTY “NEED”	POTENTIAL IMPACT (+) / (0) / (-)	SUMMARY OF REASONS FOR RESPONSE
Eliminate discrimination, harassment and victimisation	+	Care experienced young people tend to have a reduced level of resilience and experience of supporting themselves to live independently. This will provide the skills necessary to reduce discrimination associated with this.
Advance equality of opportunity	+	This will better support our care experienced young people to take advantage of the opportunities that exist for all young people through increased support to develop their own skills and confidence.
Fostering good relations	+	Our care experienced young people will be better supported to develop the life skills that will enable them to achieve better outcomes and contribute more positively to their community.

12. Will this proposal have a potential impact on people with protected characteristics? A more detailed explanation of these is provided in the guidance. Consider which if any, of the groups below will be affected by the proposal and if the impact will be positive (+), neutral (0), or negative (-). Your response to Question 11 may help you consider the impact of the proposal on people in these particular groups. Please consider each “need”, assess the impact of the proposal and summarise the reason/s for your response.

PROTECTED CHARACTERISTIC GROUP	EQUALITY DUTY NEED			SUMMARY OF REASONS
	Eliminating unlawful treatment (+) / (0) / (-)	Advancing equality of opportunity (+) / (0) / (-)	Fostering good relations (+) / (0) / (-)	
Age (Younger / Older)	0	+	+	In line with the answers to Question 11, this proposal will positively impact on the life and the outcomes for younger people.
Disability	0	0	0	This proposal has no specific impact, positive or negative, for this protected characteristic.
Gender Reassignment	0	0	0	This proposal has no specific impact, positive or negative, for this protected characteristic.
Marriage and Civil Partnership	0	0	0	This proposal has no specific impact, positive or negative, for this protected characteristic.
Pregnancy and Maternity	0	0	0	This proposal has no specific impact, positive or negative, for this protected characteristic.
Race	0	0	0	This proposal has no specific impact, positive or negative, for this protected characteristic.
Religion and Belief	0	0	0	This proposal has no specific impact, positive or negative, for this protected characteristic.
Sex	0	0	0	This proposal has no specific impact, positive or negative, for this protected characteristic.
Sexual Orientation	0	0	0	This proposal has no specific impact, positive or negative, for this protected characteristic.

IMPACT ON COMMUNITIES, HOUSEHOLD GROUPS OR INDIVIDUALS VULNERABLE TO POVERTY

13. Will this proposal have a positive (+), neutral (0), or negative (-) impact on communities, household groups or individuals with a **higher risk of experiencing poverty**. Guidance is available on those communities, households and individuals with a higher risk of experiencing poverty. Please assess the impact of the proposal and describe those who will be affected.

THOSE AFFECTED	POTENTIAL IMPACT (+) / (0) / (-)	DESCRIPTION OF IMPACT
Geographical Community/ies (Please specify)	0	There is no impact on specific communities in relation to higher risks of poverty as a result of this proposal as this will be accessible to all in the Stirling area.
Individuals or household groups (Please specify)	+	Young people who are in out-of-authority placements or are transitioning back to their community will be better supported and able to access resources such as benefits which will mitigate the impact of poverty on them.

OVERALL IMPACT

14. Based on responses to Questions 11, 12 and 13, summarize the **overall** impact of this proposal confirming if this will be positive, neutral, or negative and highlighting any particular groups affected.

The overall impact of this proposal has been evaluated as positive for our care experienced young people who are in out-of-authority placements or who are transitioning back to their community. This is due to the improved supports that will be provided to them and how this will enhance their life skills. There are no negative impacts on other groups of people and there will be a positive indirect impact through improved sense of community.

MITIGATING POTENTIAL NEGATIVE IMPACT

Based on your response to question 14:

- if this proposal has any potential negative impact you must answer Questions 15 -18
- if this proposal does not have any potential negative impact go directly to Question 19

15. Describe the potential negative impact/s of this proposal, the level of impact anticipated and the number of people likely to be affected. If you are unable to confirm the actual number of people potentially affected please give an indication of the relative scale of this for example as a proportion of current service users. Please see the Guidance for additional information.

Potential negative impact	Level of impact (low-high)	Number of people potentially affected
N/A		

16. Based on your response to Question 15, could this proposal, in its current form, discriminate against people in a protected characteristic group – will it result in their being treated less favourably when compared with others not in a protected characteristic group? Please see the Guidance for additional information. [*link](#)

Please answer Yes or No

No

- If the proposal is considered to have the potential to discriminate against people in a protected characteristic group you should consider modifying it to remove or reduce its potential negative impact
- If the proposal is considered to be discriminatory to the extent that is unlawful it must be rejected or substantially modified

The resulting modified policy requires to be re–assessed to confirm its impact as per Questions 11, 12, 13 and 14.

17. Describe in detail the actions taken to remove or modify any identified negative impact of this proposal

N/A

18. Where negative impacts cannot be removed or minimised any further, clearly state your justification for continuing with this proposal.

N/A

MONITORING AND REVIEW

19. a) How will implementation of this proposal be monitored, how frequently and by whom?
b) How will the results of the monitoring be used to develop it in the future?
c) What is the timescale for the reviewing the impact of this proposal?

- a) Monitoring will be as part of the PBB process.
- b) Review of PPB process will inform future planning activities.
- c) Timescale for review will be in line with PBB process.

PUBLISHING RESULTS

- 20 Please summarise the key findings of the EqIA. **This statement is for publication in the relevant Council report and requires to be authorised and signed by the Lead Officer responsible for the assessment.**

This proposal has been evaluated positively overall. It will contribute to an improvement in the outcomes for the lives of our care experienced young people who are in out-of-authority placements or who are currently transitioning back to live in their own communities. There are no anticipated negative impacts on other groups or individuals although it is expected that there will be some indirect benefit through a greater sense of community cohesion.

AUTHORISATION BY LEAD OFFICER (Head of Service/Service Manager)

Title	Signature	Date
--------------	------------------	-------------

PBB category e.g. transformational change	✓
---	---

4. For proposals with implications for budgets complete the following:

		(£ 000s)
Current expenditure on activity	In Council area as a whole	1,350
	In/for specific community/ies	
Total anticipated savings or proposed increased spend	In/for Council area as a whole	120
	In/ for specific community/ies	
Delivery Timescale and Phasing	Start date for savings/increased spend	1/4/21
	End Date for savings/increased spend	ongoing
	Savings/increased spend Year 1	
	Savings/increased spend Year 2	
	Savings/increased spend Year 3	
	Savings/increased spend Year 4	
	Savings/increased spend Year 5	

AIMS & OBJECTIVES

Answering questions 5 - 7 will help you decide whether or not your proposal needs to be accompanied by an EqIA.

5. What longer term outcomes is the proposal expected to achieve?

<p>Reduced property management costs Creating efficiencies and economies of scale across property management services</p>
--

6. What are the main aims of this proposal? If this proposal revises an existing policy have its aims changed?

<p>Greater scope to drive local regeneration and growth</p>

7. Who is most likely to be affected by this proposal? Consider current and potential future service users including people with particular needs, specific geographical communities and current and prospective employees.

<p>No service users will be affected by this proposal.</p>
--

POTENTIAL IMPACT

Answering Questions 8 -12 will help you consider the potential impact of the proposal.

8. What potential impact will this proposal have on people in terms of the needs of the public sector equality duty and the Council’s responsibilities to:-

- **eliminate discrimination, harassment and victimisation**
- **advance equality of opportunity**
- **foster good relations - including the need to tackle prejudice and promote understanding**
- See guidance for additional information.

No identified impact.

9. Will this proposal have a potential impact on people with “protected characteristics”**? Please consider all protected groups listed below. A detailed explanation of these is provided in the guidance.

Group	Impact Yes/No/Unclear	Group	Impact Yes/No/Unclear	Group	Impact Yes/No/Unclear
Age	No	Disability	No	Gender Reassignment	No
Marriage and Civil Partnership	No	Pregnancy and Maternity	No	Race	No
Religion and Belief	No	Sex	No	Sexual Orientation	No

10. Will this proposal have an impact on communities, household groups or individuals with a higher risk of experiencing poverty? Please answer **Yes/No/Unclear**. Information on communities, households and individuals with a higher risk of experiencing poverty is provided in the guidance.

No identified impacts.

11. Do you already have any evidence that has influenced or shaped this proposal in relation to people in protected characteristic groups or communities, groups or individuals vulnerable to poverty? If so please summarise what this evidence includes.

No

DECISION

12. Based on your responses and any evidence you already have, is an EqlA required for this proposal? In making your decision please note:

- **if answering Yes to any part of either questions 9 or 10 an EqlA is required**

- if answering Unclear to any part of questions 9 or 10 you are strongly advised to do an EqIA to allow you to comprehensively assess the impact of the proposal
- if answering No to any part of questions 9 or 10 please justify your response and why you consider an EqIA is not required for this proposal in the box below

The contents of this PBB option were assessed using this EqIA Relevance Assessment Form. It was determined that an Equality Impact Assessment was not required at this stage, as activities and projects within this option will not have an impact on people with protected characteristics.

13. Who was involved in making this decision?

Drew Leslie, Service Manager, Infrastructure Delivery

Authorisation by Lead Officer	
This decision has been approved by Senior Manager	Name Brian Roberts
	Title Senior Manager
	Date 21 September 17