



## Equality Impact/Fairer Scotland Duty Assessment Form

### Step1 – Name of Proposal

Reconfiguration of resource to reflect service need – post redesignated from Senior Social Care Officer (SSSCO) to Social Care Officer (SCO).

### Step 2

Is this only a **screening** Equality Impact Assessment No

**(B)** If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment Yes  
Is this a Fairer Scotland Duty Assessment No

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

### Step 3

- (i) **Lead Directorate** - Children Families and Justice Directorate (Localities Service)
- (ii) Are there any **relevant** statutory requirements affecting this proposal? - No
- (iii) What is the aim of the proposal? Please give full details.

The aim of the proposal is to support meeting budget savings targets by reducing the revenue budget allocated to the Children, Families and Justice Directorate and better meet service need through reconfiguring our staffing resource. The proposal is to remove excess revenue budget of £9k which has been realised following the reconfiguration of the staffing resource needed to meet service need.

- (iv) Is it a new proposal? Yes

### Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees YES

Job Applicants	No
Service users	No
Members of the public	No

**Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:**

**Internal data** (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

Analysis of our trends show that a bespoke resource has been operating with a reduced number of residents. This changes the configuration of the staffing capacities needed to deliver safe and effective care.

**Internal consultation** - Staff are aware of this proposal which relates to a post that had become vacant through natural turnover.

**External data** - NA

**External consultation** - NA

**Other** (general information as appropriate). - NA

**Step 6: Evidence Gaps.**

Are there any gaps in the equality information you currently hold? No

**Step 7: Are there potential differential impacts on protected characteristic groups?**  
Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

**Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.**

Age **Impact** Neutral

Disability **Impact** Neutral

Gender reassignment **Impact** Neutral

Marriage and Civil Partnership **Impact** no impact

Pregnancy/Maternity **Impact -** Neutral

Race - (includes Gypsy Travellers – **Impact -** Neutral

Religion or Belief **Impact** Neutral

Sex – **Impact -** Neutral

Sexual orientation – **Impact-** Neutral

**Step 8: Consultation with any of the groups potentially affected**

NA

**Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?**

The post has been vacant for over a year with alternative resourcing in place. There has been no demand nor negative impact resulting.

**Step 10: If a potentially negative impact has been identified, please state below the justification.**

NA

**Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?**

NA

**Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?**

No

**Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?**

Ongoing operational analysis of the staffing requirement for service delivery, external scrutiny through the Care Inspectorate.

**Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?**

As part of Budget Setting Committee Papers

**Step 16: Sign off and Authorisation.** Please state name, post, and date for each:

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Approved by: Kathryn Lindsay, Director Children Families and Justice – 5/1/2022