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Outcome of Preliminary Equality Impact Assessments

Introduction

The IJB are committed to making financial decisions in a fair, transparent and accountable way, considering the needs and the rights of the people of Glasgow, in line with the public sector equality and Fairer Scotland duties. To support meeting these duties, proposals have been subject to an Equality Impact Assessment (eqia) to understand impacts, inform the development of the proposals, and to take steps to mitigate any impacts identified, wherever possible.

Identification of a potentially negative impact does not mean that the option cannot go forward. However, where this has been identified, action will be considered that minimise that impact should the option be approved.

Assessment

Proposals have been subject to a preliminary Equality Impact Assessment to understand impacts, inform the development of the proposals, and to take steps to mitigate any impacts identified, wherever possible. The outcome of the assessments for each of the proposals is included at Appendix 1.

Overview

Below is an overview of the proposals where a potential impact was identified and which characteristics are most likely to be impacted.

	Age	Disability	Gender Reassignment	Pregnancy & Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Marriage & Civil Partnership	Socio Economic
Review of Residential Services	x	x								
Service Redesign for Halt and Family Support Project	x	x					x			
Review of Support Services – Welfare Rights	x	x								x

Equality Impacts

We recognise that there is potential for cumulative impact, due to the nature of the services we deliver and the people we deliver them to. There is potential for cumulative impact for the protected characteristics of Disability, Age (across Children and Young People, Adults and Older People respectively).

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Socioeconomic Impacts

As part of the assessment process, consideration was given to the potential impact on those living in poverty. Given the vulnerability of our service users and the levels of deprivation in Glasgow, we were mindful of any disproportionate impact. Some of the equality impact assessments have identified that there is potential for a disproportionate impact on those living in poverty, which may be cumulative, for those accessing multiple services. Mitigations are being planned wherever possible.

Staff Impacts

Proposals also include a reduction of 33.11 FTE.

Potential equality impacts would relate to the workforce profile. Glasgow City HSCP Council staff are predominantly; Female (81%), 47% are aged 50 – 64 years and 38% are aged 31 – 49 years.

It is anticipated that the reduction will aim to be achieved through natural attrition or redeployment. An impact assessment is required to further consider what impacts there would be on staff, if any, and mitigate where possible. An assessment will be undertaken when plans for implementation are more fully developed. If this proposal is approved, there will be normal continued consultation with Unions as proposals are developed and implemented. Any appropriate workplace supports for any changes in roles or responsibilities will be identified and given further consideration where required.

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Appendix 1: Outcome of Equality Impact Assessments

Efficiency and Income Maximisation

Equipu - Provision of In-House Repairs and Maintenance Service

It is not anticipated that this proposal will have a significant impact on equality groups.

Following a service review, including; undertaking a procurement exercise and a review of maintenance scheduled, it is proposed to bring the repairs and maintenance service inhouse. Out of hours repairs will continue to be contracted for. It is noted that service users will continue to receive a service with an aim of streamlined and consolidated appointments, with minimal change management required.

The current contractual arrangement with the external provider has lapsed, therefore no early termination is required. However, it is noted that this may have potential TUPE implication for staff currently employed for the company providing the current repairs and servicing. Discussions are underway with Procurement, Legal and HR in preparation for communicating with the incumbent provider in terms of TUPE.

Due to the vulnerability of service users, an equality impact assessment was undertaken and can be found [here](#). This eqia will be utilised to inform the implementation of the transition of the service. The impact on the service user will continue to be undertaken in line with business as usual.

Service Reform and Innovation

Maximising Independence - Transforming the Balance of Care including a Review of Residential Services

Due to the nature of the service, any change in service is more likely to have an impact on children and young people.

This redesign aims to continue to advance the aims of the transformation agenda, optimising the quality of support provided to children, young people and families, and preventing the disruption to families associated with placing children and young people out with the authority. The redesign has two elements – reducing the number of children and young people placed out with the City and improving the quality of the residential estate in order to ensure the best care in appropriate facilities, with continuing focus on the nurture programme and voice, participation and lived experience. This includes; reducing the number of out of authority placements by six from April 2025, and decommissioning one of the children's houses due to the layout and listed status of the building, and its lack of congruence with the Care Inspectorate design guidance.

Mitigating action is planned. For the decommissioning of the children's home, young people will be supported by children's rights and advocacy to ensure that their voices are heard in relation to the planning of their care moving forward. The transition plan will be needs-led and informed by the views and wishes of the young people. The out of city placements for the six young people moving on from out of authority placements have ended naturally and reflect the young people's care plans.

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Although this proposal includes a potential reduction of 15FTE staff, there is a review of the wider staffing levels within the residential service, and the reduction in staffing will be managed by a wider redeployment of staff across the structure. Potential equality impacts would relate to the workforce profile. Glasgow City HSCP Council staff are predominantly Female (81%).

A staff impact assessment is required to further consider what impacts there would be on staff, if any, and mitigate where possible. An assessment will be undertaken when the engagement is complete, and all staff feedback has been collated. There is ongoing consultation with Trade Unions and staff as proposals are developed and the communication and engagement implementation plan is progressed. Any appropriate workplace supports for changes in roles or responsibilities will be identified and given further consideration where required.

An equality impact assessment has been undertaken and can be found [here](#).

Service Redesign for Halt and Family Support Project

Due to the nature of the service, any reduction or change in service is more likely to have an impact on children and young people, a significant proportion of whom have mental health issues or neurodevelopmental issues.

This proposal will have an impact on services available to area teams and to children and families. However the aim would be to continue delivering the core team functions within the revised model. Potential review areas include; reverting to initial aim of Family Support Services, which focusses on children and young people. Adults would be referred to alternative provision.

This proposal includes a reduction of 5.5 FTE. Potential equality impacts would relate to the workforce profile. Glasgow City HSCP NHS staff are predominantly; Female (81%), 47% are aged 50 – 64 years and 38% are aged 31 – 49 years.

It is anticipated that the reduction will aim to be achieved through natural attrition and redeployment. A staff impact assessment is required to further consider what impacts there would be on staff, if any, and mitigate where possible. An assessment will be undertaken when plans for implementation are more fully developed. If this proposal is approved, there will be consultation as appropriate with Trade Unions and staff as proposals are developed and implemented. Any appropriate workplace supports for any changes in roles or responsibilities and to support staff working in areas affected by the reduction will be identified and given further consideration where required.

An equality impact assessment has been undertaken and can be found [here](#). Given the stage of this programme of work, this EQIA can only provide a general overview and further work is required to engage with key stakeholders. Where specific service redesign proposals emerge from the programme, a more tailored EQIA will be produced.

Service Prioritisation and Reduction

Removal of 1 Post from Older People Strategic Planning Team

It is not anticipated that this change will have a significant impact on service users. The proposal includes a reduction of 1 FTE.

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This post relates to telecare services referral and follow up care. Due to recent changes in ways of working, linked to the move to Digital Telecare, there is some capacity within the system to absorb the reduction with minimal impact. The role is currently vacant due to retirement, so no redeployment is required.

The service provision will continue to be monitored for any unanticipated impact. Quarterly reporting is in place to the Telecare Services Association and as part of the HSCP's performance reporting to the IJB.

Removal of Vacant Posts (Older People Services)

The proposal includes a reduction of 1.6 FTE.

A review of vacant posts across a range of services within Older People has been undertaken. This identified a number of vacancies which have been created as a result of work life balance and part time working requests which have reduced the hours that are being worked.

It is anticipated that impact on service users will be minimal as this reduction is currently being accommodated within the existing team structures and the service will continue to be available within existing resources. However, this may result in reduced capacity and flexibility within the system. This service is in high demand and is directly provided to Older People and People with a Disability. Work will be ongoing, to monitor any change in waiting lists. Further work will be required to consider contingency arrangements and identify priority work, within the resources available

Potential equality impacts would relate to the workforce profile. Glasgow City HSCP NHS staff are predominantly; Female (81%), 47% are aged 50 – 64 years and 38% are aged 31 – 49 years. The posts are currently vacant so no redeployment is required.

Review of Support Services

This proposal relates to the review of a number of support services within Resources to be undertaken with the aim of reforming services to deliver integrated support services which meet the business needs not only now but over the medium term.

Potential Staffing Impacts

The proposal includes a reduction of 10 FTE across Finance, Business Administration and Welfare Rights. Potential equality impacts would relate to the workforce profile. Glasgow City HSCP NHS staff are predominantly; Female (81%), 47% are aged 50 – 64 years and 38% are aged 31 – 49 years.

It is noted that this proposal has reduced capacity and flexibility within the system. Further work will be required to consider contingency arrangements and identify priority work, within the resources available.

It is anticipated that the reduction will aim to be achieved through the non-backfilling of vacant posts. If this proposal is approved, there will be consultation as appropriate with Trade Unions and staff as proposals are developed and implemented. Any appropriate workplace supports for any changes in roles or responsibilities and to support staff working in areas affected by the reduction will be identified and given further consideration where required.

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Potential Service User Impacts

Finance – No direct impact on equality groups have been identified.

Business Administration - No direct impact on equality groups have been identified.

Welfare Rights – 1 FTE. This proposal has the potential to have an impact on people living in poverty due to reduced capacity and flexibility within the Welfare Rights support system. Further work will be required to consider contingency arrangements and identify priority work, within the resources available to continue to progress Income Maximisation.

The service will continue to be available within existing resources, however reduced capacity may result in increased waiting times and reduced capacity to support the training of social workers on income maximisation. It is noted that the posts have been vacant for a year and work has been absorbed during this time. Ongoing monitoring for potential impact will be in place through existing reporting on Welfare Rights and Money Advice Performance to the IJB.

Although work has been absorbed during the period of current vacancy, an initial eqia has been undertaken due to the nature of the service being provided. The eqia is available [here](#).

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