

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	Reduction in 7 Long Term Care (LTC) beds.
b.	Responsible organisation(s)/Lead Service	Health & Community Care
c.	Lead Officer	Alan Brown
d.	Date of Impact Assessment	16/03/2023
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)?	<p>A reduction of 7 long term care beds for older people and adults at approximately £35k per care home bed, in 2023/24.</p> <p>7 beds 2023/24 = £245,000.</p> <p>There are currently 690 care home beds in Inverclyde, and we purchase 500 of these beds (including National Care Home Contract beds and Free Personal Care beds). Other beds are purchased by Local Authorities to place service users from their area. A 7-bed reduction in purchased placements is 1.46% reduction in the budget in Inverclyde.</p>

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

h.	What are the intended outcomes of the policy, function or strategy?	A reduction of 7 long term care beds for older people and adults in Inverclyde.	
i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde (Wider Scotland for service users placed out with Inverclyde in line with their choice)	
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
		X	Advance equality of opportunity between people of different groups
		<input 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?	No	

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	
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	

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

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

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

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 every part of Section 2, please state the reasons for this.

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:

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 High	Positive Low	Neutral	Negative High	Negative Low	
Age					X	Yes, this is part of our Home1st service which works to ensure people can live independently in their own home longer. Long Term Care placements are for people aged over 65 years, who account for 90% of funded beds, and overall are 22% of the Inverclyde population.
Disability					X	Yes, this is part of our Home1st service which works to ensure people can remain independent in their own home for as long as possible. It is estimated that 10% of Older People have a high level of frailty that requires some form of social care support. There will be improved

						housing stock to provide specialist accommodation for adults with a disability.
Gender Reassignment			X			Care home placements and planned placements will continue to go through process. Free Personal Care has been available in Scotland for adults aged 65 or over since 2002. Any adult requiring free personal care or nursing care will go through an assessment process to identify need.
Marriage and civil partnership			X			Care home placements and planned placements will continue to go through process. Free Personal Care has been available in Scotland for adults aged 65 or over since 2002. Any adult requiring free personal care or nursing care will go through an assessment process to identify need.
Pregnancy and maternity			X			No direct impact on this group.
Race			X			Care home placements and planned placements will continue to go through process. Any adult requiring free personal care or nursing care will go through an assessment process to identify need. This includes our new to Scotland population.
Religion and belief			X			Care home placements and planned placements will continue to go through process. This includes our new to Scotland population.
Sex					X	The gender balance of older adults (65+) is increased, with women making up 58% of the population grouping, rising to 73% for (75+) There will be proportionate impact on women, however given the small reduction of beds impact will be minimal.
Sexual orientation			X			Care home placements and planned placements will continue to go through process. Free Personal Care has been available in Scotland for adults aged 65 or over since 2002. Any adult requiring free personal care or nursing care will go through an assessment process to identify need.
Other groups to consider • Carers					X	Yes, this is part of our Home1st service which works to ensure people can remain independent in their own home for as long as possible.

						Inverclyde has 1800 registered Carers, who are impacted on by changes in social care resources. With the implementation of the Carers (Scotland) Act 2016, there is now a duty for local authorities to provide support to carers, based on the carers identified needs, which meet the local eligibility criteria.
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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
X	Advance equality of opportunity between people from different groups
<input 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.	
<p>Positive impacts</p> <p>+</p> <p><i>Older People</i> <i>Disability</i> <i>Carers</i></p>	<p>Negative impacts</p> <p>-</p> <p><i>Older People</i> <i>Disability</i> <i>Carers</i></p>
A planned reduction in Care Home beds over the past 8 years has led to further investment in our community services to support Older Adults to remain living independently in their own homes for longer, with the most appropriate care at home package, in place.	The reduction in purchased beds will not impact on availability and there is minimal risk that it will impact on Care Home viability. Inverclyde HSCP are also looking at the Care Home market over the next 2-year period, to look at more specialist provision.

	There are currently 690 care home beds in Inverclyde, and we purchase 500 of these beds (including National Care Home Contract beds and Free Personal Care beds). Other beds are purchased by Local Authorities to place service users from their Area. A 7-bed reduction in purchased placements is 1.46% reduction in the budget in Inverclyde.
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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>A reduction of 7 Long Term Care beds will mean reduced service in terms of Long-Term Care, however, should be mitigated by improvement in community services. This is part of Home1st service which works to ensure people can remain living independently in their own home for as long as possible.</p>		

7. Impact – LOIP 2017/22

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

□	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
X	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.

We will enable and empower older people and their carers to take charge of their health and abilities to ensure that our older population experience the best possible quality of life and sense of wellbeing, allowing people to live independently in their own homes and communities for longer.

8. Impact – Corporate Plan 2018/22

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

X	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
X	5. To safeguard, support and meet the needs of our most vulnerable families and residents
X	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

□	8. To preserve, nurture and promote Inverclyde’s unique culture and heritage
□	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
□	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.

A reduction of 7 Long Term Care beds will mean reduced service in terms of Long-Term Care, however, should be mitigated by improvement in community services. This is part of our Home1st service which works to ensure people can remain living independently in their own home for as long as possible.

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)	N/A
Research	The preferred option for Older People and those with a Disability is to remain living at home for as long as it is safe to do so, and with the appropriate support in place. The Older People’s strategy document sets out the key commitments and outcomes for older people. The key principle underlining the strategy is that most people including those with complex needs can and would prefer to be supported in their own homes for as long as possible.

Officers' knowledge and experience (including feedback from frontline staff)	Since 2014 we have continued to move the balance of care from institutional care to people living at home or in a homely environment independently, for longer. The lead practitioners involved in the development and delivery of these services all have comprehensive knowledge and experience of the issues the document addresses.
Equalities monitoring data	We continue our daily monitoring and monthly monitoring of our placements and assessments and continued work on this will improve our data.
User feedback (including complaints)	We continue to engage and consult and are committed to partnership working and understand the importance of engaging with older people and carers.
Stakeholders Other	Continued engagement with our older people will be key to any future developments for our older population.
Are there information gaps and, if so, what are these?	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	X	Continuation of Inverclyde's Home 1 st Policy, allowing this saving to be completed.
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"/>	
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How will the effect of the policy, function or strategy be monitored following implementation?

Continued performance management and monitoring by the service. Care home placements are monitored daily and reported in terms of vacancies and planned placements including service users who may be moving from Free Personal Care (FPC) to National Care Home Contract (NCHC)

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

In place now.

When will the policy, function or strategy be reviewed?

Annually.

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

Resources are within the existing budget. Full detail in accompanying budget / saving paper.

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.

Continual monitoring of our placements will take place.

Details of the Person(s) who completed the Assessment:	
Name:	Alan Brown
Position:	Service Manager
Date:	16/03/2023
Authorised by:	
Name:	Alan Best <i>ARK</i>
Position:	Interim Head of Service, Health & Community Care
Date:	28/07/2023

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