

**INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE**

**Budget Saving Proposal**

<b>Essential Information</b>
Name of Officer(s) completing this Template: Robyn Garcha
Designation(s): Service Manager, Access and Rehabilitation
Directorate/Service: Health & Community care
Date of Impact Assessment: 29 01 24
Name of Budget Saving Proposal <sup>1</sup> : Review of Integrated front doors

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 ( <b>see Section 3</b> )	✓	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> ( <b>see Section 6</b> )	✓	
c. Inverclyde Alliance Partnership Plan 2023/33 <sup>3</sup> ( <b>see Section 7</b> )	✓	
d. Council Plan 2023/28 <sup>4</sup> ( <b>see Section 8</b> )	✓	

<sup>1</sup> Please attach the Budget Saving Proposal to this Template

<sup>2</sup> [Fairer Scotland Duty: guidance for public bodies](#)

<sup>3</sup> [Inverclyde Alliance Partnership Plan 2023/33](#)

<sup>4</sup> [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?

<b>Equality Target Group</b>	<b>Positive impact +</b>	<b>Neutral impact =</b>	<b>Negative impact -</b>
Age	✓		
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"><li>• Carers</li><li>• Those living in the most deprived areas of Inverclyde</li></ul>	✓		

**4. Which parts of the Equality Duty will the Budget Saving Proposal impact on?**

<input checked="" 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.

<b>Positive impact</b> <b>+</b> <i>(Describe groups affected.)</i>	<b>Negative impact</b> <b>-</b> <i>(Describe groups affected.)</i>
<p>This review seeks to implement a fully integrated Multi-Disciplinary Team within Inverclyde HSCP examining and reviewing how people can effectively access the support and advice they need to effectively address any health or wellbeing concerns they may have.</p> <p>As a result of improved access pathways, local people will have</p>	<p>There is a risk that reduction in certain levels of service staffing that a negative impact on service provision may be experienced.</p> <p>However, this reduction in service areas has been robustly considered, and it is anticipated that new approaches and pathways across the Front Doors work will ensure there is no detriment to individuals who require support.</p>

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improved access to the services they require. In addition, the improve coordinated MDT approach will help ensure that those receiving support and care will receive it at the right at the right time in the right place, ensuring achievement of personal outcomes.	These mitigations include improved pathways within our multi-disciplinary teams, and closer working and improved referrals to our wider multi-agency partners in the voluntary and independent sector.
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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.**

Through the development of a considered and fully thought-out Front Door review, we will improve access to services for those across our communities, ensuring people can access the right service at the right time. This will include ensuring effective resource is targeted at those most in need.

**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"/>	<b>Theme 1: Empowered people</b> <ul style="list-style-type: none"><li>Communities can have their voices heard, and influence the places and services that affect them</li><li>Gaps in outcomes linked to poverty are reduced</li></ul>
<input checked="" type="checkbox"/>	<b>Theme 2: Working people</b> <ul style="list-style-type: none"><li>More people will be in sustained employment, with fair pay and conditions</li></ul>

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	<ul style="list-style-type: none"><li>• Poverty related gaps are addressed, so young people can have the skills for learning, life and work</li><li>• Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs</li></ul>
<input checked="" type="checkbox"/>	<b>Theme 3: Healthy people and places</b> <ul style="list-style-type: none"><li>• People live longer and healthier lives</li><li>• Supportive systems are in place to prevent alcohol and drug misuse</li><li>• Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change</li></ul>
<input checked="" type="checkbox"/>	<b>Theme 4: A supportive place</b> <ul style="list-style-type: none"><li>• Vulnerable adults and children are protected and supported, ensuring they can live safely and independently</li><li>• We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery</li><li>• Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm</li></ul>
<input checked="" type="checkbox"/>	<b>Theme 5: A thriving place</b> <ul style="list-style-type: none"><li>• Growth in our working age population by encouraging people to stay here, and attracting new people to settle here</li><li>• Development of strong community-based services that respond to local need</li><li>• Homes are energy efficient and fuel poverty is reduced</li><li>• Increased use of active travel and sustainable transport options</li><li>• Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities</li></ul>
<p><b>Briefly describe how the Budget Saving Proposal will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</b></p> <p>The development of the Front Doors development work closely aligns with all of the themes within the Inverclyde Alliance plan. Through its approaches, it will seek to improve the health and wellbeing of local people, provide trauma informed approaches and support to those most in need and provide effective wellbeing resources in the local community.</p>	

**8. Impact – Council Plan 2023/28**

Which Themes from the Council Plan 2023/28 will the Budget Saving Proposal impact on?

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<input checked="" type="checkbox"/>	<b>Theme 1: People</b> <ul style="list-style-type: none"><li>• Our young people have the best start in life through high quality support and education</li><li>• Gaps in outcomes linked to poverty are reduced</li><li>• People are supported to improve their health and wellbeing</li><li>• More people will be in employment, with fair pay and conditions</li><li>• Our most vulnerable families and residents are safeguarded and supported</li></ul>
<input checked="" type="checkbox"/>	<b>Theme 2: Place</b> <ul style="list-style-type: none"><li>• Communities are thriving, growing and sustainable</li><li>• Our strategic housing function is robust</li><li>• Our economy and skills base are developed</li><li>• We have a sufficient supply of business premises</li><li>• Our natural environment is protected</li></ul>
<input checked="" type="checkbox"/>	<b>Theme 3: Performance</b> <ul style="list-style-type: none"><li>• High quality and innovative services are provided, giving value for money</li><li>• Our employees are supported and developed</li></ul>
<p><b>Briefly describe how the Budget Saving Proposal will impact on the Council Plan 2023/28 Themes.</b></p> <p>As section above</p>	

<p><b>9. Evidence</b></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>	
<b>Evidence</b>	<b>Details</b>
Consultation/engagement	The Front Door work is still in development and is now in the early stages of planning stakeholder consultation and engagement processes.

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Research	The 2023 Inverclyde health & wellbeing survey is in the process of being published and presented at committees. Pop in link
Officers' knowledge and experience (including feedback from frontline staff)	The development of the Front Doors work is led by a group of experienced staff from across the HSCP, including Social Work, Money Advice, AHP, Community Link Workers, Care at Home, Tech and Performance.
Equalities monitoring data	Information on service user protected characteristics are maintained on HSCP information systems.
User feedback (including complaints)	The importance of face-to-face support is emphasised by our service users and also evidenced in research and literature. In response to this our services are delivered to the most vulnerable groups in key outreach areas such as Wellpark centre and the Inverclyde centre.
Stakeholders  Other	Our key stakeholders include: <ul style="list-style-type: none"><li>• Financial Inclusion partnership</li><li>• Third Sector</li><li>• Acute Colleagues</li><li>• Primary Care</li><li>• Strategic Planning Group</li><li>• Commissioned Services</li><li>• Unscheduled Care</li><li>• Complex Care</li><li>• Housing</li></ul>
Are there information gaps and, if so, what are these?	None identified at present. However further gaps may be identified as development of the Front Doors 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.**

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Impact on service users and stakeholders will be considered as the review progresses. At this early stage the final delivery method is unknown, but impacts will be considered at each stage.



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Details of the Person(s) who completed the Assessment:	Name: Robyn Garcha
	Position: Service Manager
	Date: 25.02.2025
Authorised by:	Name: Kate Rocks
	Position: Chief Officer
	Date: 18.03.2025

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