

Equality & Poverty Impact Assessment 00739 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

Service & Division:	Social Work Adult Services None	Lead Officer Name:	Rona Stalker
		Team:	Falkirk HSCP
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Proposal:	2024/25 Business Case The IJB are requested to approve the 2024/25 business case which sets out the budget allocations from partner bodies and the savings plan for financial year 2024/25.	Reference No:	

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):

11/03/2024	The 2024/25 Business Case sets out the budget allocations from partner bodies, the expected change in expenditure in 2024/25 and the savings plan required to achieve a balanced budget. There are 22 individual savings in the plan, all of which have had individual EPIA's completed. 4 of the savings are expected to have an impact on people, however for 3 of them this is due to inflationary uplifts to service charges, which is a routine annual process for chargeable public services. The fourth saving identified as impacting people is part of a wider service area review that has been ongoing for some time, with consultation being carried out with service users to allow them the opportunity to help shape the future delivery of the service.

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

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SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	£304,503	This is the current projected expenditure for 2023/24 on across all services.
Reduction to this service budget (£'0000s)	Per Annum:	0	
Increase to this service budget (£'000s)	Per Annum:	£9,372	This is the expected funding uplift for 2024/25 from the IJB partners, NHS Forth Valley and Falkirk Council. Expected increase in expenditure is £27,801k, leaving a budget gap of £18,429k.
If this is a change to a charge or concession please complete.	Current Annual Income Total:	9,815,400	Current income relating to service charges having inflationary uplifts applied.
	Expected Annual Income Total:	10,562,394	Expected income relating to service charges having inflationary uplifts applied.
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.

Community Residential Resources Inflationary Uplift: 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.

Residential Care Inflationary Uplift: Records show there are approximately 890 service users within residential care. Around 740 of these people are over 65 and around 560 are female. Given the nature of services provided it can also be assumed that a high proportion of service users have a disability, mental health or other care need, although at this time data is not available to quantify this. The increase in service charges could affect all of the people receiving care, however financial assessments are carried out on an individual basis to determine the level of self funding required.

Non Residential Services Inflationary Uplift: Records show there are approximately 4,720 service users receiving care and support at home. Around 3,640 of these people are over 65 and around 2,915 are female. Given the nature of services provided it can also be assumed that a high proportion of service users have a disability, mental health or other care need, although at this time data is not available to quantify this. The increase in service charges could affect all of the people receiving care, however the non residential charging policy caps charges at affordable levels which means service users are only contributing towards the cost of care rather than meeting them fully.

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:	
Has best judgement been used in place of data/research/evidence?	No
Who provided the best judgement and what was this based on?	
What gaps in data / information were identified?	
Is further research necessary?	No

If NO, please state why.

All required information is available

SECTION FOUR: ENGAGEMENT

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

Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?	No	
If YES, please state who was engagement with.		
If NO engagement has been conducted, please state why.	For inflationary uplifts, no consultation is required as the increases are applied each year in line with inflation which is outwith control of the IJB.	
How was the engagement carried out?	What were the results from the engagement? Please list...	
Focus Group	No	
Survey	No	
Display / Exhibitions	No	
User Panels	No	
Public Event	No	
Other: please specify		
Has the proposal / policy/ project been reviewed / changed as a result of the engagement?	Yes / No	
Have the results of the engagement been fed back to the consultees?	Yes / No	
Is further engagement recommended?	Yes / 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			✓	<p>Community Residential Care Inflationary Uplift: There is insufficient information to assess the impact for this characteristic.</p> <p>Residential Care Inflationary Uplift: Because there is an inflationary uplift, service users will be charged a higher price for the service they receive. A high proportion of service users are people aged over 65 who will see their service charges increased. People over 65 are more likely to have lower income and so more likely to be negatively impacted by increased costs.</p> <p>Non Residential Service Inflationary Uplift: Because there is an inflationary uplift, service users will be charged a higher price for the service they receive. A high proportion of service users are people aged over 65 who will see their service charges increased. People over 65 are more likely to have lower income and so more likely to be negatively impacted by increased costs.</p>

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:

				<p>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.</p> <p>Residential Care Inflationary Uplift: A high proportion of service users are people with physical or learning disabilities as well as people with mental health and other care needs. These people 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.</p> <p>Non Residential Service Inflationary Uplift: A high proportion of service users are people with physical or learning disabilities as well as people with mental health and other care needs. These people 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.</p>
<p>Sex</p>			<p>✓</p>	<p>Community Residential Inflationary Uplift: There is currently around an equal split between sexes within service users so both males and females will be impacted.</p> <p>Residential Care Inflationary Uplift: Scottish population demographics show that females have a higher life expectancy than males in the population aged over 60. It is therefore likely there will be a higher impact of service charge increases within the female population.</p> <p>Non Residential Service Inflationary Uplift: Scottish population demographics show that females have a higher life expectancy than males in the population aged over 60. It is therefore likely there will be a higher impact of service charge increases within the female population.</p>
<p>Ethnicity</p>				<p>There is insufficient information to assess the impact for this characteristic.</p>

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)				

	Evidence of Due Regard
Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):	<p>Community Residential Inflationary Uplift: 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.</p> <p>Residential Care Inflationary Uplift: Financial assessments are carried out for residential care services to determine how much a service user needs to pay towards the cost of their care. Where a service user is assessed to be self-funding and pays a contribution towards the care received a re-assessment is carried out each year taking into account changes in their financial circumstances. The service user is then notified of the updated amount they require to pay. The assessments follow legislation and the same criteria is applied to all service users.</p> <p>Non Residential Service Inflationary Uplift: The charges for non-residential services are a contribution towards the cost of care, rather than covering the cost in full. A maximum per week is applied regardless of the number of services received. 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.</p>
Advance Equality of Opportunity:	As Above

Foster Good Relations (promoting understanding and reducing prejudice):

Community Residential Inflationary Uplift: The Community Residential Resource team are available to assist with any queries.

Residential Care Inflationary Uplift: Financial assessments are a formal process with a written decision letter issued to inform the service user of the outcome. Service users can be request a review at any point in time and the Financial Assessment Officers within the council are available to answer any queries.

Non Residential Service Inflationary Uplift: Information on non-residential charges is available on the council website along with contact details for assistance.

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.
Business	No	
Councils	Yes	Falkirk Council are a partner body of the IJB so have an interest in the budget setting process. Other council areas may have in interest in terms of benchmarking inflationary rates applied.
Education Sector	No	
Fire	No	
NHS	Yes	The NHS are a partner body of the IJB so have an interest in the budget setting process.
Integration Joint Board	Yes	This proposal forms part of the IJB Business Case for the 24/25 budget setting process.
Police	No	
Third Sector	Yes	Third sector are commissioned to provide services on behalf of the IJB.
Other(s): please list and describe the nature of the relationship / impact.		

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
<p>Inflationary increases relating to Community Residential Care, Residential Care and Non Residential Services will impact the following characteristics protected by the Equality Act 2010: Age Disability Sex</p>	<p>Service users who fall into the identified protected characteristics</p>	<p>Community Residential Care: 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.</p> <p>Charges applied ensure service users retain a minimum weekly 'personal allowance'.</p> <p>Residential Care: Inflationary rate has been set to align with the increase in pension benefit for 2024/25 as confirmed in the Autumn Statement.</p> <p>Service users are financially assessed to determine the level of self-funding which ensures affordability.</p> <p>Non Residential Care: nflationary rate has been set to at a rate lower than the increase in benefits in 2024/25 and is also lower than the increase in state pension increase for 2024/25.</p> <p>Service users are financially assessed to determine the level of self-funding which ensures affordability.</p>	<p>Rona Stalker</p>	<p>31/03/2025</p>	<p>The routine inflationary increases are in line with CPI inflation so this is not applicable.</p>

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.

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:	14/03/2024
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SECTION TEN: EPIA TASK GROUP ONLY

OVERALL ASSESSMENT OF EPIA: 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
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ASSESSMENT FINDINGS 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	
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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>	Yes / No	If YES, please describe:
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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

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