



City of Edinburgh Council

Record of Equality and Rights Impact Assessment

Part 1: Background and Information

(a) Background Details

Please list ERIA background details:

ERIA Title and Summary Description: CAPSM Services Redesign

Service Area	Division	Head of Service	Service Area Reference No.
	Support to Children and Young People	Alistair Gaw	May 2015

(b) What is being impact assessed?

Describe the different policies or services (i.e. decisions, projects, programmes, policies, services, reviews, plans, functions or practices that relate to the Corporate ERIA Title):

Policies and Services	Date ERIA commenced
CAPSM (Children Affected by Parental Substance Misuse) Services Redesign Project Briefing	

(c) ERIA Team

Please list all ERIA Team Members:

Name	Organisation / Service Area
Julie Tickle	Principal Officer: Substance Misuse, Children and Families
David Hoy	Commissioning Officer, Children and Families
Nick Smith	Programme Manager, Edinburgh Alcohol and Drugs Partnership

Part 2: Evidence and Impact Assessment

(a) Evidence Base

Please record the evidence used to support the ERIA. Any identified evidence gaps can be recorded at [part 3a](#). Please allocate an abbreviation for each piece of evidence.

Evidence	Abbreviation
City of Edinburgh Council Getting It Right For Every Child Guidance	
Children and Families Service Plan 2014-17/2015-2018	
Assessment of Need and Review of Services for Children and Families Affected by Parental Substance Misuse, Create Consultancy, 2012)	

(b) Rights Impact Assessment – Summary

Please describe all the identified enhancements and infringements of rights against the following ten areas of rights. Please also consider issues of poverty and health inequality within each area of rights:

- Life
- Health
- Physical security
- Legal security
- Education and learning
- Standard of living
- Productive and valued activities
- Individual, family and social life
- Identity, expression and respect
- Participation, influence and voice

Please indicate alongside each identified enhancement or infringement the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Summary of Enhancements of Rights

The service redesign will provide a city-wide CAPSM Service focused on minimising harm, and mitigating risks to children and young people by reducing the impact of parental substance use. The Service will enhance outcomes for children, young people and families in respect of areas identified above. It is also anticipated that the total number of clients families receiving the service will be increased

Summary of Infringement of Rights

Can these infringements be justified? Are they proportional?

It is possible that the award of the new contract to a different provider(s) will impact on the current workforce, however the application of TUPE responsibilities may mitigate the impact. This will not infringe any rights

(c) Equality Impact Assessment – Summary

Please consider all the protected characteristics when answering questions 1, 2 and 3 below. Please also consider the issues of poverty and health inequality within each protected characteristic:

- Age
- Disability
- Gender identity
- Marriage / civil partnership
- Pregnancy / maternity
- Race
- Religion / belief
- Sex
- Sexual orientation

1. Please describe all the positive and negative impacts on the duty to eliminate unlawful discrimination, harassment or victimisation. Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts
Families and/or young people will be referred to the service and their needs assessed on an individual basis. Within the contract there will be an equalities statement stating that it is the duty of the commissioned service to comply with the Equalities Act 2010. Issues of non compliance will be picked up through regular monitoring of the service. In the specification it states that ‘ The provision of the service will be governed by enacted legislation and indicative “best practices” for the industry, as well as The City of Edinburgh Council policies’
Negative Impacts
None identified

2. Please describe all the positive and negative impacts on the duty to advance equality of opportunity (i.e. by removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others and encouraging participation in public life)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts
None identified
Negative Impacts
None identified

3. Please describe all the positive and negative impacts on the duty to foster good relations (i.e. by tackling prejudice and promoting understanding)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts
None identified
Negative Impacts
None identified

Part 3: Evidence Gaps, Recommendations, Justifications and Sign Off

(a) Evidence Gaps

Please list all relevant evidence gaps and action to address identified gaps.

Evidence Gaps	Action to address gaps
Demographic information on families using current services	The number of families supported by individual services is not large enough to generate meaningful data
Information on the prevalence of the protected characteristic groups in the target population	See recommendation below .

(b) Recommendations

Please record SMART recommendations to

- (i) eliminate unlawful practice or infringements of absolute rights;
- (ii) justify identified infringements of rights; or
- (iii) mitigate identified negative equality impacts.

Recommendation	Responsibility of (name)	Timescale
Ensure that there is an explicit requirement in the service specification regarding staff training and capacity to work with diverse family structures	Julie Tickle	October 2015
When new national data / other research becomes available regarding the target population / prevalence of protected characteristic groups, further work will be undertaken with Service Provider.	Principal Officer - Substance Misuse, C&F	

(c) Sign Off

I, the undersigned, am content that:

- (i) the ERIA record represents a thorough and proportionate ERIA analysis based on a sound evidence base;
- (ii) the ERIA analysis gives no indication of unlawful practice or violation of absolute rights;
- (iii) the ERIA recommendations are proportionate and will be delivered;
- (iv) the results of the ERIA process have informed officer or member decision making;
- (v) that the record of ERIA has been published on the Council's website / intranet, or
- (vi) that the ERIA record has been reviewed and re-published.

Date	Sign Off (print name and position)	Reason for Sign Off (please indicate which reason/s from list (i) to (vi) above)
