

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Alan Brown
Designation(s): Service Manager
Directorate/Service: Health & social care Partnership
Date of Impact Assessment: 08?01? 2019
Name of Proposed Budget Saving ¹ : Reduction of LTC Placements for Older People and Adults

1. Does the proposed budget saving impact on:		
	Yes	No
a. Protected characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	Yes	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)		No
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)		No
d. Corporate Plan 2018/22 ⁴ (see Section 8)	Yes	
2. If “yes” is selected for any part of Section 1, please populate the other relevant Sections of this Template.		

¹ Please attach the Budget Saving Proposal to this Template

² [Fairer Scotland Duty: interim guidance for public bodies](#)

³ [Local Outcomes Improvement Plan 2017/22](#)

⁴ [Corporate Plan 2018/22](#) (agenda item 5)

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If “no” is selected for **every part** of Section 1, **please sign below and email** a copy of this Template to Karen Barclay, Corporate Policy Officer:

karen.barclay@inverclyde.gov.uk.

Signature

Date

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3. Impact – Protected characteristics

Which of the protected characteristics will the proposed budget saving have an impact upon? (See guidance for examples of key considerations under each characteristic – this is on ICON.)

Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			yes
Disability			yes
Gender Reassignment		yes	
Pregnancy and maternity		yes	
Race		yes	
Religion and belief		yes	
Sex		yes	
Sexual orientation		yes	
Other groups to consider			yes
Carers			

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4. Which parts of the Equality Duty will the proposed budget saving 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.	
<p>Positive impacts + <i>(Describe groups affected.)</i></p>	<p>Negative impacts - <i>(Describe groups affected.)</i></p> <p>Older People Research identifies that Older People wish to remain at home or in a homely environment for as long as it is safe to do so. Reduction in budget may reduce individual choice around future accommodation and placement.</p> <p>Adults with Physical Disability and LTC wish to remain at home for as long as it is safe to do so. Reduction in budget may reduce individual choice around future accommodation and placement.</p> <p>Carers Research indicates the level of care provided by informal carers and young carers. The decision to admit to a care home can often be dependent on the ability and capacity of the carer being able to continue the support they provide without severely impacting on health.</p> <p>There is a likelihood of increased hospital delays with a larger number of individuals spending longer in a hospital bed than is currently the situation. This could impact on the achievement of national targets for delayed discharges.</p>

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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 -
		yes

Briefly describe how the budget saving proposal will impact on reducing inequalities of outcome.

The Budget Saving is partially achievable as a result of the Council's strategic plan for Older People which means increased number of Older People and adults with Disability are remaining at home and their own community for longer. Reduction in placements may well impact on individuals having less choice around placement.

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this budget saving proposal impact on?

- | | |
|--------------------------|---|
| <input type="checkbox"/> | 1. Population: Inverclyde's population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth |
| <input type="checkbox"/> | 2. Inequalities: There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted during section 6) |
| <input type="checkbox"/> | 3. Environment, culture and heritage: Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit |

Briefly describe how the budget saving proposal will impact on the LOIP Priority/Priorities.

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8. Impact – Corporate Plan 2018/22	
Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on?	
<input type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input type="checkbox"/>	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them
<input checked="" type="checkbox"/>	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
<input type="checkbox"/>	4. To reduce the prevalence of poverty and in particular, child poverty in our communities
<input checked="" type="checkbox"/>	5. To safeguard, support and meet the needs of our most vulnerable families and residents
<input checked="" type="checkbox"/>	6. To improve the health and wellbeing of residents so that people live well, and for longer
<input type="checkbox"/>	7. To protect and enhance our natural and built environment
<input type="checkbox"/>	8. To preserve, nurture and promote Inverclyde’s unique culture and heritage
<input checked="" type="checkbox"/>	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
<input type="checkbox"/>	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs
<p>Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.</p> <p>Age : Health & Community Care are working to maintain individuals to live in their own home and community (include a local care home placement) this will improve welfare and the safe guarding of Older People with a high level of frailty and associated disabilities whose needs require this level of support.</p> <p>Disability This proposal will impact mainly on Older people with a disability but will also impact on adults.</p> <p>Carers Research indicates the level of care provided by informal carers and young carers. The decision to admit to a care home can often be dependent on the ability</p>	

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and capacity of the carer being able to continue the support they provide without severely impacting on health.

Local Economy

Reduction in placements (27 including previous year saving) could impact on the viability of local providers of care homes. Though there is currently capacity within the care home sector fewer placements could impact on local employers viability to.

This reduction in LTC beds reflects the successful implementation of the policy to support more vulnerable people to achieve better outcomes by continuing to live at home. However reduction in care home placements increases pressure on community services.

9. Evidence

What evidence do you have to help identify any potential impacts of the proposed budget saving?

Note: Evidence could include consultations, surveys, focus groups, interviews, projects, user feedback, complaints, officer knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.

Evidence	Details
Consultation/Engagement	Consultation with Managers Partners and Staff to determine impact on service users with protected characteristics.
Research	Research identifies that Older People wish to remain at home for as long as it is safe to do so then have a choice around future accommodation and placement.
Officer's knowledge and experience (including feedback from frontline staff)	Assessment & Care Management Team Older Peoples Services and Inverclyde Mental Health team. Scrutiny around placements over the past 2 years indicates that the level of need could not be met in the community and required a care setting The amount identified in this proposal December 2018 can be met with the proviso of smoothing budget and funding of community services.

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Equalities monitoring data	The population admitted to care homes is proportionate and reflects equality characteristic
User feedback (including complaints)	Concerns raised by family and carers around securing a care home placement when required
Stakeholders Other	Increasing older population with greater numbers living longer with complexity around medical long term conditions and social care needs
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 this Budget Saving Proposal.

This budget proposal potentially will have a negative impact around limiting service user choice in service provider and place they wish to reside. Any impact on delivery of care is mitigated by the Home 1st approach to supporting people at home including extra pressures money for care at Home and ear marked reserves monies for LTC placements.

This proposal is achievable as a result of the Strategic Plan for Older People in particular ;

- **SW 5** Residential costs per week per resident aged 65 or over.
- **SPI 030** Number of clients aged 65+ in Long Term Care as at 31st March will reduce by further 5 beds.

To help manage fluctuating demand, a smoothing Earmarked Reserve has been set up. In order to help manage a further reduction of five beds, the saving proposal has been reduced by the cost of a basic home care package for five individuals at a cost of approximately £43,000. However, due to the complexity of the needs of individuals being cared for in their homes, it is likely that the cost of care packages will exceed the basic package allowed for in this saving proposal. Reduction of care home placements will require an increase in the level of health and social care support in the community to meet these needs at home. This has been partly accommodated for by release of pressure funding in 2018/19 but may still prove challenging.

Details of the Person(s) who completed the Assessment:	Name: Alan Brown
	Position: Service Manager
	Date: 08/01/2019

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Authorised by:	Name: Allen Stevenson
	Position: Head of Service
	Date: 08/01/2019

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

Please send a copy of the completed Template to Karen Barclay, Corporate Policy Officer: karen.barclay@inverclyde.gov.uk.

21 November 2018