

Purpose of the Equality Impact Assessment:

The Equality Act 2010 introduced a Public Sector Equality Duty (PSED) requiring public bodies to give due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Consideration must be given to the protected characteristics covered by the Equality Act. Assessments should ‘consider relevant evidence relating to persons with relevant protected characteristics in relation to such assessments of impact’.

The purpose of an Equality Impact Assessment (EQIA) is to ensure that policies, functions, plans or decisions (hereafter referred to as ‘policy’ do not create unnecessary barriers for people protected under the Act, and that negative impacts are eliminated or minimised and opportunities for positive impact are maximised.

Screening is a short exercise to determine if a policy is relevant to equality and whether a full equality impact assessment (EQIA) should be carried out.

Proposal aims: This proposal recommends the deletion of two posts from the Children’s Services social work establishment. They are specialist posts attached to the Child and Adolescent Mental Health Service, which is managed by NHS Highland.

These posts are specialist and do not carry a statutory caseload in the same way as other Council social workers. They support and contribute to the work of the Child and Adolescent Mental Health team which is funded and commissioned by NHS Highland. No major impact is anticipated in terms of the wider delivery of social work services.

1. Please list the name(s) of those who are completing this assessment

[Sandra Campbell, Head of Children’s Services](#)

Which aspects of the proposal are relevant to each of the 3 elements of the public sector equality duty? (tick all that are relevant)

• Eliminate unlawful discrimination	
• Advance equality	✓
• Promote good relations	

Which of the protected characteristics is the policy relevant to?

Tick and briefly describe any likely equalities impact (positive/negative/neutral).

Characteristic	Positive	Negative	Neutral	comments
Gender				
Age		✓		Young people
Disability		✓		Mental health
Religion or Belief				
Race				

Sexual Orientation				
Gender reassignment				
Pregnancy/maternity				
Marriage and Civil Partnership*				

2. Data and research. What existing sources of information have you gathered to help identify how people covered by the protected characteristics may be affected by this policy or service? Consider both staff and service users.

Information and views have been received from NHS Highland CAMHS team and from the Disability team in Children's Services where the posts are based.

3. Are there gaps in evidence that make it difficult to judge if the policy/decision might affect different groups of people? What are these, can they be addressed? No.
4. What involvement, engagement or consultation has taken place as part of the development or review of this policy? How has it informed the assessment? As above. The information received verified the original assumption that most of the work carried out by these posts is not statutory child care but contributes to the wider work of the CAMHS team.
5. Having considered the information gathered (including involvement and consultation) how would you assess the likely impact of the policy? Identify which groups covered by the protected characteristics are affected and why. The groups affected would have the protected characteristics of age and disability (mental health but not necessarily a diagnosis of mental illness), however where they require intensive input this would be re-allocated within the CAMHS team. The CAMHS team is commissioned and funded by NHS Highland. Any statutory children's work would be picked up by the relevant Family team.
6. If you have identified, or if there is the potential for, for negative impact on any particular group(s) can this be justified without changing the policy? If so, please give your reasons. All high-risk or statutory cases would be re-allocated or where necessary referred to a Family team.
7. If the impact cannot be justified, what action will be taken to remove, mitigate or reduce adverse impact? Please identify the action (s)
8. Please provide details of arrangements to monitor and review the policy and any mitigating actions. The posts are part of a team of mental health specialist posts. Indications are that the workload would be reviewed across the team, but that some services may be reduced, based on risk-assessment.
9. Please state where the EQIA will be published Council website

Equality Impact Assessment Sign off: For completion by Director or Head of Service

1. Please check if you are satisfied that the following elements of the EQIA have been considered:
 - Gathering information
 - Consultation and involvement

- Assessing impact for all protected characteristics
- Mitigating actions identified (if required)
- Opportunity to promote equality
- Arrangements to monitor and review
- Publication arrangements

2. a) Are you prepared to sign off the EQIA?

YES ✓

NO

b) If "NO" provide details of why and next steps

Name Sandra Campbell

Position Head of Children's Services

Date: 18th February 2016