

Equality Impact Assessment Template – Policy, Function or Strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended. This will ensure equality considerations are taken into account before a decision is made and the policy, function or strategy can be altered, if required.

1. Policy, function or strategy		
a.	Name/description of the policy, function or strategy ¹	Review of Sleepovers - LD
b.	Responsible organisation(s)/Lead Service	Inverclyde HSCP/Learning Disability service
c.	Lead Officer	Laura Porter
d.	Date of Impact Assessment	13/02/2023
e.	Partners/other Services involved in the development of the policy, function or strategy	N/A
f.	Is the policy, function or strategy?	<input type="checkbox"/> New
		<input checked="" type="checkbox"/> Reviewed/Revised
g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)?	Night services now need to be charged at minimum wage, even for Sleepover services. The function of the strategy is to rationalise night services and promote shared services with TEC, rather than individual packages with a sleepover element.
h.	What are the intended outcomes of the policy, function or strategy?	Savings and maximisation of limited staff resources
i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde wide
j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	<input type="checkbox"/>
		Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010

¹ Please attach details of the policy, function or strategy to this Template

		<input type="checkbox"/>	Advance equality of opportunity between people of different groups
		<input checked="" type="checkbox"/>	Foster good relations between people from different groups
k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	Yes, individual service users and their carers are involved in every review of a package of support.	

2. Does the policy, function of strategy impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	X Disability	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)		x
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)		x
d. Corporate Plan 2018/22 ⁴ (see Section 8)		x
3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.		
4. If 'No' is selected for <u>every part</u> of Section 2, please state the reasons for this.		

² [Fairer Scotland Duty: guidance for public bodies](#)

³ [Local Outcomes Improvement Plan 2017/22](#)

⁴ [Corporate Plan 2018/22](#) (agenda item 5)

Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy and Performance Officer:
karen.barclay@inverclyde.gov.uk

Signature:	Date:
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3. Impact – Protected Characteristics

Which of the Protected Characteristics will the policy, function or strategy have an impact upon?

Protected Characteristic	Impact					Reasons/Comments
	Positive		Neutral	Negative		
	High	Low		High	Low	
Age			x			
Disability					x	People with disabilities who have night support needs are the individuals affected by the change in night cover arrangements. Those who are most

						profoundly disabled and lack speech are the ones most likely to be affected by the move to TEC solutions and shared night service, though passive sensors are in place to ensure their night needs can still be met.
Gender Reassignment			x			
Marriage and civil partnership			x			
Pregnancy and maternity			x			
Race			x			
Religion and belief			x			
Sex					x	Possible effect on individuals who have a preference about the gender of their night support worker, as with shared night cover there is somewhat less choice over the gender of the night staff.
Sexual orientation			x			
Other groups to consider <ul style="list-style-type: none"> Carers 					x	Carers who would be affected are those who are not currently providing any overnight care – but still have a say in how the person they used to care for is supported. Carers need to be consulted in any change to night services, and must be assured that risks are managed robustly. Because paid support providers are delivering the night care, Carers should not be called on more often under the new arrangements.

4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?	
<input type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
<input type="checkbox"/>	Advance equality of opportunity between people from different groups
<input checked="" type="checkbox"/>	Foster good relations between people 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 impacts + <i>(Describe groups affected.)</i>	Negative impacts - <i>(Describe groups affected.)</i>
<p>There is only a tenuous impact on relations between people from different groups, but it is possible the new night arrangements will improve relationships because of fairness. Currently, older people, adults with mental health issues and other groups would not have any access to individual night support in their own homes unless they were palliative care and had a few nights per week relief cover from the McMillan Nurses or similar. Adults with learning disabilities have been the main group, along with a very small number of people with profound physical disabilities, to receive sleepover services in their tenancies. Other user groups such as frail elderly have mainly had access to TEC solutions with night response teams.</p> <p>The Sleepover review and services replacing individual sleepovers have created more Core & Cluster support for adults with LD. This</p>	

creates more fairness/parity of services, while continuing to meet the complex needs of adults with learning disabilities	
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6. Impact – Fairer Scotland Duty

What impact will this policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

Positive impact +	Neutral impact =	Negative impact -
	x	
<p>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.</p> <p>Should not be affected, as individuals in receipt of night services are not funding these themselves, so their socio-economic group should have no impact on the type of night service received.</p>		

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this policy, function or strategy impact on?

<input type="checkbox"/>	1. Population: Inverclyde's population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth
<input type="checkbox"/>	2. Inequalities: There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted at Section 6.)
<input type="checkbox"/>	3. Environment, culture and heritage: Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit
<input type="checkbox"/>	4. The local economy: Inverclyde has a thriving and diverse local economy, economic activity is increased and skills development enables both those in work and those furthest from the labour market to realise their full potential

Briefly describe how the policy, function or strategy will impact on the LOIP Priority/Priorities.

None of the above.

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will the policy, function or strategy impact on?

<input type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input type="checkbox"/>	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them

<input type="checkbox"/>	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
<input type="checkbox"/>	4. To reduce the prevalence of poverty and, in particular, child poverty in our communities
<input checked="" type="checkbox"/>	5. To safeguard, support and meet the needs of our most vulnerable families and residents
<input checked="" type="checkbox"/>	6. To improve the health and wellbeing of residents so that people live well, and for longer
<input type="checkbox"/>	7. To protect and enhance our natural and built environment
<input type="checkbox"/>	8. To preserve, nurture and promote Inverclyde's unique culture and heritage
<input checked="" type="checkbox"/>	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
<input type="checkbox"/>	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

Briefly describe how the policy, function or strategy will impact on the Corporate Plan Priority/Priorities.

5. Review of night services and introduction of more robust, shared night response services is designed to safeguard and support the most vulnerable residents of Inverclyde. It could be argued that joining these services together in clusters is safer as the introduction of smart technology and more waking night response services is monitored better than the response of a single member of staff sleeping in a room in someone's flat, where they may hear the person with support needs waken, or may sleep through such a disturbance.

6. Getting night services right is important to the health and wellbeing of residents. Keeping people at home with the right support can help people to live well and for longer.

9. The review of night services is responsive to community needs and is certainly about the effective management of resources. In the past 2 years with the Covid pandemic, chronic staff shortages in the contracted support providers has made it more important than ever to maximise available staffing and ensure night services can be delivered where they are needed.

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9. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens' Panel, focus groups, interviews, projects, user feedback, complaints, Officers' knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

Evidence	Details
Consultation/Engagement (including any carried out while developing the policy, function or strategy)	The CART resource panel involves local Support Providers in the meeting every 6 weeks, and the sleepover review has been discussed at each of these meetings in the past 2 years. There has also been engagement with family carers.
Research	<p>TEC solutions to night care needs have been around for many years. The NHS has funded research into these schemes such as The Hubble Project developed by the National Care Forum with funding from NHS Digital's Digital Social Care Pathfinders Programme. Reports from the Hubble Project include experiences from three care providing organisations on planning, implementing and using technology. This included examples of in-home monitoring systems and passive sensors. Many other trials of alert systems and night response services have been carried out so these technologies have been well tested to ensure that they work effectively.</p> <p>Locally, organisations including Quarriers have done their own pilot projects to introduce night response services, using TEC, rather than the older model of individual sleepover support.</p>
Officers' knowledge and experience (including feedback from frontline staff)	Inverclyde has its own Night Response service that has been working well for many years. In addition, the LD service consulted with local support providers and has not introduced shared night services without

	first speaking to the local service managers and having their input on how the new arrangements would work.
Equalities monitoring data	The service records data about gender and ethnic group and there is no indication that types of night service are biased according to any of these – it is only in place for those with significant disabilities.
User feedback (including complaints)	We have not had compliments or formal complaints about the sleepover review. Family carers have been involved in discussions and have expressed concerns, which have been answered.
Stakeholders Other	Support Providers – social care agencies on Inverclyde’s Supported Living framework. Family carers.
Are there information gaps and, if so, what are these?	No.

No.

10. Consequences of analysis

What steps will you take in response to the findings of your analysis? Please select at least one of the following and provide a brief explanation.

a.	Continue development with no changes	<input checked="" type="checkbox"/>	The review of sleepovers will continue until all individual night services have been fully reviewed and alternatives explored. The process for assessment and review remains the same, but some lessons may be learned by the exercise.
b.	Continue development with minor alterations	<input type="checkbox"/>	
c.	Continue development with major changes	<input type="checkbox"/>	
d.	Discontinue development and consider alternatives (where relevant)	<input type="checkbox"/>	

How will the effect of the policy, function or strategy be monitored following implementation?

All individuals with packages of support funded by Inverclyde HSCP are to be reviewed 6 monthly. If there are negative reports from these reviews, the night support arrangements would need to be considered as a possible contributing factor.

When is the policy, function or strategy due to be implemented?

Ongoing – already in process.

When will the policy, function or strategy be reviewed?

Once the savings target is achieved, or all individual sleepovers have been fully reviewed, there will be other development priorities.

What resources are available for the implementation of the policy, function or strategy? Have these resources changed?

The Transformation Fund was used in the last financial year to cover the costs of two temporary posts, to add to the CLDT assessment and review team. The Community Living Change Fund has also been available to cover some of the housing and TEC costs that may have been incurred in creating more core and cluster style supported tenancies. The CLCF is only for 3 years so will not be available after 2023/24.

11. 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 policy, function or strategy.

Further evaluation of the outcomes of the approach could be carried out.

It would also be helpful if Inverclyde HSCP had a written policy that was available in easy-read form to pass to families and carers, to outline what supports were likely to be available to them.

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Details of the Person(s) who completed the Assessment:	
Name:	Laura Porter
Position:	Interim Service Manager
Date:	13/02/2023
Authorised by:	
Name:	
Position:	
Date:	

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

Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer at karen.barclay@inverclyde.gov.uk.

12 August 2022