

# Equality & Poverty Impact Assessment 00634 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

|                                |   |                           |                             |
|--------------------------------|---|---------------------------|-----------------------------|
| <b>Service &amp; Division:</b> | Social Work Adult Services<br>None  | <b>Lead Officer Name:</b> | Rona Stalker                |
|                                |   | <b>Team:</b>              | Falkirk HSCP                |
|                                |   | <b>Tel:</b>               | 07484 007004                |
|                                |   | <b>Email:</b>             | Rona.Stalker@falkirk.gov.uk |
| <b>Proposal:</b>               | IJB 2024/25 Business Case<br><br>Community Residential Resources charges inflationary uplift for 2024/25. This is a routine inflationary increase in line with CPI. | <b>Reference No:</b>      |                             |

| What is the Proposal? | Budget & Other Financial Decision | Policy (New or Change) | HR Policy & Practice | Change to Service Delivery / Service Design |
|-----------------------|-----------------------------------|------------------------|----------------------|---|
|                       | Yes                               | No                     | No                   | No  |

| Who does the Proposal affect? | Service Users | Members of the Public | Employees | Job Applicants |
|-------------------------------|---------------|-----------------------|-----------|----------------|
|                               | Yes           | Yes                   | No        | No             |

**Other, please specify:**

### Identify the main aims and projected outcome of this proposal (please add date of each update):

|            |  |
|------------|--|
| 14/02/2024 | It is proposed to increase the service charges for community residential resources in line with inflation. Inflationary increases are routine practice across a range of services provided by the public sector. An increase of 3% for financial year 2024/25 is being proposed which is in line with previous years and is lower than the confirmed 6.7% increase in benefits for 2024/25 as announced within the UK Government Autumn Statement. |
|            |  |
|            |  |
|            |  |

## SECTION TWO: FINANCIAL INFORMATION

| For budget changes ONLY please include information below:       |                               |            | Benchmark, e.g. Scottish Average |
|---|-------------------------------|------------|----------------------------------|
| Current spend on this service (£'0000s)                         | Total:                        |            |                                  |
| Reduction to this service budget (£'0000s)                      | Per Annum:                    |            |                                  |
| Increase to this service budget (£'000s)                        | Per Annum:                    |            |                                  |
| If this is a change to a charge or concession please complete.  | Current Annual Income Total:  | 500000     |                                  |
|   | Expected Annual Income Total: | 535000     |                                  |
| If this is a budget decision, when will the saving be achieved? | Start Date:                   | 01/04/2024 |                                  |
|   | End Date (if any):            | 31/03/2025 |                                  |

**SECTION THREE: EVIDENCE** Please include any evidence or relevant information that has influenced the decisions contained in this EPIA. (This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups.)

**A - Quantitative Evidence** This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

Records show there are approximately 21 service users within community residential care, 10 male and 11 female. This service provides person-centred support to adults with a learning disability. The increase in service charges could affect all of the people receiving care.

**B - Qualitative Evidence** This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

**Social - case studies; personal / group feedback / other**

**Best Judgement:**

|   |  |
|---|--|
| <b>Has best judgement been used in place of data/research/evidence?</b> | No                                     |
| <b>Who provided the best judgement and what was this based on?</b>      |  |
| <b>What gaps in data / information were identified?</b>                 |  |
| <b>Is further research necessary?</b>                                   | No                                     |
| <b>If NO, please state why.</b>   | All required information is available. |

**SECTION FOUR: ENGAGEMENT**

Engagement with individuals or organisations affected by the policy or proposal must take place

|   |   |  |
|---|---|--|
| <b>Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?</b> | No  |  |
| <b>If YES, please state who was engagement with.</b>  |   |  |
| <b>If NO engagement has been conducted, please state why.</b>   | No consultation is required as the increases are applied each year in line with inflation which is out with control of the IJB. |  |
| <b>How was the engagement carried out?</b>  | <b>What were the results from the engagement? Please list...</b>  |  |
| <b>Focus Group</b>  | No  |  |
| <b>Survey</b>   | No  |  |
| <b>Display / Exhibitions</b>  | No  |  |
| <b>User Panels</b>  | No  |  |
| <b>Public Event</b>   | No  |  |
| <b>Other: please specify</b>  |   |  |
| <b>Has the proposal / policy/ project been reviewed / changed as a result of the engagement?</b>  | No  |  |
| <b>Have the results of the engagement been fed back to the consultees?</b>  | No  |  |
| <b>Is further engagement recommended?</b>   | No  |  |

## SECTION FIVE: ASSESSING THE IMPACT

**Equality Protected Characteristics:** What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposal / policy / project? This section allows you to consider other impacts, e.g. poverty, health inequalities, community justice, carers etc.

| Protected Characteristic                                | Neutral Impact | Positive Impact | Negative Impact | Please provide evidence of the impact on this protected characteristic.  |
|---|----------------|-----------------|-----------------|--|
| Age   | ✓              |                 |                 | There is insufficient information to assess the impact for this characteristic.  |
| Disability  |                |                 | ✓               | This service is specific to people with a learning disability who will see an increase in service charges. People with these characteristics are less likely to be in receipt of income from employment. If they do have income from employment it is more likely to be lower than average and therefore people with this characteristic are more likely to be negatively impacted by increased costs. |
| Sex   |                |                 | ✓               | There is currently around an equal split between sexes within service users so both males and females will be impacted.  |
| Ethnicity   | ✓              |                 |                 | There is insufficient information to assess the impact for this characteristic.  |
| Religion / Belief / non-Belief                          | ✓              |                 |                 | There is insufficient information to assess the impact for this characteristic.  |
| Sexual Orientation                                      | ✓              |                 |                 | There is insufficient information to assess the impact for this characteristic.  |
| Transgender   | ✓              |                 |                 | There is insufficient information to assess the impact for this characteristic.  |
| Pregnancy / Maternity                                   | ✓              |                 |                 | There is insufficient information to assess the impact for this characteristic.  |
| Marriage / Civil Partnership                            | ✓              |                 |                 | There is insufficient information to assess the impact for this characteristic.  |
| Poverty   | ✓              |                 |                 | There is insufficient information to assess the impact for this characteristic.  |
| Care Experienced  | ✓              |                 |                 | There is insufficient information to assess the impact for this characteristic.  |
| Other, health, community justice, carers etc.           | ✓              |                 |                 | There is insufficient information to assess the impact for this characteristic.  |
| Risk (Identify other risks associated with this change) |                |                 |                 |  |

**Public Sector Equality Duty: Scottish Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance quality of opportunity and foster good relations. Scottish specific duties include:**

|  | <b>Evidence of Due Regard</b>   |
|--|---|
| <b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b> | Charges are only applied when the service user is in receipt of income above a certain level. It is possible to request a financial assessment to be carried out which could result in an exemption from social care charges. |
| <b>Advance Equality of Opportunity:</b>  | As above.   |
| <b>Foster Good Relations (promoting understanding and reducing prejudice):</b>                     | The Community Residential Resource team are available to assist with any queries.   |

**SECTION SIX: PARTNERS / OTHER STAKEHOLDERS**

| <b>Which sectors are likely to have an interest in or be affected by the proposal / policy / project?</b> |     | <b>Describe the interest / affect.</b>   |
|---|-----|--|
| <b>Business</b>   | No  |  |
| <b>Councils</b>   | Yes | Falkirk Council are a partner body of the IJB so have an interest in the budget setting process. |
| <b>Education Sector</b>   | No  |  |
| <b>Fire</b>   | No  |  |
| <b>NHS</b>  | Yes | The NHS are a partner body of the IJB so have an interest in the budget setting process.         |
| <b>Integration Joint Board</b>  | Yes | This proposal forms part of the IJB Business Case for the 24/25 budget setting process.          |
| <b>Police</b>   | No  |  |
| <b>Third Sector</b>   | Yes | Third sector are commissioned to provide services on behalf of the IJB.                          |
| <b>Other(s): please list and describe the nature of the relationship / impact.</b>                        |     |  |

## SECTION SEVEN: ACTION PLANNING

**Mitigating Actions:** If you have identified impacts on protected characteristic groups in Section 5 please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact you should complete the No Mitigating Actions section below instead.

| Identified Impact  | To Who   | Action(s)  | Lead Officer | Evaluation and Review Date | Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes               |
|--|--|--|--------------|----------------------------|---|
| Inflationary increase of service charges will impact the following characteristics protected by the Equality Act 2010:<br>Age<br>Disability<br>Sex | Service users who fall into the identified protected characteristics | Inflationary rate has been set to align with the increase in benefits in 2024/25 and is lower than the increase in state pension increase for 2024/25.<br><br>Charges applied ensure service users retain a minimum weekly 'personal allowance'. | Rona Stalker | 31/03/2025                 | This is a routine inflationary increase in line with CPI inflation so not applicable. |
|  |  |  |              |                            |   |
|  |  |  |              |                            |   |
|  |  |  |              |                            |   |
|  |  |  |              |                            |   |
|  |  |  |              |                            |   |

### No Mitigating Actions

Please explain why you do not need to take any action to mitigate or support the impact of your proposals.

**Are actions being reported to Members?**

Yes / No

**If yes when and how ?**



**SECTION EIGHT: ASSESSMENT OUTCOME**

Only one of following statements best matches your assessment of this proposal / policy / project. Please select one and provide your reasons.

|   |     |   |
|---|-----|---|
| No major change required  | Yes | Inflation is outwith control of the IJB and inflationary uplifts are routinely applied annually across most public sector services. Due to the nature of services provided there will be a negative impact on some characteristics, however the mitigating actions will reduce the impact on service users. |
| The proposal has to be adjusted to reduce impact on protected characteristic groups                         | No  |   |
| Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups | No  |   |
| Stop the proposal as it is potentially in breach of equality legislation                                    | No  |   |

**SECTION NINE: LEAD OFFICER SIGN OFF**

Lead Officer:

|            |                     |       |            |
|------------|---------------------|-------|------------|
| Signature: | <i>Rona Stalker</i> | Date: | 16/02/2024 |
|------------|---------------------|-------|------------|

**SECTION TEN: EPIA TASK GROUP ONLY**

|  |          |
|--|----------|
| <b>OVERALL ASSESSMENT OF EPIA:</b> Has the EPIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties? | Yes / No |
|--|----------|

|  |  |
|--|--|
| <b>ASSESSMENT FINDINGS</b><br><br>If YES, use this box to highlight evidence in support of the assessment of the EPIA<br><br>If NO, use this box to highlight actions needed to improve the EPIA |  |
|--|--|

|   |          |                          |
|---|----------|--------------------------|
| <b>Where adverse impact on diverse communities has been identified and it is intended to continue with the proposal / policy / project, has justification for continuing <u>without making changes been made</u>?</b> | Yes / No | If YES, please describe: |
|---|----------|--------------------------|

**LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA**

| LEVEL  | Yes / No | COMMENTS |
|--------|----------|----------|
| HIGH   | Yes / No |          |
| MEDIUM | Yes / No |          |
| LOW    | Yes / No |          |

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

|                                    |                     |              |            |
|------------------------------------|---------------------|--------------|------------|
| <b>Director / Head of Service:</b> |                     |              |            |
| <b>Signature:</b>                  | <i>Mark Fairley</i> | <b>Date:</b> | 04/04/2024 |