



Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Reduction of Early Intervention & Prevention Services
Department and service area	Education, Communities and Economy – Children’s Services
Completion Date	22.12.2017
Lead officer	Joan Tranent

Aims and Objectives

1. Does the proposed budget saving affect people?

Yes

☒

No

☐

2. What is/are the reason(s) for your proposed budget saving?

The budget proposal is put forward to meet the Council’s overall budget deficit.

3. Impact

Which of the protected characteristics* will the proposed budget saving have an impact upon?

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age	None	The reduction in children and family practitioners will most likely have an impact upon some of the work being done within children and families.	The new structure was based on a specific number of C&F practitioners within each team, therefore any reduction has the potential to have an impact upon service delivery. The main area of impact shall most likely be upon early intervention work.
Disability	None	The reduction in children and family practitioners will most likely have an impact upon some of the work being done within children and families. If there is a disability present then the negative effect may be exacerbated.	As above.
Gender Reassignment	None	The reduction in children and family practitioners will most likely have an impact upon some of the work being done within children and families. If gender re-assignment is present then the	As above.

		negative effect may be exacerbated.	
Marriage & Civil Partnership	None	None	No disproportionate affect identified.
Pregnancy and maternity	None	The reduction in children and family practitioners will most likely have an impact upon some of the work being done within children and families. If there is a negative pregnancy and maternity element present then the negative effect may be exacerbated. None	The new structure was based on a specific number of C&F practitioners within each team, therefore any reduction has the potential to have an impact upon service delivery. The main area of impact shall most likely be upon early intervention work.
Race	None	The reduction in children and family practitioners will most likely have an impact upon some of the work being done within children and families. If there is a negative race element present then the negative effect may be exacerbated.	The new structure was based on a specific number of C&F practitioners within each team, therefore any reduction has the potential to have an impact upon service delivery. The main area of impact shall most likely be upon early intervention work.
Religion or Belief	None	The reduction in children and family practitioners will most likely have an impact upon some of the work being done within children and families. If there is a negative religious/belief element present then the negative effect may be exacerbated.	As above.
	None	None	No disproportionate

Sex			affect identified.
Sexual Orientation	None	The reduction in children and family practitioners will most likely have an impact upon some of the work being done within children and families. If there is a homophobic element present then the negative effect may be exacerbated.	The new structure was based on a specific number of C&F practitioners within each team, therefore any reduction has the potential to have an impact upon service delivery. The main area of impact shall most likely be upon early intervention work.

4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

As Head of Children's Services I undertake regular briefings with staff who could be affected by this proposal, as well as group sessions I have offered 1:1 sessions with all staff.

I liaise regularly with managers and keep them updated so that they too can support staff who may be impacted by this proposal. I also issue a monthly newsletter which goes to all staff and partner agencies to keep them abreast of any potential changes.

With regard to service users I have done not any communication with them at this time however would anticipate that if the proposals are ratified in February 2018 we shall ensure that those service users who require ongoing support shall be identified and alternative solutions considered.

Our partner agencies are aware of the proposals and we have had discussions around the need to ensure that where possible we support service users with creative solution focused alternatives.

If required information can be provided in alternative formats such as Braille, audio, large print, BSL, etc. in accordance with the Council's corporate communications and marketing standards.

Information published by Midlothian Council can be provided on request in many of the community languages and also in large print, Braille, audio tape or BSL. For more information, please contact the Equality, Diversity and Human Rights Officer on 0131 271 3658 or equalities@midlothian.gov.uk

5. How will you monitor the impact of the changes proposed? When is the budget due to be reviewed?

The impact of the changes shall be under regular review and shall require workers to be flexible in their

approach as they may be moved to different teams depending on where any increased demand on the service is identified.

We shall continue to engage with our partner agencies to ensure that collectively we can attempt to offer a service that meets the needs of our most vulnerable families within Midlothian.

The budget proposal shall impact upon the budget from the beginning of the new financial year 2018

6. Please use the space below to detail any other matters arising from the Equality Impact Assessment (EqIA) process.

This budget saving equates to loss of four Children and Family Practitioners.

There has been no consultation with staff as at the time of writing this information remains confidential.

Those families who require earlier intervention and who tend to live in more deprived areas of Midlothian may be further negatively impacted upon.

It is not possible at the time to give an accurate indication of client numbers involved.