

Equality Impact Assessment

Section 1: About the proposal

Title of Proposal
LD Registered Service Staffing
Intended outcome of proposal
<ul style="list-style-type: none"> - Financial savings of approx. £62k - Review of current bank staffing budget, based on the recent review of LD Day Services Staffing - Reduction of 2 x 0.25 FTE Support Worker posts(vacant posts) in LD Day Services based on current known demand of services - Reduction in 1 FTE Community Support Worker post (vacant post) following review of SLGE8 and SLGE10 rotas - Additional income following the rental of space to commissioned care provider
Description of proposal
<p>Reduction of 2 x 0.25FTE Support Workers The LD Day Services staffing structures were reviewed in 21/22 under the organisational change process. Following a further review of staffing and inability to recruit to a very small number of remaining vacant posts within the services, managers have confirmed there is no longer a requirement for 2 x 0.25FTE posts based on the current known demand for services.</p> <p>Reduction in 1 FTE `Community Support Worker Following a review of the SLGE8 and SLGE10 rotas and cover within Greenwood, managers have confirmed that this additional post is no longer necessary to ensure appropriate hierarchy within the service. Due to the new rota systems in place there now sufficient management cover for the services 7 days per week. Greenwood is currently at full capacity.</p> <p>Review of LD Day Services Staffing Budget Following the review of LD Day Services staffing establishment, there was a requirement to review the bank staffing budget. This review will ensure that there is sufficient bank staffing cover built in for A/L, sickness, training etc. base don't he current staffing establishments of each location. Where possibly, managers will continue to ensure that planned leave or absence is managed within the existing available staffing prior to utilising bank staffing support.</p> <p>Additional Income A new lease agreement has been drafted for a commissioned care provider to utilise office space within the Day Services building. This will increase partnership working between Day Services and the only commissioned Supported Living provider in the locality, improving outcomes for individuals</p>
HSCP Strategic Priorities to which the proposal contributes
Efficiently and effectively manage all resources to deliver best value

Maximise independence of service users and support them to live fulfilling lives in their own homes, for as long as possible

People in Argyll and Bute will live longer, healthier, independent lives

23/24 Quality and Finance Plan

Lead officer details	
Name of lead officer	James Littlejohn
Job title	Service Manager
Department	Learning Disability, Autism & Transitions
Appropriate officer details	
Name of appropriate officer	Gillian Maidment
Job title	Service Improvement Officer
Department	HSCP

Sign-off of EIA	
Date of sign-off	

Who will deliver the proposal?
LD Resources Management Team, Service Improvement Officer, SW Finance Team, Council's Estates Team and Commissioned Care Provider

Section 2: Evidence used in the course of carrying out EIA

Consultation / engagement
Staff consultation has taken place as part of the organisational change process for LD Day Services. Greenwood – Regular rota meetings with staff at all levels, in partnership with HR/TU input

Data
Financial Data– Social Work Finance Team Staffing Data – HR/Finance Lease Agreements – A&B Council Estates Team/Commissioned Care Provider

Other information
N/A

Gaps in evidence
N/A

Section 3: Impact of proposal

Impact on service users:

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age		X		
Disability			X	
Ethnicity		X		
Sex		X		
Gender reassignment		X		
Marriage and Civil Partnership		X		
Pregnancy and Maternity		X		

	Negative	No impact	Positive	Don't know
Religion		X		
Sexual Orientation		x		
Fairer Scotland Duty:				
Mainland rural population		X		
Island populations		X		
Low income		X		
Low wealth		x		
Material deprivation		X		
Area deprivation		X		
Socio-economic background		X		
Communities of place		X		
Communities of interest		x		

If you have identified any negative impacts on service users, give more detail here:
N/A
The proposal regarding the relocation of commissioned care provider to Day Services building will increase partnership working, improving outcomes for service users.

If any 'don't knows' have been identified, when will impacts on these groups be clear?
N/A

How has 'due regard' been given to any negative impacts that have been identified?
N/A

Impact on service deliverers (including employees, volunteers etc.):

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age		X		
Disability		X		
Ethnicity		X		
Sex		X		
Gender reassignment		X		
Marriage and Civil Partnership		X		
Pregnancy and Maternity		X		
Religion		X		
Sexual Orientation		X		
Fairer Scotland Duty:				
Mainland rural population		X		
Island populations		X		
Low income		X		
Low wealth		X		
Material deprivation		X		
Area deprivation		X		
Socio-economic background		X		
Communities of place		X		
Communities of interest		X		

If you have identified any negative impacts on service deliverers, give more detail here:
N/A

If any 'don't knows' have been identified, when will impacts on these groups be clear?
N/A

How has 'due regard' been given to any negative impacts that have been identified?
N/A

Section 4: Interdependencies

Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the HSCP?	No
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Details of knock-on effects identified
N/A

Section 5: Monitoring and review

Monitoring and review
Staffing Overview will continue to be monitored as part of Monthly Management Meetings