



Appendix A1

Equality Impact Assessment

Children Families and Justice Budget Proposals 2023/24

Proposals:

Ensure through the budget setting that any budget no longer required is removed (shown as savings) and to bid for funding to meet existing and emerging need whilst accounting for inflationary cost pressures impacting on the unit cost of services.

Savings proposed for the children, families and justice directorate are comprised of a combination of minor amounts released through the realignment of budget headings following a previous restructure. These are areas where there has been recurring underspend because of efficiencies in our operating arrangements.

Budget issues identified reflect the investment needed to ensure that the overall budget available to meet children's needs reflect the true cost of children's alternative care placements and other statutory services.

Is this a full Equality Impact Assessment? Yes

Lead Directorate/Service: Children Families and Justice

Are there any **relevant** statutory requirements affecting this proposal?

Social Work (Scotland) Act 1968
Children (Scotland) Act 1995
Children and Young People (Scotland) Act 2014

What is the aim of the proposal?

To ensure, through the identification of budget pressures, that a sufficient level of resource is attributed to meeting the Council's statutory social work duties under the afore mentioned (and related) legislation, as delegated to the Director of Children, Families and Justice.

Is it a new proposal? No

Is it a review? e.g. of an existing budget saving, report, strategy, policy, service review, procedure or function? Yes

Which people does the proposal involve or have consequences for?

Please indicate all which apply:

Employees	No
Job Applicants	No
Service users	Yes
Members of the public	No

List the evidence/data/research that has been used in this assessment.

Ongoing analysis of demand and revenue budget expenditure monitoring.

Nationally published data in relation to the level of allowances payable to foster carers.

Evidence Gaps.

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

Are there potential differential impacts on protected characteristic groups? Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

Age **Impact – positive** – these budget proposals, if approved, will increase the level of funding available to meet the needs of children and young people in Angus.

Disability **Impact – positive** – these budget proposals, if approved, will increase the level of funding available to meet the needs of children and young people in Angus, including those with a disability who access social work services.

Pregnancy/Maternity **Impact - positive** – these budget proposals include a recommendation to provide recurring funding for the Glen Clova Project which delivers support to women, including during pregnancy.

Sex **Impact - positive** – these budget proposals include a recommendation to provide recurring funding for the Glen Clova Project which delivers support specifically to women.

Gender reassignment – **Impact** – no specific impact

Marriage and Civil Partnership - **Impact** – no specific impact

Race - (includes Gypsy Travellers) - **Impact** – no specific impact

Religion or Belief - **Impact** – no specific impact

Sexual orientation **Impact** – no specific impact

Consultation with any of the groups potentially affected

There is ongoing engagement with foster carers, kinship carers, and children, young people and families who are engaged with social work services. Whilst they have not specifically been engaged regarding the proposals in the budget, their feedback regarding the need for sufficient resource to meet children's needs has informed the proposals.

What mitigating steps will be taken to remove or reduce potentially negative impacts? Not Applicable

If a potentially negative impact has been identified, please state below the justification. Not Applicable

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

The proposal, if approved, will provide additional resources to support people in need of social work support, including those with protected characteristics. It will also support the Council to deliver on its statutory Corporate Parenting responsibilities.

Is there any action which could be taken to advance equalities in relation to this proposal? No

What arrangements will be put in place to monitor and review the Equality Impact Assessment?

Ongoing monitoring of demand, outcomes and revenue budget as per operational arrangements.

Where will this Equality Impact Assessment be published?

Published as part of the suite of committee papers for the Council's Budget Setting Meeting for 2023/24.

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

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