

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Laura Porter
Designation(s): Service Manager
Directorate/Service: Inverclyde Health and Social Care Partnership (HSCP), Health and Community Care
Date of Impact Assessment: 26/01/2024, updated 10/02/2025
Name of Budget Saving Proposal ¹ : Review of Supported 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)	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			
Care experienced			
Disability			x
Gender Reassignment			
Marriage and Civil Partnership			
Pregnancy and Maternity			
Race			
Religion and Belief			

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Sex			
Sexual Orientation			
Other groups to consider <ul style="list-style-type: none">• Carers		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
X	Advance equality of opportunity between people of different groups
X	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 -
<u>Disability:</u> For some individuals, the move from a sleepover in their tenancy to use of TEC support will increase their sense of independence.	<u>Disability:</u> The sleepover/night services currently in place across Supported Living services are there for those with complex needs who might be unable to press an alert or contact someone for help. Though passive TEC can be used in some places such as bed sensors and door sensors, there is still a risk for the more complex cases of on-call workers not arriving quickly enough to prevent falls and injury. However, consideration will be given to the individual cases for review as the proposal progresses.

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	<u>Carers</u> : Carers will continue to be anxious about any change to long-standing care arrangements.
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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.

This policy will not reduce inequalities of outcome. People with a disability are more likely to experience social-economic disadvantage, but people in all income groups receive support and this review of services should not impact those on lower incomes more. The charging policy allows waiver of charges where any financial difficulties are identified.

This proposal could reduce inequality of provision across services by moving more young disabled/learning disabled people to response services. Part of the review of service provision has been to apply client contributions more widely and make new applications to the Scottish Independent Living Fund for eligible services. The charging policy and review is happening across the board to increase equity of provision.

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 themGaps in outcomes linked to poverty are reduced
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<input 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 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• 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
<p>Briefly describe how the Budget Saving Proposal will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</p> <p><u>Theme 4:</u> The Review keeps to the fore the goal that vulnerable adults are protected and supported to live safely and independently. Good quality, sustainable support services will also encourage people to stay in Inverclyde.</p>	

8. Impact – Council Plan 2023/28	
Which Themes from the Council Plan 2023/28 will the Budget Saving Proposal impact on?	
<input type="checkbox"/>	Theme 1: People

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	<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"/>	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>Theme 3:</u> The review of services will ensure that innovative services are provided, giving value for money – particularly the use of TEC solutions. This could be described as digital social care except that actual support providers respond to any activations of the technology.</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

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Consultation/engagement	As part of overall budget consultation where the budget was approved at IJB and full Council level. We have had engagement with stakeholders including meetings with all the commissioned support providers, and families and service users are consulted at the review meetings if any change is planned to their package of support.
Research	HSCP Learning Disability strategy outcomes Scottish Government Keys to Life HSCP Learning Disability Business Model
Officers' knowledge and experience (including feedback from frontline staff)	<p>Council employees have worked to remove/combine night services before and achieved some savings, so they are aware further savings in this area would be possible.</p> <p>There have already been previous reviews which demonstrated the success of moving towards shared sleepover arrangements. Commissioned support providers are involved in these initiatives and provide feedback about how night services are working. Inverclyde has its own Night Response service so front-line staff have direct data about use of TEC overnight.</p>
Equalities monitoring data	
User feedback (including complaints)	There have been ≤5 complaints from Learning Disability family carers/guardians in the past year about changes to night cover arrangements. This has led to further work for the Community Learning Disability Team in responding to concerns and the requests for cross-referrals to services such as Psychiatry to ask for further review and risk assessments.
Stakeholders	
Other	Staff groups – Union Reps have already been consulted about the planned reduction of one Sleepover at Inverclyde's in-house Supported Living service. We do not anticipate any redundancies in the third sector support providers as they have had recruitment and retention challenges in recent years and by reviewing all support services they are able to deploy existing staff more efficiently.

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Are there information gaps and, if so, what are these?	TEC is always changing, and for some client groups there are new devices that will be required to make sure they can activate alerts when required. SOL connect (a new support provider on the Inverclyde framework – providing high-tech services) has been commissioned but not yet started in Inverclyde.
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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.

Joint work with Mental Health Team and Assessment and Care Management Teams is being carried out to ensure the approach is consistent across services and to look for efficiencies where there are services side-by-side which could share resources.

Transitions from Children’s services is an issue as expectations of what support packages will be put into place are established in childhood for families with a child with complex needs. Some of our most costly support packages were first put into place while the service user was still under the care of the Children and Families Team, and it is more difficult to justify removing an existing service than to carry out a new assessment of need that considers all options including TEC and shared supports.

We will work with families to increase confidence in the alternative offer being provided. The alternative offer has been improved as SOL connect are being introduced to provide further advanced TEC and phone response.

Details of the Person(s) who completed the Assessment:	Name: Laura Porter
	Position: Service Manager
	Date: 10/02/2025
Authorised by:	Name: Kate Rocks
	Position: Chief Officer
	Date: 18.03.2025

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