

Equality and Fairer Scotland Impact Assessment - Screening

Title of Policy:	EDPD04 - Voluntary Sector payments – Reduce payments to Action for Children and Barnardos
Service:	People
Team:	Social Work

Will the policy have to go to Council or committee for approval	Yes/No
Is it a major policy, significantly affecting how functions are delivered?	Yes/No
Does it relate to functions that previous involvement activities have identified as being important to particular protected groups?	Yes/No
Does it relate to an area where the Council has set equality outcomes?	Yes/No
Does it relate to an area where there are known inequalities?	Yes/No
Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes?	Yes/No

IF YES TO ANY - Move on to an Equality & Fairer Scotland Assessment

IF NO - Explain why an Equality & Fairer Scotland Assessment is not required

APPROVAL

NAME	DESIGNATION	DATE
Stuart Landels	Service Manager Criminal Justice	February 2019

NB This screening exercise is not to be treated as an assessment of impact and therefore does not need to be published. However, if you decide not to assess the impact of any policy, you will have to be able to explain your decision. To do this, you should keep a full record of how you reached your decision.

Equality and Fairer Scotland Impact Assessment - Scoping

Purpose of the proposed policy or changes to established policy

Budget savings – **11.85%** reduction in funding to third sector providers, Action for Children and Barnardos.

The proposed reduction in funding to Action for Children is **£17,356** reducing their core funding from **£146,463** to **£129,107**.

The proposed reduction in funding to Barnardos is **£12,639** reducing their core funding from **£106,655** (early intervention £40,969 and substance misuse £65,686) to **£94,016** (early intervention £36,114 and substance misuse £57,902)

Which aspects of the policy are particularly relevant to each element of the Council's responsibilities in relation to the General Equality Duty and the Fairer Scotland Duty?

General Equality Duty -

- **Eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct**

Action for Children provides a service which aims to improve outcomes of the most vulnerable children and families by providing targeted interventions to promote opportunity, prevent problem escalation and act early and responsively.

The service provides specialised help to promote opportunity prevent problems and act early and effectively. The service delivers parenting support groups with supporting crèches, including health living cooking, craft and alternative therapies that support improved wellbeing for parents and children.

The service also delivers the Psychology of Parenting Incredible Years Parenting Programmes, outreach support as well as parenting assessment and supervised contacts in partnership with other supporting agencies.

Barnardos provides an early intervention support service (8 to 18 years) for young people at risk of developing anti-social and / or offending behaviour and a substance misuse service (12 to 18 years) for young people, and where relevant their families, who are at risk of problematic substance misuse.

The impact of significantly reducing service funding will directly affect the work these providers undertake to address improvement measures such as percentage of children who reach all expected developmental milestones at the times the child starts primary school and addressing the prevalence rate of substance misuse in Clackmannanshire.

Clackmannanshire Council's Local Outcome Improvement Plan (LOIP) for 2017 – 2020 strategic outcome is to ensure that 'our families; children and young people will have the best possible start in life'.

➤ **Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not**

According to the LOIP the groups that have been identified as being at particular risk of inequality and poverty are low income households particularly where there are children and lone parent families, and those living with poor physical and mental health and those affected by alcohol and substance misuse.

According to Clackmannanshire Council's Children's Services Plan 2017 – 2020 the predominant factors where children are known to social services relate to domestic abuse, parental mental health, alcohol and substance misuse and 66% of children on the child protection register were under the age of five compared to the national figure of 53%.

Both organisations support people with these concerns.

In 2013 Scottish Government produced core outcomes for Alcohol and Drug Partnerships which included

HEALTH	People are healthier and experience fewer risks as a result of alcohol and drug use.
PREVALENCE	Fewer adults and children are drinking or using drugs at levels or patterns that are damaging to themselves.
RECOVERY	Individuals are improving their health, wellbeing and life chances are recovering from problematic drug and alcohol use.
FAMILIES	Children and family members of people misusing alcohol and drugs are safe and supported and have improved life chances.
COMMUNITY SAFETY	Communities and individuals are safe from alcohol and drug related offending and anti-social behaviour
LOCAL ENVIRONMENT:	People live in positive, health promoting local environments where alcohol and drugs are less readily available
SERVICES	Alcohol and drugs prevention, treatment and support services are high quality, continually improving, efficient, evidence based and responsive, ensuring people move through treatment and into sustained recovery.

➤ **Fostering good relations between people who share a protected characteristic and those who do not.**

Both organisations support fostering good relations between groups of young people and families.

Fairer Scotland Duty -

➤ **Reducing inequalities of outcome caused by socioeconomic disadvantage**

Both services provide an important function to enable preventative spend by helping with improving the life chances of children, young people and families at risk. Substantial contributions to early intervention and therefore reducing poor health outcomes and preventing potential high cost residential care packages..

To which of the equality groups is the policy relevant?		
Protected Characteristic	Yes/No*	Explanation
Age	Yes/No	<p>Action for Children are key in helping pre-birth to 5 years with</p> <ul style="list-style-type: none"> • child development and emotional wellbeing improved and achieving milestones and participating in activities such as play recreation and sport • establishing child boundaries routines and improving family life • child's safety within substance misusing household, • protected from poor care associated with parental learning disability and / or mental health • improved parental mental health, • child protected from domestic violence and improved parent/child relationship • warm supportive relationships with parents/carers <p>Barnardos are key in helping children / young people aged 8 to 18 years</p> <p><u>Substance misuse – 12 to 18 years</u></p> <ul style="list-style-type: none"> • reduced / safer consumption of controlled substances • knowledge of alcohol/drug misuse risks • reduction in level of risk/harm • enter & sustain employment, education or training • increased resilience • improved relationships with peers/ family • positive/improved family relationships <p><u>Early Intervention – 8 to 18 years</u></p> <ul style="list-style-type: none"> • reduction in anti-social behaviour • positive socialisation of peers • able to understand the impact of own behaviour

Disability	Yes/No	A number of the young people and parents may have a disability.
Gender Reassignment	Yes/ No	N/A
Marriage and civil partnership	Yes/ No	N/A
Pregnancy and Maternity	Yes/ No	N/A
Race	Yes/ No	N/A
Religion and Belief	Yes/No	N/A
Sex	Yes/No	Offer support and advice re sexuality to vulnerable young people.
Sexual Orientation	Yes/No	N/A

* Delete as required

What evidence is already available about the needs of relevant groups, and where are the gaps in evidence?
Which equality groups and communities might it be helpful to involve in the development of the policy?
Families with young children Young People People with a disability
Next steps
Gather feedback through the budget engagement exercise for 2019/20.

Equality and Fairer Scotland Impact Assessment - Decision

Evidence findings		
<p>All proposals relating to voluntary organisations are assessed as having high and disproportionate equalities impacts on disability, age groups and women, as well as impacting on local communities and families (mostly vulnerable) who use these services. There will also be significant socio-economic impact on those families and individuals who are living in or on the cusp of poverty. Particular impacts are assessed from the proposals on Citizens Advice Bureau, The Gate, Action for Children and Barnardos.</p>		
Details of engagement undertaken and feedback received		
<p>Social Services has met with both organisations and have agreed to further meet to discuss impact and discussions around prioritisation of work is ongoing. Also meeting is planned to discuss the process of securing additional external funding.</p>		
Decision/recommendation		
<p>Having considered the potential or actual impacts of this policy, the following decision/recommendation is made:</p>		
Tick	<p>Option 1: No major change The assessment demonstrates that the policy is robust. The evidence shows no potential for unlawful discrimination and that all opportunities have been taken to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.</p>	
	<p>Option 2: Adjust the policy – this involves taking steps to remove any barriers, to better advance equality or to foster good relations. It may be possible to remove or change the aspect of the policy that creates any negative or unwanted impact, or to introduce additional measures to reduce or mitigate any potential negative impact.</p>	
	<p>Option 3: Continue the policy – this means adopting or continuing with the policy, despite the potential for adverse impact. The justification should clearly set out how this decision is compatible with the Council's obligations under the duty.</p>	
✓	<p>Option 4: Stop and remove the policy – if there are adverse effects that are not justified and cannot be mitigated, consideration should be given to stopping the policy altogether. If a policy leads to unlawful discrimination it should be removed or changed.</p>	
Justification for decision		
<p>Option was not included in the budget for 19/20.</p>		
APPROVAL		
NAME	DESIGNATION	DATE
Stuart Landels	Service Manager	4 February 2019