

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Lauren Porter Alan Crawford
Designation(s): Lauren Porter – Service Manager, HCC Alan Crawford – Service Manager, MH
Directorate/Service: Health and Social Care Partnership
Date of Impact Assessment: 02.02.2024
Name of Budget Saving Proposal ¹ : Review of Adult Seld Directed Supports

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

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](#)

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d. Council Plan 2023/28 ⁴ (see Section 8)		X
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		X	
Marriage and Civil Partnership		X	
Pregnancy and Maternity		X	
Race		X	
Religion and Belief		X	
Sex		X	

⁴ [Council Plan 2023/28](#)

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Sexual Orientation		X	
Other groups to consider		X	

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.

Positive impact +	Negative impact -
The service will ensure through assessment that services for those with a critical assessed need are maintained or enhanced through the new ways of working and technology.	Through effective assessment, the proposals and changes to care packages should have no adverse impact on service users. However, they will require a level of support and assurance as the proceed through the re-assessment and transition to a new care package.

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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.

There would be minimal impact as there is the availability of alternative resources to offset any risks. This reduction amounts to a 4% reduction of the overall supports provided across all adult self-directed support provided by the HSCP.

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 checked="" 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 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

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	<ul style="list-style-type: none"> • 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>The redesign of self-directed support will still aim to support those with complex care needs to live as independently as possible. The service, through assessment, will take into consideration any financial detriment impact on service users with an option of discretion by the Head of Service.</p> <p>All critical support will be maintained after assessment.</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 • Our natural environment is protected

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<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>All critical support will be maintained after the assessment of risk and need. The service will focus on working with service users and family to ensure a focus on keeping well and healthier through the use of appropriate carers support, signposting and technology. We will refresh our frameworks to focus on outcomes moving away from more output delivery.</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	Engagement in consultation with community, elected members, and relevant stakeholders to gather diverse perspectives on the closure.
Research	Number of service users and all adult support packages reviewed under legislation.
Officers' knowledge and experience (including feedback from frontline staff)	Support given to all care managers to ensure agreed processes are utilised.

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Equalities monitoring data	Any potential disproportionate effects on demographic groups have been considered.
User feedback (including complaints)	Reviewed health outcomes for individuals and any changes or negative impacts on their well-being.
Stakeholders Other	
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.

The proposed development does not disproportionately affect any specific demographic. We are committed to maintaining an inclusive and equitable approach throughout the process. While no significant disparities were identified, we will remain vigilant and responsive to any emerging concerns.

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Details of the Person(s) who completed the Assessment:	Name: Laura Porter Alan Crawford
	Position: Lauren Porter – Service Manager, HCC Alan Crawford – Service Manager, MH
	Date: 02/02/2024
Authorised by:	Name: Alan Best
	Position: Head of Service, Health and Community Care
	Date: 05/02/2024

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