

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Joyce Allan
Designation(s): Service Managers
Directorate/Service: Health and Community Care
Date of Impact Assessment: 2/2/24
Name of Budget Saving Proposal ¹ : Reduction of 6 long term care beds – 25/26 & 26/27

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](#)

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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?

Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
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			
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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
<input checked="" type="checkbox"/>	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>Positive impact + <i>(Describe groups affected.)</i></p>	<p>Negative impact - <i>(Describe groups affected.)</i></p> <p>Older people – reduction of the number of available long term care beds over a period of two years – 25/26 and 26/27. Although this is an overall reduction in the number of beds it is anticipated that this can be managed via the resource allocation group within Health and Community Care service.</p> <p>This may have an effect on delayed discharges from hospital but it is hoped that the care at home regrading and new care at home framework will enable more people to be discharged home and remain safer for longer minimising the overall impact.</p> <p>There is still overall budget for approximately 550 long term care beds and this reduction is only 1% overall.</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.

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 |

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<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>As stated above, the use of care at home (internal and external service) will seek to minimise the impact on the groups affected by this proposal and any effect on hospital services, and it is expected the reduction will be managed well within the service.</p>	

8. Impact – Council Plan 2023/28

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

<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

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	<ul style="list-style-type: none"> • 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>As stated above, the use of care at home (internal and external service) will seek to minimise the impact on the groups affected by this proposal and any effect on hospital services, and it is expected the reduction will be managed well within the service. It is the ambition of the HSCP to strengthen our community supports and reduce the balance of care in residential settings.</p>	

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	To be considered as part of overall budget consultation.
Research	Overall bed numbers are managed well within the resource allocation group currently and this will continue. Delayed discharges will be managed through better use of care at home (regraded social care workers and new care at home framework from April 2024)
Officers' knowledge and experience (including feedback from frontline staff)	As above

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Equalities monitoring data	
User feedback (including complaints)	
Stakeholders Other	Long term care providers, service users, budget holders/service managers,
Are there information gaps and, if so, what are these?	No

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 stated above, the use of care at home (internal and external service) will seek to minimise the impact on the groups affected by this proposal and any effect on hospital services, and it is expected the reduction will be managed well within the service.

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Details of the Person(s) who completed the Assessment:	Name: Joyce Allan
	Position: Service manager
	Date: 2/2/24
Authorised by:	Name: Alan Best
	Position: Head of Service, Health and Community Care
	Date: 5/2/24

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