



Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

Step 1

Name of Proposal

Learning and Development Budget for CFJ – reducing budget in line with reduced spending costs on face to face learning and development needs

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
Is this a Fairer Scotland Duty Assessment

Yes/No
Yes/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/Service: Children, Families and Justice Directorate
- (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 ensure budget is in the right place to deliver the best quality learning and development for social work staff in CFJ. There is a budget of £10k held within the business unit that has been underspent for several years pre-pandemic and significantly underspent with the growth of online delivery. The centralisation of learning and development in the Council together with the growth of the Protecting People partnership approach to delivering training means that this part of the budget is identified as an efficiency.

(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/No**

Job Applicants **Yes/No**

Service users **Yes/No**

Members of the public **Yes/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).

Review of budget – this pot of funding has been underspent over several years

Review of current provision – there is significant growth in online delivery of training, use of e-learning and video presentations including cost savings from external training being delivered in this way.

Internal consultation (e.g. with staff, trade unions and any other services affected).

Protecting People Partnership lead – discussion with no issues identified.

External data (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

Not required

External consultation (e.g. partner organisations, national organisations, community groups, other councils).

Not required

Other (general information as appropriate). NA

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? **Yes/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.

No specific impacts identified - training provision is based on need, regardless of a member of staff's protected characteristics

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?

Internal posts relating to partnership training are being filled to ensure continuity of delivery and coordination including finding best value for money opportunities.

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?

Work will continue – the proposal is a small proportion of overall contribution and offer to enhance professionals' skills and knowledge. Given the budget has been underspent, no additional impact is identified.

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

Equality is assessed and considered in respect of the breadth of opportunities offered to staff to enhance learning and development and ensure ease and equality of access.

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

Any impact on equalities and access to learning and development will be fully considered via established groups with oversight including the Training and L&D Sub Group supported via the Child Protection and Review Service.

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

The EIA will be published alongside the other Budget Saving EIAs on the council website.

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

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Approved by: Kathryn Lindsay, Director CFJ – 7.1.2022