

Equality & Poverty Impact Assessment 00837 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

Service & Division:	Social Work Adult Services Community Care	Lead Officer Name:	Caroline Doherty
		Team:	Central locality
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Proposal:	<p>Proposed approach to locality planning being presented to IJB on 27th September.</p> <p>Approach being adopted is in line with the Scottish government guidance and is based on the principles of co-production and collaboration with the community and services being delivered within that locality.</p> <p>Consultation and engagement is part of the approach.</p>	Reference No:	IJB 270924

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	No	Yes	No
Other, please specify:				

Identify the main aims and projected outcome of this proposal (please add date of each update):	
19/09/2024	Endorse the proposed approach and timescale for locality planning.

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

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.

The locality planning approach may impact on the population of Falkirk - 160560 people. A summary of the profile considering age and gender is detailed below:

Disability:

Physical Disability - Information is limited, 2011 census 10,800 people in Falkirk recorded as having a disability. (7% of population)

Sensory Impairment - Information limited, local authority collected this up to 2010 at that point there were 3.1 registered blind people per 1,000 population in Falkirk and 5.8 per 1,000 visually impaired people.

Learning Disability - according to Learning Disability Scotland publication there were 691 adults with a learning disability know to Falkirk. This is a rate of 5.2 per 1,000 population which is the same as the national average rate.

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

In line with national guidance, SCIE good practice guidance and legislation. Locality planning shows how the Integration Joint Board Strategic Plan is being implemented locally and how localities will respond to local needs and issues. This proposal outlines how the plan will be developed this will identify the key actions that localities are taking forward based on the needs of that locality.

Performance reporting via engagement and consultation will feature in both development and monitoring of plans.

Best Judgement:

Has best judgement been used in place of data/research/evidence?	Yes
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Who provided the best judgement and what was this based on?	Consideration of research and discussion with stakeholders via Steering Group
What gaps in data / information were identified?	Feedback of adults and and their families involved as plans develop and will be monitored.
Is further research necessary?	No
If NO, please state why.	Enough evidence at this point to inform decision.

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.	This is part of the proposal for developing the plan.	
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		✓		Older people are the highest users of health and social care services. The approach will have a positive impact. It will involve older adults to ensure services support greater independence, address needs of older adults and improves outcomes.
Disability		✓		The approach of co-production in development of a plan will benefit adults with disabilities. This is because each locality will develop the plan with a focus on service design that is person centred and focuses on the needs of that locality. This will support the strategic aim of getting the right care at the right time and early intervention pathways.
Sex		✓		The proposed approach is underpinned by the strategic plan which includes a strategic workforce plan . This seeks to address sex-based health inequalities and deliver better outcomes.
Ethnicity		✓		The approach to locality planning seeks to provide people who require assessment, treatment, care and support with access to services free from barriers, behaviours and discrimination. This will be delivered by taking a person centred, co-production approach to the development of locality planning.
Religion / Belief / non-Belief		✓		The approach to locality planning seeks to provide people who require assessment, treatment, care and support with access to services free from barriers, behaviours and discrimination. This will be delivered by taking a person centred, co-production approach to the development of locality planning.
Sexual Orientation		✓		The approach to locality planning seeks to provide people who require assessment, treatment, care and support with access to services free from barriers, behaviours and discrimination. This will be delivered by taking a person centred, co-production approach to the development of locality planning.
Transgender		✓		The approach to locality planning seeks to provide people who require assessment, treatment, care and support with access to services free from barriers, behaviours and discrimination. This will be delivered by taking a person centred, co-production approach to the development of locality planning.

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:

Poverty		✓		<p>Poverty is one of the social determinants of health. People living in more deprived circumstances are more likely to have poor outcomes. The joint strategic needs assessment and our locality profiles identify inequalities in Falkirk. Each profile is being used to inform the development of the priorities for each locality. This is then used to develop the plan.</p> <p>Tackling poverty is part of the priority "Focus on prevention, early intervention and harm reduction". This is being progressed in partnership with the Community Planning Partners.</p>
Care Experienced			✓	The plan does not impact on this area.
Other, health, community justice, carers etc.		✓		Service delivery will be based on needs of community and considers protected characteristics within this process.
Risk (Identify other risks associated with this change)	Meaningful engagement with all stakeholders and adults with lived experience is required to ensure the co-production approach is effective and duly considers all views. To address this a range of digital, face to face meetings/workshops are planned.			

	Evidence of Due Regard
Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):	The approach to developing locality plans are based on good practice that seeks to empower the community.
Advance Equality of Opportunity:	The approach to developing locality plans are based on good practice that seeks to empower the community.
Foster Good Relations (promoting understanding and reducing prejudice):	The approach to developing locality plans are based on good practice that seeks to empower the community.

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	Yes	Business particularly those involved in providing care may have their service shaped by the final locality plan. Representation in the planning process has been sought.
Councils	Yes	Council services are key stakeholders in the process and involved in the planning process.
Education Sector	No	
Fire	No	
NHS	Yes	NHS services are key stakeholders in the process and involved in the planning process.
Integration Joint Board	Yes	The development of locality plans are the vehicle for the delivery of the HSCP strategic plan.
Police	No	
Third Sector	Yes	The third sector are key stakeholders in the process and involved in the planning process.
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

No Mitigating Actions

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

The planning process has followed good practice guidance and includes involving all key stakeholders, adults with lived experience and their carers/family members. Each plan will require an EPIA following completion prior to submission to IJB.

Are actions being reported to Members?

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	Positive impact as planning process involves all key stakeholders and is being person led in line with statutory requirements and good practice.
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>caroline doherty</i>	Date:	19/09/2024
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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
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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	Population profiles have been provided in Section 3. The work to develop the Locality Plan EPIA draws on the Strategic Needs Assessment for the Strategic Plan.	
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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>?	No	If YES, please describe: No adverse impact has been identified.
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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	This is a high-level plan for the localities and it is anticipated that better outcomes will be achieved for all service users.
MEDIUM	Yes / No	
LOW	Yes / No	

SECTION ELEVEN: CHIEF OFFICER SIGN OFF

Director / Head of Service:			
Signature:	<i>Gail Woodcock</i>	Date:	25/09/2024