

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
Directorate/Service: HSCP Health and Community Care
Date of Impact Assessment: 26/01/2024
Name of Budget Saving Proposal ¹ : Day Care Charging

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)	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	X	
c. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7)	X	
d. Council Plan 2023/28 ⁴ (see Section 8)	X	

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](#)

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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

<p>3. Impact – Protected Characteristics</p> <p>Which of the Protected Characteristics will the Budget Saving Proposal have an impact upon?</p>			
Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			X
Disability			X
Gender Reassignment		X	
Marriage and Civil Partnership		X	
Pregnancy and Maternity		X	
Race		X	
Religion and Belief		X	
Sex		X	

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Sexual Orientation		X	
Other groups to consider			X
<ul style="list-style-type: none"> • Carers 			

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.	
<p align="center">Positive impact + <i>(Describe groups affected.)</i></p>	<p align="center">Negative impact -</p> <p>Potential negative impact would be cancellation of service by service user. Seek to minimise impact as policy in place to waive charges where financial difficulties are identified.</p> <p><u>Age and Disability</u> – Individuals receiving Day Service are vulnerable older adults.</p> <p><u>Carers</u> – Service supports a vital respite.</p>

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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.

Introducing a charge could have implications if individuals cancel service, leaving them isolated, however charging policy allows waiver of charges where financial difficulty is identified.

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?

- Theme 1: Empowered people**
 - Communities can have their voices heard, and influence the places and services that affect them
 - Gaps in outcomes linked to poverty are reduced
- Theme 2: Working people**
 - 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
- Theme 3: Healthy people and places**
 - 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

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

<input checked="" 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
<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>Introducing a charge could lead to vulnerable individuals at risk of isolation and impacting on their health and wellbeing if choose to cancel service.</p> <p>Carers health and wellbeing impacted if no respite.</p> <p>As above, waiver of charges is available where need is identified.</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

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<ul style="list-style-type: none"> • 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> <p>Impact on vulnerable individuals health and wellbeing and their carers. Waiver of charges is available where need is identified.</p>	

<p>9. Evidence</p> <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>	
Evidence	Details
Consultation/engagement	Consultation along with overall budget consultation.
Research	Benchmarking against other Local Authorities undertaken shows that charge will be low in comparison
Officers’ knowledge and experience (including feedback from frontline staff)	

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Equalities monitoring data	
User feedback (including complaints)	Individual review will be undertaken for current users
Stakeholders Other	Muirshiel Centre, Crown Care, Alzheimer’s Scotland, HSCP colleagues and third sector Consultations to be arranged
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.

Charging policy allows waiver of charges where financial difficulties are identified, minimising the risk of cancelled services and detriment to service users and carers.



INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Details of the Person(s) who completed the Assessment:	Name: Joyce Allan / Janis Delaney
	Position: Service Manager
	Date: 26/01/24
Authorised by:	Name: Alan Best
	Position: Head of Service
	Date: 26/01/24

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