

EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
Service	Education and Children’s Services
Section	Children’s Social Work
Title of the activity etc.	Children’ Social Work
Aims of the activity	The provision of protection and support to children in need, children who are Looked After and children at risk of becoming Looked After.
Author(s) & Title(s)	Leigh Jolly
Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Internal data includes performance data, child protection data, looked after children data, annual reports, complaints and feedback and self-evaluation activity, Young People’s Organising & Campaigning Group, Initial & Significant Case Reviews.
Internal consultation with staff and other services affected.	ECS Leadership Team Children’s Services Management Team Finance, HR,
External consultation (partner organisations, community groups, and councils).	Public Consultation via Corporate mechanisms/surveys, Getting It Right For Every Child (GIRFEC) Implementation Partners; Child and Family Protection Committee Partners; - NHS Grampian, Police Scotland, Third Sector
External data (census, available statistics).	Child Protection Management Information, Educational Attainment data, Looked After Children data,

Other (general information as appropriate).

Care Inspectorate Scrutiny Reports at national and local levels.

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	No

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.				
	Positive	Negative	Neutral	Unknown
Age – Younger		X		
Age – Older			X	
Disability		X		
Race – (includes Gypsy Travellers)		X		
Religion or Belief			X	
Sex (Gender – male/female)			X	
Pregnancy and maternity		X		
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			X	
Gender reassignment – (includes Transgender)			X	
Marriage and Civil Partnership			X	

Stage 6: What are the positive and negative impacts?

Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.		Reduction in capacity to protect and support these with the identified characteristics above.

Stage 7: Have any of the affected groups been consulted?

If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?	No
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Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?

These should be included in any action plan at the back of this form.	Mitigating Steps	Timescale
	Risk Assessment and Risk Management of the demand for Services by Team Managers.	Constant
	Consultation with stakeholders to broaden feedback on impact of Service	Constant

Stage 9: What steps can be taken to promote good relations between various groups?

<p>These should be included in the action plan.</p>	<p>N/A</p>
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Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?

Children's Social Work activities continue to support equality of opportunity in terms of how the service is delivered which is through a variety of communication mediums. Participation and engagement is a key driver for the Service.

Stage 11: What equality monitoring arrangements will be put in place?

These should be included in any action plan (for example customer satisfaction questionnaires).

Feedback from Service users, stakeholder feedback, case audits and reviews both single service and multi-agency.

Stage 12: What is the outcome of the Assessment?

Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen
It is not possible to provide the current level of support with fewer staff which will in turn increase risk to those with the protected characteristics highlighted in this assessment.		

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

Required because of Financial pressure

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Children's Social Work		
	2) Title of Policy/Activity	Children's Social Work (if appropriate)		
	3) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: Leigh Jolly Position: Interim Head of Children's Services Date: 01.02.2019 Signature:	Name: Position: Date: Signature:	
		Name: Position: Date: Signature:	Name: Position: Date: Signature:	
	4) Consultation with Service Manager	Name: Date:		
	5) Authorisation by Director or Head of Service	Name: Position: Date:	Name: Position: Date:	
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee. e.g. Social Work and Housing Committee.	Date:		
	7) EIA author sends a copy of the finalised form to: equalities@aberdeenshire.gov.uk	Date:		
(Equalities team to complete) Has the completed form been published on the website? NO			Date:	

