



Appendix 2

Equality Impact/Fairer Scotland Duty Assessment Form

Name of Proposal: ANGUS CHILDREN, FAMILIES AND JUSTICE IMPROVEMENT PLAN 2024-27

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.

This plan sets out improvement actions being prioritised within CFJ service between 2024 – 2027.

(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

CFJ Service Data – balance of care, child protection registration rates, referral data

Angus CP Data Set – referral data, pre-birth referrals, reasons for registration, risk data.

Internal consultation

Consultation with all managers and senior managers within the service; staff consultation at whole service events during 2023, adaptation of plan based on feedback.

External data

The improvement plan has been informed by a number of reviews where key stakeholders have contributed including children, families and other agencies involved in the delivery of services. It also takes into consideration the outcome of reflective discussions and complaints.

LGBF data

External consultation

The plan is underpinned by the United Nations Convention on the Rights of the Child (UNCRC), whilst also aligning with our 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

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 plan will impact positively on children and young people due to the range of improvement actions which aim to improve their circumstances. Specifically, there is targeted improvement action for those young people who are interfacing with adult services.

Disability

Impact – Positive

There will be no discrimination relating to disabilities. The plan outlines specific improvement actions for those affected by disability.

Gender reassignment

Impact- Neutral

The changes will provide holistic support to children and families and there is therefore no anticipated impact.

Marriage and Civil Partnership

Impact- Neutral

Pregnancy/Maternity

Impact- Positive

The overarching plan is to improve outcomes for all children and young people from pre-birth by applying trauma informed approaches. Pregnant mothers will see a positive impact in the support they can receive through developments in PREpare and Glenclova.

Race - (includes Gypsy Travellers)

Impact- Neutral

The plan does not discriminate against a person's race.

Religion or Belief

Impact- Neutral

The plan does not discriminate against a person's religion or beliefs.

Sex

Impact- Neutral

The plan does not discriminate against a person's sex or sexual orientation.

Sexual orientation

Impact- Neutral

The plan will not discriminate against the sexual orientation of an individual.

Consultation with any of the groups potentially affected

No consultation on the plan with specific groups however consultation has taken place on some improvement actions including PREpare, Glen Clova, Care and Risk Management, Care Experienced young people and Leading the Promise.

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

N/A

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 plan helps to eliminate disadvantage for children, young people and adults who require social work support.

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.

Prepared by: Rebecca McNeil, Acting Service Leader, Children, Families and Justice
25/04/24

Reviewed by: Karen Ross, Senior Practitioner Children, Families and Justice Service.
25/04/2024

Approved by: Kirsty Lee, Interim Director, Children, Families and Justice Service.
25/04/2024