

# Equality & Poverty Impact Assessment 00842 (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>	Budget Recovery Action - Release of one off reserves held - one off use of portion of Carer's fund balance	<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
	No	No	No	No

**Other, please specify:** No direct impact on carers as a result of budget reduction as unallocated

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

31/03/2025	Budget Recovery Action - Release of one off reserves held - one off use of portion of Carer's fund balance

## SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	@£2,500,000	Scottish Government allocation for support for carers
Reduction to this service budget (£'0000s)	Per Annum:	£300,000	One off reduction to reserve budget
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:	27/09/2024	
	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.

The Scottish Government allocate approx £2.5 per annum to Local Authorities for local provision.

Within Falkirk we have maintained a £2.5m annual budget to support carers, which includes an annual challenge fund of £0.5m. The challenge fund provides services and third sector organizations with opportunity to test new approaches to supporting unpaid carers.

Due to unallocated resource during the Covid19 pandemic, a significant reserve has been accrued. £1.5m reserve was ringfenced to be used as a Carers Improvement Fund as part of the Partnership Funding Investment Plan, by IJB in March 2024. Although this fund presents opportunities for service development and improvement, the annual resource available is sufficient to maintain and further develop services and projects that provide support for unpaid carers. The reduction in reserve of £300k will leave a balance of £1.2m.

**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 Carers Strategy Group aim to support the implementation of the Carers (Scotland) Act 2016, Falkirk HSCP Strategic Plan and Falkirk Carers Strategy. Each of these documents provides context and evidence about the need to support unpaid carers and the contribution made to health and social care provision. Unpaid Carers will remain a priority group.

<b>Best Judgement:</b>	
<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>	No direct impact on carers as the resource is unallocated.

**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>	The Carers Strategy Group and Carers themselves have been extensively involved in development of local priorities and outcomes. The Strategy Group is also responsible for scrutinizing proposals and allocations of funding. Consultation has not taken place as the proposal relates to reserve which has accrued over a number of years.	
<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	
Other: please specify		
<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.
<b>Age</b>	✓			The resource is currently unallocated and therefore there is no direct impact on individuals
<b>Disability</b>	✓			The resource is currently unallocated and therefore there is no direct impact on individuals
<b>Sex</b>	✓			The resource is currently unallocated and therefore there is no direct impact on individuals
<b>Ethnicity</b>	✓			The resource is currently unallocated and therefore there is no direct impact on individuals
<b>Religion / Belief / non-Belief</b>	✓			The resource is currently unallocated and therefore there is no direct impact on individuals
<b>Sexual Orientation</b>	✓			The resource is currently unallocated and therefore there is no direct impact on individuals
<b>Transgender</b>	✓			The resource is currently unallocated and therefore there is no direct impact on individuals
<b>Pregnancy / Maternity</b>	✓			The resource is currently unallocated and therefore there is no direct impact on individuals
<b>Marriage / Civil Partnership</b>	✓			The resource is currently unallocated and therefore there is no direct impact on individuals
<b>Poverty</b>	✓			The resource is currently unallocated and therefore there is no direct impact on individuals
<b>Care Experienced</b>	✓			The resource is currently unallocated and therefore there is no direct impact on individuals
<b>Other, health, community justice, carers etc.</b>	✓			The resource is currently unallocated and therefore there is no direct impact on individuals

**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>	All funding allocated to support unpaid carers in considered by the Carers Strategy Group. Each allocation contributes to the delivery of the local Carers Strategy and Falkirk HSCP Strategic Plan. Consideration is given to access and inclusivity of all projects and services as part of the due diligence process.
<b>Advance Equality of Opportunity:</b>	All funding allocated to support unpaid carers in considered by the Carers Strategy Group. Each allocation contributes to the delivery of the local Carers Strategy and Falkirk HSCP Strategic Plan. Consideration is given to access and inclusivity of all projects and services as part of the due diligence process.
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	All funding allocated to support unpaid carers in considered by the Carers Strategy Group. Each allocation contributes to the delivery of the local Carers Strategy and Falkirk HSCP Strategic Plan. Consideration is given to access and inclusivity of all projects and services as part of the due diligence process.

## 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>	No	
<b>Councils</b>	Yes	The proposed reduction of budget will leave a reserve of £1.2m to support unpaid carers in addition to an annual recurring budget of £2.5m including a £.5m challenge fund to test and innovate approaches of support. This resource is accessible to services and partners therefore the impact of the reduction in budget will be some limitation in progressing new service developments. It should however be noted that this budget has remained unallocated for a number of years and has accrued since 2019. There will be no reduction in provision as a result of this saving and the Carers fund and challenge fund will still be available.
<b>Education Sector</b>	No	
<b>Fire</b>	No	
<b>NHS</b>	Yes	The proposed reduction of budget will leave a reserve of £1.2m to support unpaid carers in addition to an annual recurring budget of £2.5m including a £.5m challenge fund to test and innovate approaches of support. This resource is accessible to services and partners therefore the impact of the reduction in budget will be some limitation in progressing new service developments. It should however be noted that this budget has remained unallocated for a number of years and has accrued since 2019. There will be no reduction in provision as a result of this saving and the Carers fund and challenge fund will still be available.
<b>Integration Joint Board</b>	Yes	The proposed reduction of budget will leave a reserve of £1.2m to support unpaid carers in addition to an annual recurring budget of £2.5m including a £.5m challenge fund to test and innovate approaches of support. This resource is accessible to services and partners therefore the impact of the reduction in budget will be some limitation in progressing new service developments. It should however be noted that this budget has remained unallocated for a number of years and has accrued since 2019. There will be no reduction in provision as a result of this saving and the Carers fund and challenge fund will still be available.
<b>Police</b>	No	

<b>Third Sector</b>	Yes	The proposed reduction of budget will leave a reserve of £1.2m to support unpaid carers in addition to an annual recurring budget of £2.5m including a £.5m challenge fund to test and innovate approaches of support. This resource is accessible to services and partners therefore the impact of the reduction in budget will be some limitation in progressing new service developments. It should however be noted that this budget has remained unallocated for a number of years and has accrued since 2019. There will be no reduction in provision as a result of this saving and the Carers fund and challenge fund will still be available.
<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 resource is unallocated therefore there is no direct impact on carers.

**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	The proposal will result in no direct impact on carers or people.
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:	18/09/2024
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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 / No
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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:
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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**

<b>Director / Head of Service:</b>			
<b>Signature:</b>	<i>Marie Keirs</i>	<b>Date:</b>	19/09/2024