

Aberdeenshire Council

Integrated Impact Assessment

IJA Children's Services Savings 2022/23

Assessment ID	IJA-000361
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Service Reviewers	Diane Bain
Subject Matter Experts	Lynne Gravener, Christine McLennan
Approved By	Laurence Findlay
Approved On	Monday January 24, 2022
Publication Date	Thursday January 27, 2022

1. Overview

This document has been generated from information entered into the Integrated Impact Assessment system.

Assessment of the impact of £95K if savings from staffing and proposal to delete posts but to recycle the budget to assist covering staff costs associated with the new Scottish Government mandated Scottish Child Interview Model which will add pressure if budget if savings removed. .

During screening 5 of 10 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 2 out of 5 detailed impact assessments being completed. The assessments required are:

- Childrens' Rights and Wellbeing
- Equalities and Fairer Scotland Duty

In total there are 0 positive impacts as part of this activity. There is 1 negative impact, the impact has been mitigated.

A detailed action plan with 1 points has been provided.

This assessment has been approved by laurence.findlay@aberdeenshire.gov.uk.

The remainder of this document sets out the details of all completed impact assessments.

2. Screening

Could your activity / proposal / policy cause an impact in one (or more) of the identified town centres?	No
Would this activity / proposal / policy have consequences for the health and wellbeing of the population in the affected communities?	No
Does the activity / proposal / policy have the potential to affect greenhouse gas emissions (CO2e) in the Council or community and / or the procurement, use or disposal of physical resources?	No
Does the activity / proposal / policy have the potential to affect the resilience to extreme weather events and/or a changing climate of Aberdeenshire Council or community?	No
Does the activity / proposal / policy have the potential to affect the environment, wildlife or biodiversity?	No
Does the activity / proposal / policy have an impact on people and / or groups with protected characteristics?	Yes
Is this activity / proposal / policy of strategic importance for the council?	Yes
Does this activity / proposal / policy reduce inequality of outcome?	Yes
Does this activity / proposal / policy have an impact on children / young people's rights?	Yes
Does this activity / proposal / policy have an impact on children / young people's wellbeing?	Yes

3. Impact Assessments

Children's Rights and Wellbeing	Only Some Negative Impacts Can Be Mitigated
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	Only Some Negative Impacts Can Be Mitigated
Health Inequalities	Not Required
Town Centre's First	Not Required

4. Childrens' Rights and Wellbeing Impact Assessment

4.1. Wellbeing Indicators

Indicator	Positive	Neutral	Negative	Unknown
Safe			Yes	
Healthy		Yes		
Achieving		Yes		
Nurtured		Yes		
Active		Yes		
Respected		Yes		
Responsible		Yes		
Included		Yes		

4.2. Rights Indicators

<p>UNCRC Indicators upheld by this activity / proposal / policy</p>	<p>Article 3 - Best interests of the child Article 4 - Protection of rights Article 5 - Parental guidance and a child's evolving capacities Article 9 - Separation from parents Article 10 - Family reunification Article 12 - Respect for the views of the child Article 18 - Parental responsibilities and state assistance Article 19 - Protection from all forms of violence Article 20 - Children deprived of a family Article 21 - Adoption Article 23 - Children with disabilities Article 42 - Knowledge of rights</p>
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4.3. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
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Impact Area	Details and Mitigation
<p>Safe</p>	<p>Children's Services Social Work have identified through a service review £95K savings against staffing where posts could be deleted and this saving achieved. However, the Scottish Government require every local authority to deliver the new Scottish Child Interview Model and to recruit specific staff to do this. If the £95K are removed, recruiting to these new posts will place a pressure on the budget which can only be mitigated by declining to fill a number of vacancies which will have a detrimental impact on the ability of the service to meet it's statutory requirements and keep children and young people safe. The proposal therefore would be to delete the original posts but not to remove the saving from the budget which would enable the service to be able to deliver at a safe level.</p> <p>Can be mitigated Yes</p> <p>Mitigation As detailed by deleting the post but retaining the budget, the service will be able to continue to meet statutory requirements alongside expectation from the Scottish Government to deliver the new Scottish Child Interview Model</p> <p>Timescale December 2022</p>

4.4. Evidence

Type	Source	It says?	It Means?
Internal Data	Service Review	<p>The service review has enabled us to review the ambitions and statutory requirements of the service and identify the level of staffing required to do this safely based on data and trends in terms of referrals and need. The service has identified a number of staffing savings over the last 5 years which has resulted in significant transformation of the way we deliver services. However, the demand for children's services social work continues to increase and further cuts to staffing will begin to have a detrimental impact on service delivery.</p>	<p>Further cuts to staffing will result in the service being unable to meet demand and our statutory responsibility. This will increase risk to children and young people as we will not have the capacity to continue to respond in a safe, effective and collaborative manner.</p>

4.5. Accounting for the Views of Children and Young People

Feedback and consultation with our children, young people and families is a core task and embedded in service delivery. The Service is also working hard to deliver on The Promise which was formulated on the voices and experiences of over 5000 care experienced young people.

4.6. Promoting the Wellbeing of Children and Young People

There is a direct correlation between listening to children and young people and ensuring they are safe with their overall wellbeing. feeling and experience of wellbeing. Children who are not listened to, supported, kept safe are likely to experience poor mental health and unlikely to achieve to their full potential in all areas of their life.

4.7. Upholding Children and Young People's Rights

The service upholds children and young peoples rights by listening to their views, including them in decision making, working collaboratively to keep them safe and respecting their right to be kept safe from harm and have the opportunity to be supported to reach their potential.

4.8. Overall Outcome

Only Some Negative Impacts Can Be Mitigated.

By deleting posts but retaining the savings to use to recruit workers to deliver the Scottish Child Interview Model, we will mitigate the negative impact of undermining the capacity to deliver the service. Should savings be removed from the budget, the service will face real challenges to mitigate the negative impact

The service having completed a review is confident that by making a saving of £95K but deleting posts and reinvesting this in new posts required by the Scottish Government that the service can continue to deliver safely. If this money is removed from the budget, the service will experience real challenges as a result of the identified negative impact

5. Equalities and Fairer Scotland Duty Impact Assessment

5.1. Protected Groups

Indicator	Positive	Neutral	Negative	Unknown
Age (Younger)		Yes		
Age (Older)		Yes		
Disability		Yes		
Race		Yes		
Religion or Belief		Yes		
Sex		Yes		
Pregnancy and Maternity		Yes		
Sexual Orientation		Yes		
Gender Reassignment		Yes		
Marriage or Civil Partnership		Yes		

5.2. Socio-economic Groups

Indicator	Positive	Neutral	Negative	Unknown
Low income		Yes		
Low wealth		Yes		
Material deprivation		Yes		
Area deprivation		Yes		
Socioeconomic background		Yes		

5.3. Evidence

Type	Source	It says?	It Means?
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Type	Source	It says?	It Means?
Internal Data	Service Review	The service review has enabled us to review the ambitions and statutory requirements of the service and identify the level of staffing required to do this safely based on data and trends in terms of referrals and need. The service has identified a number of staffing savings over the last 5 years which has resulted in significant transformation of the way we deliver services. However, the demand for children's services social work continues to increase and further cuts to staffing will begin to have a detrimental impact on service delivery	urther cuts to staffing will result in the service being unable to meet demand and our statutory responsibility. This will increase risk to children and young people as we will not have the capacity to continue to respond in a safe, effective and collaborative manner

5.4. Engagement with affected groups

Ongoing feedback facilitated as core business.

5.5. Ensuring engagement with protected groups

Ongoing engagement with users of the service facilitated as core business

5.6. Evidence of engagement

The service seeks feedback from those in receipt of the service regularly throughout the year as part of our core business and will continue to do so.

5.7. Overall Outcome

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A justification for continuing despite unmitigated negative impacts has not been entered.

5.8. Improving Relations

Through continuous improvement activity that support multi agency discussion and engagement with communities

5.9. Opportunities of Equality

The delivery of social work services focusses on supporting those using the service to have improved opportunities and outcomes

6. Action Plan

Planned Action	Details
<p>The service will continue to closely monitor data and review delivery of services alongside capacity and impact on children, young people and their families.</p>	<p>Lead Officer Leigh Jolly</p> <p>Repeating Activity Yes</p> <p>Frequency Quarterly</p> <p>Duration ongoing</p> <p>Expected Outcome Should further cuts be made to the staffing budget and further posts require to be deleted, the service is likely to reach a critical point and will only be able to offer high end child protection responses. This will reduce services that support families early to avoid crises which is likely to then lead to more children on the child protection register, more looked after children and more children requiring an out of authority placement which which will add further pressure on this budget. This will also have an impact on the authorities reputation and ability to deliver on The Promise (outcome of the care review). Working under such conditions is also likely to have a negative impact on staff morale, resilience and absences.</p> <p>Resource Implications The monitoring of trends and data can be managed within the service but will take away from ongoing improvement activity with small the performance team leads.</p>