

AssessmentNo	718	Owner	schatfield	
Resource	HSCP		Service/Establishment	Joint
	First Name	Surname	Job title	
Head Officer	Sylvia	Chatfield	Head of Mental Health, Learning Disability and Addictions	
	(include job titles/organisation)			
Members	Sylvia Chatfield, Head of Mental Health, Learning Disability and Addictions, WDHSCP Gillian Gall, Head of HR, WDHSCP Julie Slavin, Chief Financial Officer WDHSCP Lesley Kinloch, Integrated Ops Manager WDHSCP			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	Savings options in Learning Disability (closure of Café Connect)			
	The aim, objective, purpose and intended outcome of policy			
	Café Connect is based within the Dumbarton Centre and provides meals for service users within the centre. Closure of Cafe Connect in its current form will generate a saving of £108,517. Outsourcing of meal provision will assume £20,000 so overall saving is £88,517 - Assumed this can be achieved full year in 23/24. It is expected that this will not be fully realised in first year but over a two year period. Discussions requires to take place around options of redeployment to currently vacant posts			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	HSCP staff, Council staff and Trade Unions as part of savings options Service users, carers and advocacy in relation to review			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
HSCP staff Service users and carers Partner organisations				
Who will be/has been involved in the consultation process?				
1. Joint staff forum and individual Unions in relation to consultation as part of Organisational Change policies. 2. IJB and Council 4. service users and their families.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	Neutral		Neutral	
Cross Cutting	Neutral		Neutral	

Disability	Service users and carers may be concerned about specialist dietary requirements being met. Those employed through supported employment in Café may be concerned about getting another post.	Specialist dietary meals are available in other WDHSCP resources	Support will be given to those employees who wish to find alternative roles.
Social & Economic Impact	Worries around job security may be heightened, especially within the lower paid staff.	HR21 records Full review of current staffing shows that there are a number of staff who are on the lowest grade.	SWITCH policy will be utilised.
Sex	Neutral		Neutral
Gender Reassign	Neutral		Neutral
Health	Neutral		Neutral
Human Rights	Neutral		Neutral
Marriage & Civil Partnership	Neutral		Neutral
Pregnancy & Maternity	Neutral		Neutral
Race	Neutral		Neutral
Religion and Belief	Neutral		Neutral
Sexual Orientation	Neutral		Neutral
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
There is potential for staff to be displaced. A fair process will be undertaken in line with Council's policies. Alternative meal provision will be identified.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Yes			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
There are saving requirements which have identified this service as loss making and could be delivered in a different and more financial appropriate way. Substantial savings have been identified with affected staff able to access the SWITCH policy re job changes			