



Equality Impact/Fairer Scotland Duty Assessment Form

Name of Proposal: Bairns Hoose

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

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

(i) Lead Directorate/Service: Children, Families and Justice

(ii) Are there any relevant statutory requirements affecting this proposal? If so, please describe.

(iii) The Children (Scotland) Act 1995

Children and Young People (Scotland) Act 2014)

(iv) What is the aim of the proposal? Please give full details.

The aim of the proposal is to provide an improved service to those children, young people and their families who become involved in the Child Protection system in Angus.

(v) Is it a new proposal? Yes

Is it a review of an existing budget saving, report, strategy, policy, service review, procedure, or function?
No

Please indicate all which apply:

Employees Yes

Job Applicants Yes

Service users Yes

Members of the public Yes

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

Internal data

N/A

Internal consultation

Consultation with senior managers regarding becoming a pathfinder LA have taken place

External data

Noted below in national consultation

External consultation

National data and research has been undertaken by Health Improvement Scotland in conjunction Care Inspectorate. Consultation summary report produced in May 2023 can be accessed [here](#).

European Barnahus Quality Standards - Bairns' [Hoose Standards](#)

The Standards are underpinned by the United Nations Convention on the Rights of the Child (UNCRC), whilst also aligning with the key policy programmes of Keeping The Promise and Getting it right for every child (GIRFEC), which recognise that all children must receive the right help at the right time. The importance of these Standards is demonstrated by the number of detailed responses to the consultation received nationally and the effort that has been taken to ensure feedback has been taken on board when adapting the European PROMISE Quality Standards to meet the Scottish context.

Evidence Gaps.

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

We will require to measure the impact of the service upon individuals as well as other performance measures – the means to do this will be part of the pilot.

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

The proposed changes will have positive impact providing additional resources to meet the needs of all children in Angus up to the age of 18, who have been victims or witnesses to abuse or violence, as well as children under the age of criminal responsibility whose behaviour has caused significant harm or abuse, will have access to trauma-informed recovery, support, and justice. Consideration is given to the different needs of children at different age and stages of their development.

Disability

Impact – Positive

There will be no discrimination relating to disabilities. The pilot will allow additional resource to be available to engage in a more supported way with children and young people impacted by abuse or violence. As a vulnerable group impacted by Covid restrictions engagement needs to be very individual dependant on individual needs and vulnerabilities of child, young people and adults impacted by disabilities and serious health concerns.

Gender reassignment

Impact- Neutral

The changes will provide holistic support to children who have been victims or witnesses of abuse or are under the age of criminal responsibility whose behaviour may have caused harm and will not discriminate against gender reassignment individuals. All children will be included with no discrimination relating to gender reassignment.

Marriage and Civil Partnership

Impact- Neutral

The Bairn's Hoose model will support children and young people and their families it will not be restricted by adults partnerships status

Pregnancy/Maternity

Impact- Neutral

As noted above the Bairn's Hoose model will support children and young people and their families it will not be restricted by adults situation regarding pregnancy/maternity.

Race - (includes Gypsy Travellers)

Impact- Neutral

All children in Angus with no discrimination on their race including Gypsy Travelers who have been victims or witnesses to abuse or violence, as well as children under the age of criminal responsibility whose behaviour has caused significant harm or abuse, will have access to trauma-informed recovery and support which takes account of their cultural norms.

Religion or Belief

Impact- Neutral

The Bairn's Hoose model will support children and young people and their families it will not be restricted by individuals religion and beliefs.

Sex

Impact- Neutral

The changes will provide holistic support which does not discriminate against a person's sex or sexual orientation. The standards in the model will support a consistent approach where the individual's physical, emotional, and mental wellbeing are supported.

Sexual orientation

Impact- Neutral

The change will not discriminate against the sexual orientation of an individual it will provide holistic support based on the needs of the individual.

Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

National consultation is noted above.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact

As above

What mitigating steps will be taken to remove or reduce potentially negative impacts?

The Bairn's Hoose model will provide an enhanced service. The standards set out in the framework will support a holistic service for all children and young people involved with our child protection processes.

If a potentially negative impact has been identified, please state below the justification.

Not applicable, none identified.

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 helps to eliminate disadvantage for a group of vulnerable children and young people involved with child protection processes. With an enhanced service for caring for children and young people the service will be able to provide more opportunities for individualised support that will support the recovery from trauma enhancing individuals long-term life chances.

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

Not Applicable.

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

The service will monitor the impact of the changes in service delivery, which may change over time, and ensure that any amendments and recommendations identified during review are shared and used to address any negative impact and update the EIA.

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

The Equality Impact Assessment will be made accessible to the public via Angus Council Website.

Step 16: Sign off and Authorisation.

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Approved by: Kirsty Lee, Interim Director, Children, Families and Justice 29/01/24
