

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Saving Proposal

<b>Essential Information</b>
Name of Officer(s) completing this Template: Joyce Allan
Designation(s): Head of Service
Directorate/Service: Health and Community Care
Date of Impact Assessment:  26/02/25
Name of Budget Saving Proposal <sup>1</sup> :  Reduction of 6 long term residential nursing care home beds during 2025/26 and 2026/27

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 ( <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](#)

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

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		✓	
Gender Reassignment			
Marriage and Civil Partnership			
Pregnancy and Maternity			
Race			
Religion and Belief			

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Sex			
Sexual Orientation			
Other groups to consider			

### 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
<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><u>Age:</u> Older people – while we recognise the potential risk of reducing the number of long-term care home beds available, resource is now being focused into providing greater care in our communities through enhancing our Care at Home Service, supporting people to remain within their own homes for longer.</p> <p>This is more in line with the personal preferences of our service users, and through the provision of greater care in</p>	<p><u>Age:</u> Older people – reduction of the number of available long term care beds over a period of two years – 2025/26 and 2026/27. Although this is an overall reduction in the number of beds it is anticipated that this can be managed via the resource allocation group within Health and Community Care service.</p> <p>This may have an effect on delayed discharges from hospital however the care at home regrading and new care at home framework enables more people to be discharged with a community service and</p>

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

the community, we can support more people to remain at home, maintaining their connection with their local communities and improving their wellbeing outcomes.	remain safer for longer minimising the overall impact.
--	--

### 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.**

### 7. Impact – Inverclyde Alliance Partnership Plan 2023/33

If funding for residential nursing care home beds is reduced, the number of placements available for people who can fund the cost privately will increase. A reduction in placements may impact on people's choice about the location of those placements.

Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will this Budget Saving Proposal impact on?

<input 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 type="checkbox"/>	<b>Theme 2: Working people</b> <p>The reduction in residential nursing care home beds could impact on the viability of local care home providers and may result in a reduction in local jobs and associated training opportunities.</p> <ul style="list-style-type: none"> <li>More people will be in sustained employment, with fair pay and conditions.</li> <li>Poverty related gaps are addressed, so young people can have the skills for learning, life and work.</li> </ul>

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<ul style="list-style-type: none"> <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 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><u>Themes 3 and 4:</u> As stated above, the use of care at home (internal and external service) will seek to minimise the impact on the groups affected by this proposal and any effect on hospital services, and it is expected the reduction will be managed well within the service.</p>	

### 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"/>	<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> </ul>
-------------------------------------	--

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<ul style="list-style-type: none"> <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 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 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>

**Briefly describe how the Budget Saving Proposal will impact on the Council Plan 2023/28 Themes.**

Theme 1: As stated above, the use of care at home (internal and external service) will seek to minimise the impact on the groups affected by this proposal and any effect on hospital services, and it is expected the reduction will be managed well within the service. It is the ambition of the Health and Social Care Partnership to strengthen our community supports and reduce the balance of care in residential settings.

### 9. Evidence

What evidence do you have to help identify any potential impacts of the Budget Saving Proposal?

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.

Evidence	Details
Consultation/engagement	To be considered as part of overall budget consultation.

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Research	<p>Overall bed numbers are managed well within the resource allocation group currently and this will continue. Delayed discharges will be managed through better use of care at home (regraded social care workers and new care at home framework from April 2024).</p> <p>The length of stay in care homes is reducing which demonstrates a positive trend in increasing the number of people who are able to remain in their own homes. However, demographic pressures of an increasingly frail, older population mean that individuals with greater health and care needs are being supported in the community, including care homes.</p>
Officers' knowledge and experience (including feedback from frontline staff)	As above
Equalities monitoring data	There is still an overall budget for approximately 550 long term care beds and this reduction is only 1% overall. Over 2024/25 average placement numbers sit just under 546.
User feedback (including complaints)	
Stakeholders	Long term care providers, service users, budget holders/service managers.
Other	
Are there information gaps and, if so, what are these?	No

**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.**

### INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

As stated above, the use of care at home (internal and external service) will seek to minimise the impact on the groups affected by this proposal and any effect on hospital services, and it is expected the reduction will be managed well within the service.

Details of the Person(s) who completed the Assessment:	Name: Joyce Allan
	Position: Head of Service
	Date: 26/02/25
Authorised by:	Name: Kate Rocks
	Position: Chief Officer
	Date: 19/03/2025

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