

1. Policy details

Policy Title : ES01 Reduce Home Link Services by 50%	Lead Officer Douglas Hutchison
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2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire	No	No
People from different racial groups, ethnic or national origin.	No	No
Women and/or men (boys and girls)	No	No
People with disabilities	No	No
People from particular age groups for example Older people, children and young people	Yes	No
Lesbian, gay, bisexual and heterosexual people	No	No
People who are proposing to undergo, are undergoing or have undergone a process to change sex	No	No
Pregnant women and new mothers	No	No
People who are married or in a civil partnership	No	No
People who share a particular religion or belief	No	No
Thematic Groups: Health, Human Rights, Rurality and Deprivation.	Yes	No

3. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes	Level of Negative and/or Positive Impact (high, medium or low)
Eliminate discrimination and harassment faced by particular communities or groups	Medium Negative
Promote equality of opportunity between particular communities or groups	Medium Negative
Foster good relations between particular communities or groups	
Promote positive attitudes towards different communities or groups	
Increase participation of particular communities or groups in public life	Medium Negative
Improve the health and wellbeing of particular communities or groups	Medium Negative
Promote the human rights of particular communities or groups	Medium Negative
Tackle deprivation faced by particular communities or groups	Medium Negative

4. Summary Assessment

Is a full Equality Impact Assessment required? (A full EIA must be carried out on all high and medium impact policies)		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
Rationale for decision: A full assessment is required in order to ascertain the impact on pupils who may be adversely affected due to deprivation, health and wellbeing and potential rights to education.			
Signed : <i>Douglas Hutchison</i>		Director	
Date: 27 January 2016		Copy to equalities@south-ayrshire.gov.uk	

**SOUTH AYRSHIRE COUNCIL
EQUALITY AND DIVERSITY IMPACT ASSESSMENT**

Section One: Policy Details*

Name of Policy	E-1 Reduce Home Link Services by 50%
Lead Officer (Name/Position)	Douglas Hutchison, Director of Educational Services
Policy Development Team (Names/Positions)	Eileen Brown, Quality Improvement Manager
Critical friend (s)	

*Policy could include strategy, project or application: see guidance attached.

What are the main aims of the policy?	To secure additional savings of £160,000 in 2016/17
What are the intended outcomes of the policy	To secure additional savings of £160,000 in 2016/17

Section Two: What are the Likely Impacts of the Policy?

Will the policy impact upon the whole population of South Ayrshire or particular groups within the population (please specify)	The reduction in Home Link Workers will potentially impact on the most vulnerable groups of children and young people who fail to attend school for a wide variety of reasons. This saving proposes 50% of posts within Homelink are deleted and service closed which will have a detrimental impact on children and young people and their parents who use Home Link Services.
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Considering the following Protected Characteristics and themes, what likely impacts or issues does the policy have for the group or community.

List any likely positive and/or negative impacts

Protected Characteristics	Positive and/or Negative Impacts
Race: Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers	It is not anticipated that there will be any direct or indirect impact on this protected characteristic
Sex: Issues specific to women or men	It is not anticipated that there will be any direct or indirect impact on this protected characteristic
Disability: Issues relating to disabled people	The reduction of service may have an impact on pupils who have been identified as having additional support needs.
Age: Issues relating to a particular age group e.g. older people or children and young people	The reduction of service is likely to impact negatively on children and young people, particularly young people in secondary school.
Religion or Belief: issues relating to a person's religion or belief (including non-belief)	It is not anticipated that there will be any direct or indirect impact on this protected characteristic
Sexual Orientation: Issues relating to a person's sexual orientation i.e. lesbian, gay , bi-sexual, heterosexual	It is not anticipated that there will be any direct or indirect impact on this protected characteristic

Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership.	It is not anticipated that there will be any direct or indirect impact on this protected characteristic
Gender Reassignment: Issues relating to people who have proposed, started or completed a process to change his or her sex.	It is not anticipated that there will be any direct or indirect impact on this protected characteristic
Pregnancy and Maternity: Issues relating to the condition of being pregnant or expecting a baby and the period after the birth.	It is not anticipated that there will be any direct or indirect impact on this protected characteristic
Multiple / Cross Cutting Equality Issues Issues relating to multiple protected characteristics.	Potential impact on young people who experience a range of additional support needs including disability, deprivation, and social and emotional needs

Equality and Diversity Themes Particularly Relevant to South Ayrshire Council	
<p>Health Issues and impacts affecting people's health</p>	<p>Potential to reduce the supports for young people experiencing difficulties with mental health and well being (eg school refusal). Potential to reduce our ability to identify the supports required by families in ensuring the children and young people attend school.</p>
<p>Human Rights: Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.</p>	<p>There may be a negative impact on the child or young person's right to an education where we are unable to identify reasons for prolonged absence from school or to support the child, young person and family to improve attendance at school. There may be a negative impact on the rights to education for pupils with additional support needs due to reduction of staff available to allow them to participate in certain activities.</p>
<p>Rurality Impacts relating to living and working in a rural community</p>	<p>No anticipated impact</p>
<p>Deprivation Issues relating to poverty and social exclusion, and the disadvantage that results from it.</p>	<p>Attendance issues are particularly prevalent among children and young people who experience poverty and deprivation. There will be a reduction in the service to young people and families who find it difficult to attend</p>

Section Three: Evidence Used in Developing the Policy

<p>Involvement and Consultation In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? Who did you involve, when and how?</p>	<p>There has been no consultation with Trades Unions or affected staff groups at this time.</p>
<p>Data and Research In assessing the impact set out above what evidence has been collected from research or other data. Please specify <i>what</i> research was carried out or data collected, <i>when</i> and <i>how</i> this was done.</p>	<p>No research has been carried out at this stage</p>
<p>Partners data and research In assessing the impact set out above what evidence has been provided by partners. Please specify partners</p>	<p>None</p>
<p>Gaps and Uncertainties Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	<p>The Council does not hold information on every protected characteristic however based on the information which is available no gaps or uncertainties have been identified.</p>

Section Four: Detailed Action Plan to address identified gaps in:

- a) evidence and
- b) to mitigate negative impacts

No	Action	Lead Officer(s)	Timescale
1	Staffing re-structure to utilise the remaining resources more efficiently and effectively. Implementation will be monitored to identify any equality issues	Douglas Hutchison	2016/17

Section Five - Performance monitoring and reporting

Considering the policy as a whole, including its equality and diversity implications:

When is the policy intended to come into effect?	August 2016
When will the policy be reviewed?	N/A
Which Scrutiny Panel will have oversight of the policy?	N/A

Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Policy: E1 – Reduction in Home Link Services

This policy will assist or inhibit the Council's ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

Eliminate discrimination
Advance equality of opportunity The reduction in Home Link workers does not foster equality of opportunity as the cuts will impact predominantly on vulnerable groups of pupils.
Foster good relations This saving may have a detrimental impact on relations with parents of pupils with additional support needs and may lead children and young people becoming distanced from their school and their peers.

Summary of Action Plan to Mitigate Negative Impacts	
Actions	Timescale
n/a	

Signed:  **Director of Educational Services**

Date: 27 January 2016