

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Joyce Allan / Janis Delaney
Designation(s): Service Manager – Older Peoples Services
Directorate/Service: Health & Community Care
Date of Impact Assessment: 23.01.2024
Name of Budget Saving Proposal ¹ : Review of respite services

1. Does the Budget Saving Proposal impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	Y	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)		N
c. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7)		N
d. Council Plan 2023/28 ⁴ (see Section 8)		N
2. If 'yes' is selected for any part of Section 1, please populate the other relevant Sections of this Template.		

¹ Please attach the Budget Saving Proposal to this Template

² [Fairer Scotland Duty: guidance for public bodies](#)

³ [Inverclyde Alliance Partnership Plan 2023/33](#)

⁴ [Council Plan 2023/28](#)

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3. Impact – Protected Characteristics

Which of the Protected Characteristics will the Budget Saving Proposal have an impact upon?

Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age	+		
Disability	+		
Gender Reassignment			
Marriage and Civil Partnership			
Pregnancy and Maternity			
Race			
Religion and Belief			
Sex			
Sexual Orientation			
Other groups to consider			

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• Carers			
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4. Which parts of the Equality Duty will the Budget Saving Proposal impact on?	
<input type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
X	Advance equality of opportunity between people of different groups
<input type="checkbox"/>	Foster good relations between from different groups

5. Impact - Groups	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
Positive impact +	Negative impact -
<p>There is availability within the Care Home service to provide opportunities for interaction and community engagement for people to make informed choices.</p> <p>Service Users have a robust support plan which mitigates any negative impact on their wellbeing.</p>	

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6. Impact – Fairer Scotland Duty

What impact will this Budget Saving Proposal have on reducing inequalities of outcome caused by socio-economic disadvantage? *Please tick.*

Positive impact +	Neutral impact =	Negative impact -
	=	

Briefly describe how the Budget Saving Proposal will impact on reducing inequalities of outcome.

There would be minimal impact as there is the availability of alternative resources.

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will this Budget Saving Proposal impact on?

<input type="checkbox"/>	<p>Theme 1: Empowered people</p> <ul style="list-style-type: none"> Communities can have their voices heard, and influence the places and services that affect them Gaps in outcomes linked to poverty are reduced
<input type="checkbox"/>	<p>Theme 2: Working people</p> <ul style="list-style-type: none"> More people will be in sustained employment, with fair pay and conditions Poverty related gaps are addressed, so young people can have the skills for learning, life and work Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs
<input checked="" type="checkbox"/>	<p>Theme 3: Healthy people and places</p> <ul style="list-style-type: none"> People live longer and healthier lives Supportive systems are in place to prevent alcohol and drug misuse Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change
<input type="checkbox"/>	<p>Theme 4: A supportive place</p> <ul style="list-style-type: none"> Vulnerable adults and children are protected and supported, ensuring they can live safely and independently We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm

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<input type="checkbox"/>	<p>Theme 5: A thriving place</p> <ul style="list-style-type: none"> • Growth in our working age population by encouraging people to stay here, and attracting new people to settle here • Development of strong community-based services that respond to local need • Homes are energy efficient and fuel poverty is reduced • Increased use of active travel and sustainable transport options • Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities
<p>Briefly describe how the Budget Saving Proposal will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</p>	

<p>8. Impact – Council Plan 2023/28</p> <p>Which Themes from the Council Plan 2023/28 will the Budget Saving Proposal impact on?</p>	
<input checked="" type="checkbox"/>	<p>Theme 1: People</p> <ul style="list-style-type: none"> • Our young people have the best start in life through high quality support and education • Gaps in outcomes linked to poverty are reduced • People are supported to improve their health and wellbeing • More people will be in employment, with fair pay and conditions • Our most vulnerable families and residents are safeguarded and supported
<input type="checkbox"/>	<p>Theme 2: Place</p> <ul style="list-style-type: none"> • Communities are thriving, growing and sustainable • Our strategic housing function is robust • Our economy and skills base are developed • We have a sufficient supply of business premises • Our natural environment is protected
<input type="checkbox"/>	<p>Theme 3: Performance</p> <ul style="list-style-type: none"> • High quality and innovative services are provided, giving value for money • Our employees are supported and developed
<p>Briefly describe how the Budget Saving Proposal will impact on the Council Plan 2023/28 Themes.</p>	

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The review of respite services will ensure effective management of resources and better choice and control for users of the service.

9. Evidence

What evidence do you have to help identify any potential impacts of the Budget Saving Proposal?

Note: Evidence could include consultations, surveys, focus groups, interviews, projects, user feedback, complaints, Officers' knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.

Evidence	Details
Consultation/engagement	<p>Engagement in consultation with community, elected members, and relevant stakeholders to gather diverse perspectives on the review.</p> <p>Independent review to be carried out, linking with Carers Centre and Your voice to gather feedback regarding the review of services.</p>
Research	<p>Historical data on respite use. Number of service users and frequency of use and evaluate the effectiveness of all methods of provision.</p>
Officers' knowledge and experience (including feedback from frontline staff)	<p>Feedback from frontline staff and managers will be taken into account at the review progresses.</p>
Equalities monitoring data	<p>Any potential disproportionate effects on demographic groups have been considered.</p>
User feedback (including complaints)	<p>All service users feedback will be taken into account as the review is undertaken.</p>

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Stakeholders Other	Meetings with stakeholders to ensure that there are sufficient respite opportunities available within the local area and our Short Breaks Bureau can source out with the area.
Are there information gaps and, if so, what are these?	

10. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the Budget Saving Proposal.

This review will be undertaken to consider all provision including the Hillend internal respite unit which has been closed since the Covid 19 pandemic.

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Details of the Person(s) who completed the Assessment:	Name: Alana Scullion
	Position: Integrated Adult Services Coordinator
	Date: 23.01.2024
Authorised by:	Name:
	Position:
	Date:

Thank you for your assistance with the completion of this task.