

## INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

### Budget Saving Proposal

<b>Essential Information</b>
Name of Officer(s) completing this Template: Janis Delaney
Designation(s): Service Manager
Directorate/Service: Inverclyde Health and Social Care Partnership (HSCP)
Date of Impact Assessment: 26/02/2025
Name of Budget Saving Proposal <sup>1</sup> : Absorption of the Homemaker function into the universal social care workforce

<b>1. Does the Budget Saving Proposal impact on:</b>		
	<b>Yes</b>	<b>No</b>
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>	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> <b>(see Section 6)</b>	X	
c. Inverclyde Alliance Partnership Plan 2023/33 <sup>3</sup> <b>(see Section 7)</b>	X	
d. Council Plan 2023/28 <sup>4</sup> <b>(see Section 8)</b>	X	

<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?

Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age		X	
Care experienced		X	
Disability		X	
Gender Reassignment		X	
Marriage and Civil Partnership		X	
Pregnancy and Maternity		X	
Race		X	
Religion and Belief		X	
Sex		X	

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Sexual Orientation		X	
Other groups to consider			
<ul style="list-style-type: none"> <li>Carers</li> </ul>		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
<input checked="" type="checkbox"/>	Advance equality of opportunity between people of different groups
<input checked="" 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.

Positive impact +	Negative impact -

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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.**

### 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"/>	<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> <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> <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>

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<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> This proposal will see the realignment of the Homemaker function within the Social Care support workforce. It is not anticipated that there will be any adverse impacts to service users as a result of this change. This is a community service enabling people to live independently and safely within their homes.</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> <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>

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

Theme 1: This proposal should see no detriment to local service users or the HSCP workforce. The realignment of service is anticipated to help improve delivery of supports to local people.

### 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	<p>Consultation will take place as part of overall budget consultation.</p> <p>There is ongoing consultation with staff to minimise the natural impact of change.</p>
Research	
Officers' knowledge and experience (including feedback from frontline staff)	Feedback from social work staff.
Equalities monitoring data	
User feedback (including complaints)	Service users recognise the importance and effectiveness of support with these tasks.

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Stakeholders  Other	Service users HSCP staff
Are there information gaps and, if so, what are these?	

**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.**

This proposal will see the realignment of the Homemaker function within the Social Care support workforce. It is not anticipated that there will be any adverse impacts or detriment to service users as a result of this change. The development of this service is well under way and will be delivered as an intensive care at home service to target hard to reach people and where there is a risk to the person's well-being or maintenance of them remaining at home. This service will be registered ensuring high quality support and advice while maximising people's independence.

Details of the Person(s) who completed the Assessment:	Name: Janis Delaney
	Position: Service Manger
	Date: 26/02/2025
Authorised by:	Name: Kate Rocks
	Position: Chief Officer
	Date: 19/03/2025

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