

Equality & Poverty Impact Assessment 00762 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

Service & Division:	Social Work Adult Services Community Care	Lead Officer Name:	David Keenan
		Team:	Performance
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Proposal:	This EPIA is completed on behalf of Claire Quinn: The proposal is to not-reinstate the podiatry clinic at Bonnybridge Health Centre.	Reference No:	

What is the Proposal?	Budget & Other Financial Decision	Policy (New or Change)	HR Policy & Practice	Change to Service Delivery / Service Design
	No	No	No	Yes
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):	
10/05/2024	Podiatry service delivery from Bonnybridge Health centre was stepped down at the start of covid-19 pandemic and due to staffing levels it is proposed not to reopen podiatry clinic 1 day per week at Bonnybridge HC . The treatment room reserved for podiatry services could be utilized by other services in the Health centre. Podiatry services would continue to be delivered at Stenhousemuir HC or Camelon clinic.

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:		
	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.

There are 36 service users, mostly over the age of 50.

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?	Yes
Who provided the best judgement and what was this based on?	The decision to move the clinic has already been made in effect. Research was not conducted when the service moved as this was due to the covid pandemic.
What gaps in data / information were identified?	
Is further research necessary?	No
If NO, please state why.	The podiatry clinic has already moved from Bonnybridge Health Centre.

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.	Due to circumstances during covid-19 pandemic service delivery was stepped down and there has been no opportunity to undertake engagement with service users.	
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?	No	
Have the results of the engagement been fed back to the consultees?	No	
Is further engagement recommended?	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			✓	The majority of service users are over the age of 50. The closure of the podiatry clinic at Bonnybridge Health Centre means that patients will have to travel further for the the clinic and may rely on public transport to do so. However, in extenuating circumstance, patients me receive domiciliary visits for their treatment. Since the closure of the clinic during covid, no issues have arisen from the move.
Disability			✓	Service users may have a disability. The closure of the podiatry clinic at Bonnybridge Health Centre means that patients will have to travel further for the the clinic and may rely on public transport to do so. However, in extenuating circumstance, patients me receive domiciliary visits for their treatment. Since the closure of the clinic during covid, no issues have arisen from the move.
Sex	✓			There is insufficient evidence to identify any impacts, therefore the impact is assessed as neutral.
Ethnicity	✓			There is insufficient evidence to identify any impacts, therefore the impact is assessed as neutral.
Religion / Belief / non-Belief	✓			There is insufficient evidence to identify any impacts, therefore the impact is assessed as neutral.
Sexual Orientation	✓			There is insufficient evidence to identify any impacts, therefore the impact is assessed as neutral.
Transgender	✓			There is insufficient evidence to identify any impacts, therefore the impact is assessed as neutral.
Pregnancy / Maternity	✓			There is insufficient evidence to identify any impacts, therefore the impact is assessed as neutral.
Marriage / Civil Partnership	✓			There is insufficient evidence to identify any impacts, therefore the impact is assessed as neutral.
Poverty	✓			There is insufficient evidence to identify any impacts, therefore the impact is assessed as neutral.

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:

Other, health, community justice, carers etc.	✓			There is insufficient evidence to identify any impacts, therefore the impact is assessed as neutral.
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Risk (Identify other risks associated with this change)				
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	Evidence of Due Regard
Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):	
Advance Equality of Opportunity:	
Foster Good Relations (promoting understanding and reducing prejudice):	

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	No	
Education Sector	No	
Fire	No	
NHS	Yes	The decision relates to community health and care services.
Integration Joint Board	Yes	The decision relates to community health and care services.
Police	No	
Third Sector	No	
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
Service users will have to travel further for appointments and may have to rely on public transport. This may be more difficult for older people or people with disabilities.	Age/Disability	Service users may receive domiciliary visits in extenuating circumstances.	Claire Quin.	30/05/2025	N/A

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	Since the closure of the clinic at Bonnybridge, no issues have arisen.
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>David Keenan</i>	Date:	30/05/2024
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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?	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	There is a lack of data available at this time however service users have not provided negative feedback thus far on the service area changes and there are sufficient levels of mitigation in place.	
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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	If YES, please describe: Older Adults and People with Disabilities may have needed to travel further and it could be more challenging for those with mobility issues.
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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		COMMENTS
HIGH	Yes / No	
MEDIUM	Yes / No	
LOW	Yes	36 people across the service have not raised any issues or concerns, if they do then a home visit will be arranged.

SECTION ELEVEN: CHIEF OFFICER SIGN OFF

Director / Head of Service:		
Signature:	<i>Martin David Thom</i>	Date: 30/05/2024