

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

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| Essential Information |
| Name of Officer(s) completing this Template: |
| Debbie Maloney |
| Designation(s): |
| Service Manager |
| Directorate/Service: |
| HSCP |
| Date of Impact Assessment: |
| 11/12/18 |
| Name of Proposed Budget Saving ¹ : |
| Physical Disability Phase 1 |

| | | |
|---|------------|-----------|
| 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) | x | |
| b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6) | | |
| c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7) | | |
| d. Corporate Plan 2018/22 ⁴ (see Section 8) | | |
| 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 | | | Less choice and availability of residential care placement for people between 18-65 |
| Disability | | | There is a minimum risk to the local residential care sector in that a reduction in one funded place for an adult with a physical disability may impact on the business models and sustainability of any local residential care provider, giving rise to less choice in care provision |
| Gender Reassignment | | | |
| Pregnancy and maternity | | | |
| Race | | | |
| Religion and belief | | | |
| | | | |

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| Sex | | | |
| Sexual orientation | | | |
| Other groups to consider | | | |

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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 |

| | |
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| 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 style="text-align: center;">Positive impacts + (Describe groups affected.)</p> | <p style="text-align: center;">Negative impacts - (Describe groups affected.)</p> <p style="text-align: center;">x</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 - |
|----------------------|---------------------|----------------------|
| | x | |

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

Potential longer term impact around people under 65 with disabilities who may require residential care provision locally.

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?

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| <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 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 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 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 |

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

Potential impact around placement of people with complex disabilities in residential care

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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 | |
| Research | |
| Officer's knowledge and experience (including feedback from frontline staff) | <p>Knowledge round local care provision for people under 65 with complex physical disabilities and demand for residential accommodation which has reduced over time.</p> <p>Of the residents within our care homes 41% have chronic disability or mental illness.</p> <p>Within Inverclyde the demand 2013-2017 the provision of for Care homes has reduced and remained static from 28 to 26. We have developed services to compliment people with complex care needs remaining within their own homes in line with national and local aspirations.</p> <p>HSCP Strategic Needs Assessment</p> |
| Equalities monitoring data | |

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| User feedback (including complaints) | |
| Stakeholders | |
| Other | |
| Are there information gaps and, if so, what are these? | |

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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 this Budget Saving Proposal.

There is a minimum risk to the local residential care sector in that a reduction in one funded place for an adult with a physical disability may impact on the business models and sustainability of any local residential care provider resulting in wider impacts to Inverclyde residents with complex disabilities.

There is a risk that the service may not be able to fully meet the needs of any client within the community with a need for residential care services without having to come back with a funding pressure later as a result of these savings being taken or that younger people who require residential care may not be able to be placed locally within residential care with similar aged residents.

There is less demand for residential care placement within Inverclyde as with Self Directed Support more people are choosing to remain within their own homes and have care provided within this environment.
Our models of care are evolving to facilitate the opportunities to support Inverclyde residents to live well in the community

There will be opportunities around specialist housing provision around April 2021 which give specially designed tenancies for disability that would limit the impact around reduction of residential placement. Consideration required of timing around taking the saving prior to this time is required.

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| Details of the Person(s) who completed the Assessment: | Name: | Debbie Maloney |
| | Position: | Service manager |
| | Date: | 11/12/2018 |
| Authorised by: | Name: |  |
| | Position: | |
| | Date: | |