

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Saving Proposal

<b>Essential Information</b>
Name of Officer(s) completing this Template: Laura Porter
Designation(s): Service Manager
Directorate/Service: Inverclyde HSCP, Health & Community Care
Date of Impact Assessment: 26/01/2024
Name of Budget Saving Proposal <sup>1</sup> : Review of Supported 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>	Yes	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> <b>(see Section 6)</b>	Yes	
c. Inverclyde Alliance Partnership Plan 2023/33 <sup>3</sup> <b>(see Section 7)</b>		N
d. Council Plan 2023/28 <sup>4</sup> <b>(see Section 8)</b>		N

<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			
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> </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>Negative impact</b> -
<p>For some individuals, the move from a Sleepover in their tenancy to use of TEC support will increase their sense of independence.</p> <p>There has already been previous reviews which demonstrated the success of moving towards shared sleepover arrangements.</p> <p>We will work with families to increase confidence in the alternative offer being provided.</p> <p>Use of award winning provider of Digital Care to modernise service.</p>	<p>The Sleepover/night services currently in place across Supported Living services are there for those with complex needs who might be unable to press an alert or contact someone for help. Though passive TEC can be used in some places such as bed sensors and door sensors, there is still a risk for the more complex cases of on-call workers not arriving quickly enough to prevent falls and injury, however consideration will be given to the individual cases for review as the proposal progresses.</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.**

This policy will not reduce inequalities of outcome, as it will apply to 3 individuals and lonely if professional show no risk identified. This proposal could reduce inequality of provision across services by moving more young disabled/learning disabled people to more person centred responsive service.

### 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><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 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>
<input type="checkbox"/>	<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 <input type="checkbox"/>	<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> </ul>

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	<ul style="list-style-type: none"> <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><b>8. Impact – Council Plan 2023/28</b></p> <p>Which Themes from the Council Plan 2023/28 will the Budget Saving Proposal impact on?</p>	
<input type="checkbox"/>	<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>
<input type="checkbox"/>	<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>
<input type="checkbox"/>	<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>

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

**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.

<b>Evidence</b>	<b>Details</b>
Consultation/engagement	As part of overall budget consultation.
Research	HSCP LD strategy outcomes Scottish Government Key to Life HSCP LD Business Model
Officers' knowledge and experience (including feedback from frontline staff)	Council employees have worked to remove night services before and achieved some savings, so they are aware further savings in this area would be possible.
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders	Service users

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Other	<p>Carers</p> <p>Staff groups – Union Reps have already been consulted about the planned reduction of one Sleepover at Inverclyde’s in-house Supported Living service.</p>
Are there information gaps and, if so, what are these?	<p>TEC is always changing, and for some client groups there are new devices that will be required to make sure they can activate alerts when required.</p>

**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.**

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Details of the Person(s) who completed the Assessment:	Name: Laura Porter
	Position: Service Manager
	Date: 26.01.2024
Authorised by:	Name:
	Position:
	Date:

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