

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Saving Proposal

<b>Essential Information</b>
Name of Officer(s) completing this Template: Debbie Maloney/Robyn Garcha
Designation(s): Service Managers
Directorate/Service: Review of Independent Living Services
Date of Impact Assessment:  25/1/24
Name of Budget Saving Proposal <sup>1</sup> :  Independent Living Services

<b>1. Does the Budget Saving Proposal impact on:</b>		
	<b>Yes</b>	<b>No</b>
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 <b>(see Section 3)</b>	x	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> <b>(see Section 6)</b>	x	
c. Inverclyde Alliance Partnership Plan 2023/33 <sup>3</sup> <b>(see Section 7)</b>	x	
d. Council Plan 2023/28 <sup>4</sup> <b>(see Section 8)</b>	x	

<sup>1</sup> Please attach the Budget Saving Proposal to this Template

<sup>2</sup> [Fairer Scotland Duty: guidance for public bodies](#)

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

<sup>4</sup> [Council Plan 2023/28](#)

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**2. If 'yes' is selected for any part of Section 1, please populate the other relevant Sections of this Template.**

**3. Impact – Protected Characteristics**

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

<b>Equality Target Group</b>	<b>Positive impact +</b>	<b>Neutral impact =</b>	<b>Negative impact -</b>
Age			x
Disability			x
Gender Reassignment			
Marriage and Civil Partnership			
Pregnancy and Maternity			
Race			
Religion and Belief			
Sex			
Sexual Orientation			

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Other groups to consider			x
<ul style="list-style-type: none"> <li>• Carers</li> <li>• Employers</li> <li>• Housing providers</li> </ul>			

#### 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
x	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.

<b>Positive impact</b> <b>+</b> <i>(Describe groups affected.)</i>	<b>Negative impact</b> <b>-</b> <i>(Describe groups affected.)</i>
	<p>The review will have an impact on the following groups:-</p> <ul style="list-style-type: none"> <li>• Children with disabilities</li> <li>• Adults with complex long term conditions</li> <li>• Older people</li> </ul> <p>Independent living services provides support for all groups living with a physical disability. Any saving proposal within this service has the potential to negatively impact on the users of the service. However, the scope of the review and phasing over 25/26 and 26/27 financial years will seek to minimise the impact by considering the skill mix required to deliver statutory responsibilities. There is a need to maximise opportunities from our integrated facilities within our Health Centres, particularly Greenock, hence the move</p>

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	<p>away from home visits to appointments at the Health centre.</p> <p>The service requires a redesign to consider efficiencies in the delivery of services particularly small equipment and adaptations. There will be a review of all support provided to physical disabled people to ensure that we are maximising our technology enabled care.</p> <p>We need to adopt more of the principles of self-assessment, recognising the user is the expert of their own life. Their abilities and capacity should support increasing self-efficiency and promotes independence.</p> <p>Any negative impacts during the period of transition of services will be carefully managed in consultation with staff, service users, family and carers over the course of the review.</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 -
+	=	-
		x

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

The service works with working age adults who have experience disabilities and progressive illness. The service will continue to assess need for individuals regardless of the overall changes implemented, with close monitoring of service users to continue throughout the period of change, and any negative impacts will be addressed as required.

### 7. Impact – Inverclyde Alliance Partnership Plan 2023/33

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Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will this Budget Saving Proposal impact on?	
<input type="checkbox"/>	<p><b>Theme 1: Empowered people</b></p> <ul style="list-style-type: none"> <li>• Communities can have their voices heard, and influence the places and services that affect them</li> <li>• Gaps in outcomes linked to poverty are reduced</li> </ul>
<input checked="" type="checkbox"/>	<p><b>Theme 2: Working people</b></p> <ul style="list-style-type: none"> <li>• More people will be in sustained employment, with fair pay and conditions.</li> <li>• Poverty related gaps are addressed, so young people can have the skills for learning, life and work.</li> <li>• Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs</li> </ul>
x	<p><b>Theme 3: Healthy people and places</b></p> <ul style="list-style-type: none"> <li>• People live longer and healthier lives</li> <li>• Supportive systems are in place to prevent alcohol and drug misuse</li> <li>• Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change</li> </ul>
x	<p><b>Theme 4: A supportive place</b></p> <ul style="list-style-type: none"> <li>• Vulnerable adults and children are protected and supported, ensuring they can live safely and independently</li> <li>• We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery</li> <li>• Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm</li> </ul>
<input type="checkbox"/>	<p><b>Theme 5: A thriving place</b></p> <ul style="list-style-type: none"> <li>• Growth in our working age population by encouraging people to stay here, and attracting new people to settle here</li> <li>• Development of strong community-based services that respond to local need</li> <li>• Homes are energy efficient and fuel poverty is reduced</li> <li>• Increased use of active travel and sustainable transport options</li> <li>• Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities</li> </ul>
<p><b>Briefly describe how the Budget Saving Proposal will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</b></p> <p>The review of services will deliver more effective ways of working, maximising staff skill mix and maximising opportunities for service users ensuring access for the most up to date developments in technology, of integrated facilities including Health Centres and latest best practice are implemented. At this stage the individual impacts are not</p>	

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known and will be monitored closely as the review progresses. Current ways of working are outdated and cannot be sustained moving forward. Any changes will seek to modernise the service with the goal of minimising impact overall for our service users by exploring the best alternatives available. We will also focus on a more participative and collaborative approach through self-assessment. We will move forward to a more targeted approach focussing on complexity and vision.

### 8. Impact – Council Plan 2023/28

Which Themes from the Council Plan 2023/28 will the Budget Saving Proposal impact on?

x	<p><b>Theme 1: People</b></p> <ul style="list-style-type: none"> <li>• Our young people have the best start in life through high quality support and education</li> <li>• Gaps in outcomes linked to poverty are reduced</li> <li>• People are supported to improve their health and wellbeing</li> <li>• More people will be in employment, with fair pay and conditions</li> <li>• Our most vulnerable families and residents are safeguarded and supported</li> </ul>
x	<p><b>Theme 2: Place</b></p> <ul style="list-style-type: none"> <li>• Communities are thriving, growing and sustainable</li> <li>• Our strategic housing function is robust</li> <li>• Our economy and skills base are developed</li> <li>• We have a sufficient supply of business premises</li> <li>• Our natural environment is protected</li> </ul>
x	<p><b>Theme 3: Performance</b></p> <ul style="list-style-type: none"> <li>• High quality and innovative services are provided, giving value for money</li> <li>• Our employees are supported and developed</li> </ul>

### Briefly describe how the Budget Saving Proposal will impact on the Council Plan 2023/28 Themes.

The Occupational therapy service is key to deliver the Maximising Independence approach which is embedded throughout the HSCP strategic plan. This review will seek to modernise services through use of new technology, structure review and maximising opportunities through the best use of integrated services and better use of facilities/properties. At this stage the individual impacts are not known and will be monitored closely as the review progresses. The service will also become more targeted in influencing and shaping the capacity of all the workforce to maximise independence.

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<b>9. Evidence</b>	
<p>What evidence do you have to help identify any potential impacts of the Budget Saving Proposal?</p> <p>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.</p>	
<b>Evidence</b>	<b>Details</b>
Consultation/engagement	Will be part of overall budget consultation and stakeholders will be consulted as the review progresses.
Research	Demand analysis of referrals to the service and the complexity of the work. Data analysis on the demands around adaptation assessments, Blue Badge assessments and urgent moving and handling assessments and provision of equipment and assessments that support hospital discharges.
Officers' knowledge and experience (including feedback from frontline staff)	Knowledge in relation to national policy around supporting people with frailty and complex disabilities. The service is instrumental to the Unscheduled care work within the area and holds data around number of admissions to hospital prevented. This knowledge will be taken into account as the redesign progresses.
Equalities monitoring data	Caseload monitoring around levels of frailty, age of referrers etc.
User feedback (including complaints)	The service receives a high level of Cllr enquiries, enquiries complaints (normally resolved at level 1) and FOI's.
Stakeholders	Housing providers- Housing assessments that support housing provision for all ages.
Other	Care at home service – All moving and Handling training within the HSCP is covered by the Occupational Therapy team as well as training staff on reablement.

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Are there information gaps and, if so, what are these?	
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**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.**

As the redesign progresses, stakeholders and service users will be consulted to ensure their views are taken into account. The review will seek to maximise opportunities by making best use of technology, skill mix of staff, integrated facilities, use of properties available to HSCP and best practice therefore any negative impact will be closely monitored and action taken to minimise.



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Details of the Person(s) who completed the Assessment:	Name: Debbie Maloney/Robyn Garcha
	Position: Service Manager
	Date: 25/1/24
Authorised by:	Name: Alan Best
	Position: Head of Service
	Date: 25/1/24

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