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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

A minimum of a preliminary Equality Impact Assessment screening was undertaken on all budget proposals, including programmes not included in the final budget. This early consideration helped to understand impacts, inform the development of the proposals and inform the final set. Wherever potential impacts were identified, an Equality Impact Assessment was undertaken and steps taken to mitigate wherever possible. The outcome of the assessments for each of the proposals and links to full Equality Impact Assessments is included at Appendix 1.

Overview and Cumulative Impact

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	Socio Economic
Reprovisioning Whole Family Wellbeing Fund (Commissioned Support)	x	x								x
Review of Justice Social Work - Positive Outcomes Project	x						x			x
Review of Local Area Co-ordination Teams	x	x								
Removal of Vacant Inclusion Officer Posts		x								x
Increase Charges to Service Users by 4.8% 2026/27	x	x								x

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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. From the above it can be identified that there is potential for cumulative impact for the protected characteristics of Disability.

Although multiple proposals have age related impacts, these differ across children and young people, adults, and older people, with no significant cumulative impact on any one group.

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. Overall, the expenditure on services within this budget supports the delivery of a Fairer Scotland, however 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.

Other Impacts

There is potential for impact on Third Sector organisations. The proposed decisions include options to reduce or review funding for services delivered by Third Sector partners. Organisations receiving funding for multiple services, particularly those supporting specific equality groups, may experience compounded effects (although it is noted that no direct cumulative impact has been identified from the attached proposals).

Where organisations rely on match funding, the financial impact could extend beyond the anticipated savings. Additionally, ongoing consideration of cumulative impacts is required, especially in cases where funding reductions coincide with an increase in service demand resulting from the redirection to community based alternatives as part of our mitigation measures.

Staff Impacts

The attached proposals equates to a reduction of 21.7 FTE. 21.7 FTE in Council services and 0 FTE in Health services. The total FTE is not an overall workforce reduction and will be achieved by removing long-term vacant posts, supporting planned attrition and redeploying staff to other areas of the organisation. The specific impacts on service delivery and staff are detailed within each individual proposal.

Potential equality impacts would relate to the workforce profile.

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- Glasgow City HSCP NHS staff are predominantly; Female (84%), 53% are aged 30 – 49 years and 31% are aged 50 – 65 years.
- Glasgow City HSCP Council staff are predominantly; Female (80%), 48% are aged 50 – 65 years and 41% are aged 30 – 49 years.

If proposals are approved, there will be appropriate consultation with Trade Unions, Staff side and staff as proposals are developed and implemented and the workforce will be supported through Organisational change processes, ensuring all appropriate workforce supports.

Next Steps

Identified mitigating actions will be monitored during the implementation of approved proposals, in line with the business as usual 6 month review process.

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Appendix 1: Outcome of Equality Impact Assessments

Proposal	Outcome of Assessment	EQIA Status
Review of Intensive Services - Team Leader Post	<p>It is anticipated that this option will have limited direct impact on service users. However, it is noted that this proposal has reduced capacity and flexibility within the system. This proposal is to reduce 1 Team Leader post within the service, which will impact on management capacity though there are a total of 9 Team Leaders to support the work of the service. It is recognised that this service delivers services to vulnerable service users, in particular care experienced young people, however it is not anticipated that there will be any significant change for service users and workloads will be carefully monitored and managed to prevent risk of significant impact on operational staff.</p> <p>The proposal includes a reduction of 1 FTE. Potential equality impacts would relate to the workforce profile. Glasgow City HSCP Council staff are predominantly; Female (80%), 48% are aged 50 – 65 years and 41% are aged 30 – 49 years. It is anticipated that the reduction will be achieved through planned retirement. 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.</p>	Only Screening Required
Merging of Host Family Services / 16+ Management Structure	<p>It is anticipated that this option will have limited direct impact on service users. However, it is noted that this proposal has reduced capacity and flexibility within the system. This proposal is to merge the Host Family Service and 16+ Management Structure reducing management costs.</p> <p>It is recognised that this service delivers services to vulnerable service users, in particular unaccompanied asylum-seeking young people, however it is not anticipated that there will be any significant change for service users and workloads will be carefully monitored and managed to prevent risk of significant impact on operational staff.</p> <p>The proposal includes a reduction of 1 FTE. Plans are under development to reduce in line with a planned retirement, therefore no redeployment would be required.</p>	Only Screening Required

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Proposal	Outcome of Assessment	EQIA Status
<p>Reprovisioning Whole Family Wellbeing Fund (Commissioned Support)</p>	<p>The Whole Family Wellbeing Fund was initially assigned to funding methodological support for the transformational change programme. In the current financial context, and given recent workforce developments, it is proposed that this funding is reallocated to maintaining the Section 22 budget, which provides scope to offer direct payments to families who are struggling financially. This funding is discretionary, and therefore there is a risk to this funding given the overall budget position for Children’s Services.</p> <p>There is strong evidence that this funding supports families, offering early intervention, and for some families, preventing escalation into more targeted support. The aim of Section 22 payments is to offer non-stigmatised financial support via universal services (Health Visiting) and through School Nursing, Family Nurse Partnership and Social Work.</p> <p>The methodological support funded through the Whole Family Wellbeing programme was aiming to support a shift towards earlier intervention and prevention, with more seamless pathways of support for families. This has involved mapping the system ‘as is’, designing the system ‘to be’, and identifying the activities required to support this whole system change. This work was impacted by the joint children’s services inspection and is now being affected by the planning team’s capacity to support and coordinate the work, given the new remit of the team to support the service prioritisation programme. Other workstreams are supporting the shift to earlier and effective intervention, including the section 22 payments. It is hoped that integrating the learning from the support already received will promote further positive change, though it is acknowledged that overall progress may be slowed in the absence of external facilitation and integration of recent evidence from the science and practice of implementation. This may be partially offset by the training and coaching offered to HSCP officers as part of the previous programme of improvement work.</p> <p>It is not anticipated that there is a direct impact from the hiatus in methodological support for the whole system transformational programme, though the speed of progress in achieving a seamless system of support potentially impacts all service users, including; children and young people with</p>	<p>Full EQIA undertaken</p>

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	<p>disabilities, and their families, in particularly those living in poverty.</p> <p>An equality impact assessment has been undertaken and can be found here.</p>	
Realigning Family Nurse Partnership Spend	It is not anticipated that this proposal will have an impact on equality or poverty. The saving has been identified from in year underspend on training for 2025/26. This is due to the lag time between vacancies arising and the national training calendar for Family Nurse Practitioners. This will not impact on the availability of essential training budget for future years.	Only Screening Required
Review of Family Functional Therapist Services - 1 Post and License	It is not anticipated that this proposal will have a significant impact on equality or poverty. The saving has been identified from the planned retiral of this post and the associated license. Associated activity will continue via the Family Support Provision, which has received increased investment in recent years.	Only Screening Required
Realigning Adoption Services	It is not anticipated that this proposal will have an impact on equality or poverty. The saving has been identified from in year underspend on training for 2025/26. This is partly due to a decrease in the number of applications from prospective adopters, though work is planned in the coming year to increase the number of applicants, thereby increasing the number of approved adoptive carers and improving permanence outcomes for children and young people. This therefore a temporary measure, and will not impact on the availability of funding for future years.	Only Screening Required
Review of Glasgow Emergency Out of Hours Services	It is not anticipated that this proposal will have a significant impact on service users as there will be no reduction in the service. The proposal aims to more closely manage shift patterns to reflect current demand, improve ways of working and more closely manage overtime. It is not expected that this will impact staff members terms and conditions. If at a future stage a more significant change is required for staff, this will involve working with HR and Trade Unions in line with business as usual.	Only Screening Required
De-registration of Services within Operations & Governance	<p>It is not anticipated that this proposal will have a direct impact on equality or poverty. The identified savings result from underspend over the past two years, following a series of changes to commissioned contracts and service arrangements.</p> <p>However, it is recognised that homelessness services support vulnerable individuals, including those from protected equality groups, particularly in relation to sex, race, sexual orientation, disability and people experiencing poverty. Although this underspend is not allocated for additional</p>	Only Screening Required

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	support, it is acknowledged that the proposal may reduce flexibility within the system.	
Review of Health & Social Care Connect and Health Services	<p>It is not anticipated that this proposal will have an impact on equality groups or poverty. An exercise was undertaken with HR and Trade Unions which identified that duties were matched with Social Care Workers role rather than Social Workers. It is noted that although this service is targeted at children, no equality impacts are anticipated for service users, as there is no change in duties and Child Protection concerns will continue to be dealt with in localities, in line with business as usual.</p> <p>This proposal includes a reduction of 4 FTE Social Worker posts. The reduction will be achieved through redeployment. Work is underway to support staff through the redeployment preference exercise to match them with posts. There will be normal continued consultation with trade unions and staff 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.</p>	Only Screening Required
Review of Justice Social Work - Positive Outcomes Project	<p>The Positive Outcomes Project (POP) team engage with individuals in the criminal justice system with the specific aim of motivating and supporting them to address their offending behaviour and underlying issues (primarily addiction and related problems). They also assist individuals and their families/support networks to access support packages which will encourage and promote desistance and support the development of recovery capital to make positive changes.</p> <p>The proposal would remove this project from the wider justice services. Police Scotland have also recently removed their dedicated staff from the project due to financial pressures and operational priorities. This removal of Police staff has led to a significant loss in what the service was able to provide in terms of a multi-agency approach and is no longer sustainable. The service will be removed and existing service users will be referred into other mainstream services such as ADRS and/or local recovery communities.</p> <p>There is potential for a negative impact on both equality and poverty. Due to the nature of the services provided, removal of this service is most likely to impact on men aged 26 – 50 years who are experiencing poverty. Anticipated impact would likely be on future services users who would not be able to benefit from a referral to POP, rather than those currently receiving the service who</p>	Full EQIA undertaken

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	<p>the impact is expected to be minimal.</p> <p>The proposal includes a reduction of 3 FTE. Potential equality impacts would relate to the workforce profile. Glasgow City HSCP Council staff are predominantly; Female (80%), 48% are aged 50 – 65 years and 41% are aged 30 – 49 years. It is anticipated that the reduction will aim to be achieved through redeployment. 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.</p> <p>An equality impact assessment has been undertaken and can be found here.</p>	
<p>Review of Care Home Management Structure</p>	<p>It is anticipated that this option will have limited direct impact on service users. However, it is noted that this proposal has reduced capacity and flexibility within the system. This proposal is to reduce the number of geographical areas that home care is subdivided into from 25 to 24. To do this we would pick the pod that looks after the lowest number of service users and reduce the pod staff, moving the service users and the carers who look after them to the surrounding areas. This would reduce the management costs and increase the number of carers and service users who then fall into the local areas of the remaining pods. It is recognised that this service delivers services to vulnerable service users, in particular people with disabilities and older people, however it is not anticipated that there will be any significant change for service users as Carer numbers and hours will not be impacted and steps will be taken, wherever possible, to align carers for continuity.</p> <p>This proposal includes a reduction of 7.4 FTE. Potential equality impacts would relate to the workforce profile. Glasgow City HSCP Council staff are predominantly; Female (80%), 48% are aged 50 – 65 years and 41% are aged 30 – 49 years. It is anticipated that the reduction will aim to be achieved through natural attrition or redeployment within the service. Service user numbers and associated workload would be split across each area within no significant increase for individual managers or teams. If this proposal is approved, there will be consultation as appropriate with Trade Unions and staff as proposals are developed and implemented. Any appropriate</p>	<p>Only Screening Required</p>

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	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.	
Review of Alcohol and Drug Services	It is not anticipated that this proposal will have a significant impact on equality or poverty as saving is identified from underspend which has been recurring for 3 years.	Only Screening Required
Alcohol and Drug Services Posts Realigned to Justice Services	It is not anticipated that this proposal will have an impact on equality groups or poverty. It is recognised that these posts provide services targeted at women, however no change in service provision is anticipated. The budget will be realigned to Justice Services and funding for the posts continued.	Only Screening Required
Maximising Income from Third Parties	<p><u>Other Health Board Income for Mental Health Beds</u> No direct impact on equality groups or poverty have been identified as charges are not applied to service users. In the main, charges apply to other Health Boards for access to inpatient mental health. Additional income is being recovered as a result of better recording of activity levels, there is no increase in charge for the service.</p> <p><u>Resident Doctors in Training</u> No direct impact on equality groups or poverty has been identified. Savings identified are as a result of a funding income increase and an in-year underspend in banding supplements. There will be no restriction in existing staff structure including work intensity, unsociable hours and banding supplements.</p>	Only Screening Required
Review of Local Area Co-ordination Teams	<p><u>Removal of Vacant Posts Local Area Co-ordination (LAC) Teams</u></p> <p>This proposal includes the non-backfilling of current vacancies and planned retirements in the short term, with a commitment to undertaking a service prioritisation exercise to consider more fully the repurposing of the Local Area Co-ordination (LAC) Team.</p> <p>It is recognised the value of the LAC role and the risk in any reduction or wait for service is likely to have an impact on older people and disabled people, due to the nature of the service being delivered. The reduction in capacity may also shift additional pressure onto frontline social work teams.</p>	Full EQIA undertaken

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	<p>It is anticipated that in the short term, that risk can be managed through clear prioritisation processes, strengthened governance and data monitoring, and improved operational guidance will be required. Communication with service users and referrers, along with targeted preventative activity, will also be essential to ensure the staff reduction does not unintentionally widen inequalities or reduce access to support across Glasgow.</p> <p>The proposal includes the removal of 3 members of staff (2.8 FTE), posts are currently vacant or are planned retirements.</p> <p>An equality impact assessment on the removal of vacant posts has been undertaken and can be found here. An equality impact assessment will be undertaken on the service prioritisation of the LAC Team and made available, in line with business as usual.</p> <p><u>Removal of Vacant Inclusion Officer Posts</u></p> <p>This proposal includes the non-backfilling of current vacancies and planned retirements in the short term, with a commitment to undertaking a service prioritisation exercise to consider more fully the repurposing of the Inclusion Officer Team.</p> <p>This service is an assertive outreach programme directly targeted at adults with learning disabilities. It is recognised the value of the Inclusion Officer role and the risk in any reduction or wait for service is likely to have an impact on disabled people and people living in poverty, due to the nature of the service being delivered. The reduction in capacity may also shift additional pressure onto frontline social work teams.</p> <p>It is anticipated that in the short term, that risk can be managed through clear prioritisation processes, strengthened governance and data monitoring, and improved operational guidance will be required. Communication with service users and referrers, along with targeted preventative activity, will also be essential to ensure the staff reduction does not unintentionally widen</p>	

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	<p>inequalities or reduce access to support across Glasgow.</p> <p>The proposal includes the removal of 2.5 FTE, posts are currently vacant.</p> <p>An equality impact assessment on the removal of vacant posts has been undertaken and can be found here. An equality impact assessment will be undertaken on the service prioritisation of the Inclusion Officer roles and made available, in line with business as usual.</p>	
<p>Review of Commissioned Services within Adult Services</p>	<p>It is not anticipated that this proposal will have any impact on equality or poverty. The proposal concerns strengthened monitoring and management of void accommodation for adults with learning disabilities and supporting improved throughput of service users. A dedicated group of staff is working alongside service providers to reduce and eliminate void costs.</p> <p>While the service supports adults with learning disabilities, there will be no change to the level or nature of service provision for service users.</p>	<p>Only Screening Required</p>
<p>Review of Budgeted Establishment Within Support Services</p>	<p>This proposal relates to the review of a number of support services within Resources. This is to ensure that support services remain proportionate to the size of the organisation and is in recognition of the financial challenges facing the IJB. This will result in some reduction to services however opportunities for reforming services will be taken where they are available. The proposal includes a reduction of staff across Finance, Business Administration, HR and Commissioning.</p> <p>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 and it is recognised that response times may be impacted.</p> <p>This proposal also includes funding for 0.5 FTE HR Manager within East Dunbartonshire HSCP. Discussions have been undertaken with East Dunbartonshire HSCP to advise the funding will no longer be available.</p> <p>The proposal includes a reduction of 6 FTE. Potential equality impacts would relate to the workforce profile. Glasgow City HSCP Council staff are predominantly; Female (80%), 48% are aged 50 – 65 years and 41% are aged 30 – 49 years. It is anticipated that the reduction will be</p>	<p>Only Screening Required</p>

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	<p>achieved through vacant posts. 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.</p>	
<p>Spend to Save - Net Income Recovery within Support Services</p>	<p>It is not anticipated that this option will have a significant impact on equality groups as there is no change to the charges applied, the proposal includes improvements in collection of charges incurred. Although it is noted that those who are subject to the charges are service users in permanent residential or nursing care and are therefore predominantly older and/or disabled people. There is potential for socio economic impact for those subject to the charges. However, it is noted that mitigating action is taken when the charges are being applied. Those accessing the service are financially assessed through the Scottish Government Charging for Residential Accommodation Guidelines (CRAG).</p> <p>The Financial Assessment and Income Team also takes steps to refer service users, partners or spouse's to welfare rights advice for guidance on income maximisation. It is also noted that under CRAG section 05005, there is provision for an increase to the weekly personal allowance expense in certain situations such as: property maintenance costs, retaining a higher personal allowance to allow the service user to lead a more independent life, where there is a dependent child and disregarding half of a service user's occupational pension if paid to the spouse or civil partner.</p>	<p>Only Screening Required</p>
<p>Increase Charges to Service Users by 4.8% 2026/27</p>	<p>The proposal includes a 4.8% uprating to charges.</p> <p>There is potential for this increase to have a socio-economic impact for those experiencing poverty. This may result in service users self-excluding from services, due to the cost. Due to the nature of the services provided, this increase is most likely to have an impact on older and disabled people.</p> <p>Steps will be taken to mitigate the impact of the increase through the financial assessment. The financial assessment aims to ensure income maximisation has taken place by ensuring that service users are in receipt of all social security benefits to which they are entitled and reflects on the service users ability to pay. It also, acknowledges that there may be circumstances where it is appropriate to consider the waiving or abatement of charges in cases of hardship, exceptional need or other exceptional circumstance. An equality impact assessment has been undertaken on the charging policy and can be found here. The assessment</p>	<p>Full EQIA Undertaken</p>

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Proposal	Outcome of Assessment	EQIA Status
	includes fuller details on the mitigating actions.	

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