

# Equality & Poverty Impact Assessment 00594 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Social Work Adult Services None	<b>Lead Officer Name:</b>	Lesley MacArthur
		<b>Team:</b>	Policy, Planning & Communications
		<b>Tel:</b>	07850250552
		<b>Email:</b>	lesley.macarthur@falkirk.gov.uk
<b>Proposal:</b>	Falkirk HSCP current has a Partnership Funding Investment Plan, which sets out governance and high level investment plans for the range of Partnership Funds available for use across the Partnership. The Investment Plan is due for review and renewal by 1 April 2024. This is currently being progressed by commissioning groups aligned to each fund, which includes the Partnership Funding Group, a sub-group of the Strategic Planning Group.	<b>Reference No:</b>	

<b>What is the Proposal?</b>	<b>Budget &amp; Other Financial Decision</b>	<b>Policy (New or Change)</b>	<b>HR Policy &amp; Practice</b>	<b>Change to Service Delivery / Service Design</b>
	Yes	No	No	No
<b>Who does the Proposal affect?</b>	<b>Service Users</b>	<b>Members of the Public</b>	<b>Employees</b>	<b>Job Applicants</b>
	Yes	Yes	Yes	No
<b>Other, please specify:</b>	External partners			

<b>Identify the main aims and projected outcome of this proposal (please add date of each update):</b>	
31/03/2027	Falkirk HSCP have developed a sustainable infrastructure of community-based support that provides options for people to access services at the right time and in the right way.
31/03/2027	Falkirk HSCP can measure the impact of investment in priority areas of development and transformation.

**SECTION TWO: FINANCIAL INFORMATION**

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	£10.1m	N/A
Reduction to this service budget (£'0000s)	Per Annum:	0	N/A
Increase to this service budget (£'000s)	Per Annum:	£11.87m	N/A
If this is a change to a charge or concession please complete.	Current Annual Income Total:		
	Expected Annual Income Total:		
If this is a budget decision, when will the saving be achieved?	Start Date:		
	End Date (if any):		

**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.

[Strategic Needs Ass 2023](#)

[Locality Profiles](#)

[HSCP Performance](#)

[Engagement Pres inc Equalities](#)

During the development of the Investment Plan we have made extensive use of local SNAs and performance information to identify funding priorities for each of the 13 thematic funds. Each fund includes a strategic map, aligning national strategy to local strategy/plans. A 'Key challenges' has also been included for each fund, which provides overview of the information that has been used from national and local strategies to inform the development of the fund.

e.g. Carers Fund:

'We know that unpaid Carers are the largest group of care providers in Scotland, providing more than the NHS and Councils combined. In 2015, the Valuing Carers report estimated the economic value of the contribution made by carers in Falkirk as £337 million per year.

According to the latest available Census data (2011), 35.7% of carers in Falkirk provide over 35 hours or more care a week, equivalent to working full time - 29% of these people were aged 65 and over. Provision of unpaid care is higher among adults living in the most deprived areas.'

**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**

The overall performance of the Partnership Funding IP is report to the IJB on an annual basis via the APR and also a dedicated Partnership Funding APR. This provides impact/ performance per fund and also an analysis of target groups and categories. Equalities information is included within this, however is subject to development during 24/25.

[APR 22-23](#)

[PF Annual Per update 22-23](#)

Each fund has also been informed via engagement with services users and carers. This has been both via making use of recent consultation feedback from Strategic Plan, Carers Strategy and Equalities Outcome consultations and focused engagement with service user groups e.g. People impacted by Dementia and their carers/families, which is currently ongoing and will be used to inform the Dementia Innovation Fund priorities.

e.g. Carers Fund:

'Feedback gathered during the development of the Falkirk HSCP Strategic Plan and Falkirk Carers Strategy highlighted:

- Many unpaid carers may not be aware of, or understand, the support that is available to them and what they are entitled to.
- There may be stigma around the role of a carer and the term “unpaid carer”, which prevents carers from seeking support.
- Feedback from unpaid carers highlighted problems getting appropriate respite care when required.
- Financial pressures, combining cost of living, poverty prevalence, and the financial impact of caring.
- The developing or changing relationship between an unpaid carer and the cared for person.'

<b>Best Judgement:</b>	
<b>Has best judgement been used in place of data/research/evidence?</b>	Yes
<b>Who provided the best judgement and what was this based on?</b>	Commissioning Group representatives associated with each fund. Each fund has a commissioning group comprising multi-agency representation and services users and carers, where possible who bring a range of knowledge and experience from own fields of work.
<b>What gaps in data / information were identified?</b>	Gaps identified: Local data regarding dementia and community based activity for older people Lived experience re Substance use, trauma/gender based violence, dementia
<b>Is further research necessary?</b>	Yes
<b>If NO, please state why.</b>	



**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>	Yes	
<b>If YES, please state who was engagement with.</b>	The IP has taken into consideration feedback provided during engagement work to inform the Strategic Plan and Equalities Outcomes, which was gathered from service users, carers, wider communities and staff across the partnership (including external partner). Fund specific engagement has also been undertaken and is ongoing with service users and carers representatives who are members of commissioning groups and scrutiny panels e.g. Partnership Funding Group and Strategic Planning Group.	
<b>If NO engagement has been conducted, please state why.</b>		
<b>How was the engagement carried out?</b>	<b>What were the results from the engagement? Please list...</b>	
Focus Group	No	
Survey	No	
Display / Exhibitions	No	
User Panels	No	
Public Event	No	
<b>Other: please specify</b>	We have used feedback from existing recent engagement exercises to minimize consultation fatigue. This has provided an excellent range of information that has then been used to support the development of funding priorities for each fund as detailed within the IP. We will continue to engage with service users and carers through a mix of methods. This will include including representatives on thematic groups/panel and working with lived experience forums. As the IP is implemented service users and carers will also be involved in monitoring and decision making processes. This will relate to each fund, as appropriate.	
<b>Has the proposal / policy/ project been reviewed / changed as a result of the engagement?</b>	Yes	
<b>Have the results of the engagement been fed back to the consultees?</b>	Yes	

**Is further engagement recommended?**

Yes

## 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.
<b>Age</b>		✓		£1.5m Widening Access Fund will enhance local provision for adults, with a particular emphasis on older people. Carers Fund supports carers of which 30% are over 65 (figure for cared for person significantly higher). Dementia Innovation Fund and MHRR Fund target people impacted by dementia and their families, the majority of services users are older people (less than 10% people under 55).
<b>Disability</b>		✓		Widening Access fund will increase access and community based option for people with disabilities. Carers Improvement Fund intends to support access to SDS.
<b>Sex</b>	✓			Investment in domestic abuse/gender based violence services. 80% cases reported include make perpetrator and female victim. The scale of this issue is unlikely to change significantly, although women and girls will be better supported.
<b>Ethnicity</b>		✓		Carers Fund and Services for Survivors support focused provision to help increase access to services for BME groups. Budget is also allocated from Partnership Funds to allow Third Sector partners to access interpretation and translation services.
<b>Religion / Belief / non-Belief</b>	✓			No impact is anticipated. All projects/services are required to confirm no religious intention as part of application for funds process.
<b>Sexual Orientation</b>			✓	No evidence suggests impact.
<b>Transgender</b>	✓			No impact is anticipated.
<b>Pregnancy / Maternity</b>	✓			No impact is anticipated.
<b>Marriage / Civil Partnership</b>	✓			No impact is anticipated.
<b>Poverty</b>		✓		Health Improvement Funds and Widening Access Fund targets public health and health inequalities. We work closely with Fairer Falkirk Partnership and include representatives in assessment panel to ensure that impact on poverty is considered
<b>Care Experienced</b>	✓			No impact is anticipated. Services for younger people include people up to 26 who are care experienced.



**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>Risk (Identify other risks associated with this change)</b>	
	<b>Evidence of Due Regard</b>
<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>	The Investment Plan will work towards eliminating unlawful discrimination through the Carers Fund and Services for Survivors support by focussing provision to help increase access to services for BME groups. Budget is also allocated from Partnership Funds to allow Third Sector partners to access interpretation and translation services.
<b>Advance Equality of Opportunity:</b>	The Investment Plan advances equality of opportunity through the widening access fund which will increase access and community based options for people with disabilities.
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	Dementia Innovation Fund, Suicide Prevention Fund and ADP Funds in particular have a focus on raising awareness and understanding and reducing prejudice for those impacted by conditions and across wider communities.

## SECTION SIX: PARTNERS / OTHER STAKEHOLDERS

Which sectors are likely to have an interest in or be affected by the proposal / policy / project?		Describe the interest / affect.
<b>Business</b>	Yes	As part of the Dementia Innovation Fund, Dementia Friendly Falkirk will be progressed. This will include awareness raising activities for local businesses.
<b>Councils</b>	Yes	Falkirk Council is able to access Partnership Funds to support activity in line with HSCP Strategic Plan. The work undertaken via funds contributes directly to Corporate Plan CPP Plan, Integrated Children's Services Plan and Fairer Falkirk Plan.
<b>Education Sector</b>	Yes	Funded initiatives focusing on Young carers, transitions and mental health will have a positive impact on the education sector in relation to attendance and attainment.
<b>Fire</b>	Yes	Scottish Fire Service are represented on the Suicide Prevention Fund Group and Gender Based Violence Partnership. Fire service are also eligible applicants.
<b>NHS</b>	Yes	All Partnership Funds are intended to have a positive impact on formal NHS services by developing services that help avoid admission, support faster discharge, support recovery, delay or avoid access to formal health services.
<b>Integration Joint Board</b>	Yes	All Partnership Funds are intended to enable a whole systems approach is taken and to have a positive impact on formal NHS and social care services by developing services that help avoid admission, support faster discharge, support recovery, delay or avoid access to formal health services.
<b>Police</b>	Yes	Police are represented on Suicide Prevention Group, Falkirk Mental Health Planning Group, Gender Based Violence Partnership, which are all supported via Partnership Funds. Fire service are also eligible applicants.
<b>Third Sector</b>	Yes	Third and community sector partners are critical to the success of delivery of the investment plan. They are eligible applicants, partners in development and collaborative service design and delivery, gatekeeper to services users and carers in relation to engagement activity and local knowledge about service needs.
<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

### No Mitigating Actions

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

The assessed impacts on Age, Disability, Poverty, Ethnicity and Carers in positive. Commissioning Groups aligned to each fund will be responsible for maintaining an overview of impact on equalities groups. Where there is a review of any funding, which may result in change an equalities impact assessment will be undertaken for services/projects impacted, as evidenced within the Main Programme Review process in 2023. Equalities information will also be reported as part of the annual Partnership Funding Performance update.

**Are actions being reported to Members?**

Yes

**If yes when and how ?**

Annually on on request - in line with PF governance process. Updates are also provided to Senior Leadership Team on a 6-monthly basis.

**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	The Investment Plan sets out investment of £18m over the 2024-2027 period. This will be targeted towards priority areas as identified through strategic needs assessment, national policy drivers and engagement with service users, carers and other stakeholders. No negative impact on protected characteristic groups is anticipated, however this will be monitored on an ongoing basis.
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>Lesley MacArthur</i>	Date:	05/03/2024
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**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
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<b>ASSESSMENT FINDINGS</b>		
If YES, use this box to highlight evidence in support of the assessment of the EPIA		
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		COMMENTS
HIGH	Yes / No	
MEDIUM	Yes	
LOW	Yes / No	

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

<b>Director / Head of Service:</b>		
<b>Signature:</b>	Martin David Thom	<b>Date:</b> 10/04/2024