

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Debbie Maloney/Robyn Garcha
Designation(s): Service Managers
Directorate/Service: Inverclyde Health and Social Care Partnership (HSCP)/Community Care and Health
Date of Impact Assessment: February 2025
Name of Budget Saving Proposal ¹ : Review of Independent Living Services

1. Does the Budget Saving Proposal impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Care experienced; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	✓	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	✓	
c. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7)	✓	

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)	✓	
2. If 'yes' is selected for any part of Section 1, please populate the other relevant Sections of this Template.		

⁴ [Council Plan 2023/28](#)

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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			✓
Care experienced			
Disability			✓
Gender Reassignment			
Marriage and Civil Partnership			
Pregnancy and Maternity			
Race			
Religion and Belief			
Sex			✓

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Sexual Orientation			
Other groups to consider <ul style="list-style-type: none">• Carers			✓

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
✓	Advance equality of opportunity between people of different groups
✓	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>Negative impact</p> <p>-</p> <p><i>(Describe groups affected.)</i></p> <p><u>Age</u>: The proposal will potentially have a negative impact on adults with complex long-term conditions and older people with disability, illness or frailty.</p> <p><u>Disability</u>: The review will potentially have a negative impact on adults and children with disabilities as independent living services provide support for all groups living with a physical disability.</p> <p><u>Carers</u>: Current support and training to carers will be maintained as far as possible and any</p>

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	impact is likely to be in terms of wait times which will closely monitored.
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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.

The service works with working age adults who have experienced disabilities and progressive illness. Part of the work relates to sustaining life roles such as employment which helps to reduce inequalities of outcome.

To achieve this saving 6 staff will be released. This will reduce the workforce.

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"/>	Theme 1: Empowered people <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 checked="" type="checkbox"/>	Theme 2: Working people <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"/>	Theme 3: Healthy people and places <ul style="list-style-type: none">• People live longer and healthier lives• Supportive systems are in place to prevent alcohol and drug misuse

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	<ul style="list-style-type: none">• Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change
<input checked="" type="checkbox"/>	Theme 4: A supportive place <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"/>	Theme 5: A thriving place <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

Briefly describe how the Budget Saving Proposal will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.

Themes 2, 3 and 4: The review of services will explore improved ways of working, maximising staff skill mix and maximising opportunities for service users ensuring access for the most up to date developments in technology, At this stage the individual impacts are not known and will be monitored closely as the review progresses. There will be a reduction in the workforce. Current ways of working are outdated and cannot be sustained in the current model. Any changes to the service will seek to modernise the service with the goal of minimising impact overall for our service users by exploring the best alternatives available.

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"/>	Theme 1: People <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

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	<ul style="list-style-type: none">• Our most vulnerable families and residents are safeguarded and supported
<input checked="" type="checkbox"/>	Theme 2: Place <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
<input checked="" type="checkbox"/>	Theme 3: Performance <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><u>Themes 1-3:</u> The OT service is key to delivering the Maximising Independence approach which is embedded throughout the HSCP Strategic Plan 2024/27 and supports delivery of Themes 1-3 of the Council Plan 2023/28. This review will seek to modernise services through the use of new technology, structure review and maximising opportunities through the best use of integrated services and better use of facilities/properties.</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	<p>Will be part of overall budget consultation and stakeholders will be consulted as the review progresses.</p> <p>As the redesign progresses, stakeholders and service users will be consulted to ensure their views are fully considered.</p>

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Research	The research tells us that AHP's are fundamental in preventing admission to hospital, discharging early from hospital, living fulfilling lives and maintaining life roles.
Officers' knowledge and experience (including feedback from frontline staff)	<p>Knowledge in relation to national policy around supporting people with frailty and complex disabilities. The service is instrumental to the unscheduled care work within the area and holds data around number of admissions to hospital prevented. The data tells us that multidisciplinary input is successful in preventing admission and supporting a safe hospital discharge which minimises the risk of readmission. This knowledge will be taken into account as the redesign progresses.</p> <p>Demand analysis of referrals to the service and the complexity of the work. Data analysis on the demands around adaptation assessments, Blue Badge assessments and urgent moving and handling assessments and provision of equipment and assessments that support hospital discharges.</p>
Equalities monitoring data	<p>Caseload monitoring around levels of frailty, age of referrers etc.</p> <p>Use of SWIFT and EMIS systems to monitor:</p> <ul style="list-style-type: none">• Frailty scores of service users• Service user age• Service user sex• Referrer age• Referrer sex
User feedback (including complaints)	The service receives a high number of Councillor enquiries, complaints (which are normally resolved at Level 1) and Freedom of Information requests.
Stakeholders Other	<p>Housing providers - housing assessments that support housing provision for all ages.</p> <p>Care at home service – all moving and handling training within the HSCP is covered by the OT Team as well as training staff on reablement. In future training will be provided jointly by C@H and OT staff reducing the OT input by 50% and increasing the C@H input by 50%.</p>

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	NHS Acute – There are 6 weekly Interface Meetings between NHS and HSCP managers to maintain communication of changes to each area and identify areas of improvement required. This meeting can be used to monitor impact of changes.
Are there information gaps and, if so, what are these?	At this stage, the individual impacts of the Budget Saving Proposal are not known and will be monitored closely as the review progresses.

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 review of services will explore better ways of working, maximising staff skill mix and maximising opportunities for service users, ensuring access to the most up to date developments in technology. Current ways of working are outdated and cannot be sustained in the current model.

The scope of the review and phasing over 2025/26 and 2026/27 will seek to minimise the impact by considering the skill mix required to deliver our statutory responsibilities.

Any negative impacts during the period of transition of services will be carefully managed in consultation with staff, service users, family and carers over the course of the review.

There is a potential for longer waiting times for Substantial referrals (Critical referrals will still be seen as a priority). As part of the Integrated Front Door work (being progressed through the Front Door savings workstream), we will mitigate this by widening the assessment breadth to cover simple solutions and signposting using digital platforms.

There will be reduced resource to support current work focussed on housing allocations for older people and people with disabilities; to mitigate this, the service is working with the main local housing provider. The service has trained the housing officers in carrying out basic Housing Options Assessments and ICIL staff will only carry out housing needs assessments for people they are already working with or who have a very high level of need requiring a bespoke solution.

The service is mitigating the reduction in OT/OT Assistants delivered training to Care at Home services by supporting the Care at Home Seniors to become moving and handling trainers to work alongside the OT staff. This will increase in service

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knowledge within Care at Home and maintain a high level of knowledge within OT/OT Assistants staff group.

The service is looking at options around the delay in carrying out reablement assessments with the reduction on OT staff and we are working with Care at Home colleagues to look at different options around simpler assessments.

A redesign of the Sensory Impairment Service and assessment to wider practitioners is required to mitigate the risks around reduction in provision. Training will be sought for wider staff as the assessment requires to be delivered in-house. However, specialist rehabilitation can be purchased through individual care packages via Self-Directed Support options.

The service will continue to assess need for individuals regardless of the overall changes implemented, with close monitoring of service users to continue throughout the period of change, and any negative impacts will be addressed as required.

Details of the Person(s) who completed the Assessment:	Name: Debbie Maloney/Robyn Garcha
	Position: Service Managers
	Date: 28.02.2025
Authorised by:	Name: Kate Rocks
	Position: Chief Officer
	Date: 18.03.2025

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