

# Equality & Poverty Impact Assessment 00873 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Social Work Adult Services None	<b>Lead Officer Name:</b>	James Alan Paterson
		<b>Team:</b>	Falkirk HSCP
		<b>Tel:</b>	07305960805
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<p><b>Proposal:</b></p>	<p><b>Falkirk Health &amp; Social Care Partnership Central Locality Plan</b></p> <p>Falkirk Health and Social Care Partnership (HSCP) has established three localities (East, West and Central) as part of its commitment to delivering services tailored to the needs of communities. The three locality areas are aligned to "GP Clusters:"</p> <p>West: Denny, Bonnybridge, Larbert and Stenhousemuir</p> <p>Central: Falkirk town, Camelon, Bainsford/Langlees, Hallglen</p> <p>East: Grangemouth, Bo'ness and Braes</p> <p>Locality working provides the opportunity for the Partnership to design integrated services and realign resources to deliver the Strategic Plan. This includes working alongside our partners and their plans such as the Community Planning Partnership Falkirk Plan and Community Action Plans.</p> <p>Falkirk Health &amp; Social Care Partnership (HSCP) are required to develop Locality Plans for each Locality within their area. The plans should demonstrate how the Outcomes &amp; Priorities of the Strategic Commissioning Plan are implemented at a local level to ensure services respond to the priorities, needs and challenges of communities.</p> <p>A Locality Plan for Falkirk Central is being developed first and will be presented at the first IJB in 2025.</p>	<p><b>Reference No:</b></p>	
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<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>
	No	Yes	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>				

<b>Identify the main aims and projected outcome of this proposal (please add date of each update):</b>	
04/12/2024	Priority: Making it Easier to Manage your Health & Wellbeing
04/12/2024	Priority: Improved access & availability of Community-based resources
04/12/2024	Priority: Reducing Mental Health Harms & Supporting Recovery
04/12/2024	Priority: Improved Partnership Working

## 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.

Falkirk Central Locality has the smallest population (44,107) than other three Locality areas but in a smaller, confined space and is expected to increase to 44,637 by 2028. Below is a breakdown of the protected characteristics and data available for each one in relation to the development of the Falkirk Central Locality Plan. Data has been taken from Falkirk overall and where possible specific central data has been outlined.

**Age**

20% of Falkirk Central Population are aged over 65 and from 2016-2021 there was over a 10% increase in the 85+ population and a decrease in age 0-4 years. (Locality profile, p7).

From the 2022 census, 17,106 individuals aged 65 and over identified themselves as disabled which is the largest age group within Falkirk.

From 2019-2021, deaths between 15-44 was 161 per 100,000 which was higher than other Falkirk HSCP Locality areas and Scotland (Locality Profile, page 15)

Research by OFCOM in 2022 found that 26% of people aged 75+ did not have internet access at home (compared to an average of 6% for all adults aged 18+). From a Falkirk perspective, Consultation from the [Equality Outcomes & Mainstreaming Report](#) identified that 42.1% of respondents believed they were digitally excluded.

OFCEM also found that being older, living alone and having a limiting long-term condition increased the chances of somebody being digitally excluded. [OFCEM](#) notes that 'Among those living alone who were also aged 70 and over, more than half said they didn't use the internet or have access to the internet at home (53%). This proportion rose to 60% for people who lived alone, were aged 70+ and had an impacting or limiting condition.'

**Disability**

In the 2022 Census, 38,953 people in Falkirk described themselves as disabled. This equates to 24.4% of the population.

Although not specific to Falkirk Central, The [2019 Learning Disability Scotland](#) publication notes that 691 adults with learning disabilities are known to local authorities in Falkirk. This equates to 5.2 people with a learning disability per 1,000 people in the general population, which is the same as the Scotland rate.

Again, there is limited data regarding physical disability for Falkirk overall however in the [2011 census](#) there were over 10,8000 people recorded in Falkirk as having a physical disability which is 7% of the population. In [2010](#), 3.1 were registered blind per 1,000 in Falkirk and 5.8 per 1,000 were visually impaired.

22.2% of Falkirk Central population has a long-term condition which is a higher rate than other Localities and is around 9,000 people in the Central Locality.

32.5% individuals over 65 in Falkirk Central have two or more conditions. (Locality profile, page 18.)

In 2023/2024, Falkirk & Clackmannanshire Carers Centre received 41% of referrals from Central Locality from carers whose cared for person condition was a physical disability.

### **Sex**

Population for Falkirk Central is split between 49.3% male and 50.7% female. There is a broadly similar split between age bands for male and female, with the highest percentage for both in the 18-44 and 45-54 age group. (Locality Profile, p6.)

Life expectancy in Falkirk Central is lower than other Locality areas in Scotland. Male Life expectancy is 75.1 Female is 78.8 with life expectancy age decreasing gradually over the last 10 years. (Locality Profile, p15)

Third sector and public sector organisations that deliver specialist Violence against Women and Girl's support/services across Falkirk have received a total of 170 referrals for Domestic Abuse during 2023/24. Unfortunately, this data is not available for Falkirk Central specific. (2023/24 GBVG Data return)

### **Ethnicity**

2022 Census had 86.74% of respondents in Falkirk identified as white Scottish. The largest non-white ethnic groups were Asian, Asian Scottish and Asian British at 2.05%. and the largest ethnic group was Pakistani, Pakistani Scottish or Pakistanis British at 1.13%.

[Equality Outcomes & Mainstreaming Report](#) consultation for Falkirk highlighted that 39.5% of respondents believed they were adversely impacted by language and cultural barriers when accessing health and social care services.

### **Religion/Belief/non-belief**

The 2022 Census was the first time that no religion received the highest response from a census at 51.1%. Within Falkirk overall, 54.53% said that they had no religion, and the largest religious group was "Church of Scotland" at 22.7%. The next largest religious groups were 'Roman Catholic' (11.07%), 'Other Christian' (4.03%) and 'Muslim' (1.3%).

### **Transgender**

The 2022 Scottish Census was the first to ask people in Scotland to voluntarily declare their sexuality and gender identity. In Falkirk, 4,024 were LGB+ with 3% aged 16 and over. 429 people in Falkirk were trans or had trans history, 0.33% of the population. 38.6% of those were aged 16 to 24.

### **Poverty**

In 2021, 32.3% of people in Falkirk Central lived in the most deprived SIMD Quintiles which is an increase in 3.3% from 2016. This is significantly higher than Falkirk HSCP overall and Scotland which is 15.9% and 20% respectively (Locality Profile, p3). Only 17.7% of the population live in the least deprived SIMD quintile. (Locality Profile, p8)

Across Forth Valley, [mortality rate for suicide](#) is 29.3% in SIMD1 areas.

### **Other: Mental Health Harms**

In, 2021/2022, 22.1% of people were prescribed medication for Anxiety, depression & psychosis which is a 26.8% increase in the last ten years and higher than Falkirk HSCP and Scotland. (Locality Profile, 2021) [FDAMH](#) received 4438 referrals across all services from 2023/2024 within Falkirk with an age range of clients from 18-94 and In [2023](#) there were 27 deaths due to Suicide in Falkirk.

#### **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**

##### **Age**

Respondents to the [Equality Outcome & Mainstreaming Report](#) suggested that older people did not know where to find information online or are able to access it without support from family or friends. During consultation & engagement work to develop the plan there was a request to highlight older people and over 65's as a separate group to ensure targeted support is available for them.

##### **Disability**

Engagement for the [Falkirk Learning Disability Strategy](#) outlined the desire for individuals with learning disabilities across Falkirk to live independently with choice and control in their life. Carers also outline their frustration in constantly having to fight for support for their cared for person and the difficulty they have finding information and support.

Sensory impairment includes varying degrees of hearing loss, sight loss and loss of both of these senses. Unfortunately, data on prevalence of sensory impairment is very limited. A register of blindness and partial sightedness (Registered Blind and Partially Sighted Statistics – Scottish Government) was collected at a local authority level until 2010 but has since been discontinued. (SP EPIA) During consultation & engagement, it was highlighted to consider accessing to services and information for those individuals with sensory impairment.

##### **Ethnicity**

Respondents to the [Equality Outcome & Mainstreaming Report](#) suggested individuals often rely on friends or family members to translate for them, finding it difficult to make an appointment and no translation support offered in mental health & wellbeing services.

## Poverty

During engagement and consultation, poverty was highlighted as a concern for individuals within particular areas across Falkirk Central. It was highlighted a lack of community-based services available in Central and people have to go out with the area to access community support. However, due to cost of travel this is not always an option for individual. Anti-social behaviour was also highlighted as a concern for impacting individuals health & wellbeing.

## Other- Mental Health Harms:

Individuals in Falkirk Central raised concern on the rising Drug use within [Bainsford & Langlees](#) and the need to tackle it. Social Issues, for example addictions, was the second greatest concern respondents had in the [Camelon Action Plan](#).

Although not specific to Falkirk Central, engagement undertaken within Falkirk HSCP over the last year has outlined issues service users having access to service, transport, stigma & mental health & wellbeing.

[Social media and core campaigns](#) have been undertaken across Falkirk to improve public awareness for mental health improvement and early intervention.

In 2023 there was an [increase in Social media and core campaigns](#) across Falkirk to improve public awareness for mental health improvement and early intervention.

In 2023, A Trauma Informed Policy Officer was recruited to support Scottish Governments ambition for all services to be trauma informed and responsive. There is currently a pledge in Falkirk to put [trauma-informed and responsive practice in place](#) across our workforce and services and reduce barriers to those affected by trauma.

## Other- Health

Three of the most common conditions in over 65's within Falkirk Central are arthritis, cancer and coronary heart disease.

There is currently 7 number of Community Link Workers based in Central Locality. Around 363 Individuals have been referred in Falkirk Central within 2024.

The [most common reason for referral](#) to the Community Link Work Service are Mental health, Social Isolation & Loneliness & Housing.



**Other: Access to Services**

Respondents to [Camelon Action Plan](#) raised their frustration in meaningful engagement with local people and feel like it is just token gestures.

<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>	A full wide scale engagement was undertaken which tested the research findings

**SECTION FOUR: ENGAGEMENT**

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

<p><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></p>	<p>Yes</p>	
<p><b>If YES, please state who was engagement with.</b></p>	<p>Local community groups, Strategic Planning Group, Mental Health &amp; Wellbeing Planning Group, Staff Meetings, Falkirk ADP Authentic Voices Group, Drop-ins and events</p>	
<p><b>If NO engagement has been conducted, please state why.</b></p>	<p></p>	
<p><b>How was the engagement carried out?</b></p>	<p><b>What were the results from the engagement? Please list...</b></p>	
<p><b>Focus Group</b></p>	<p>Yes</p>	<p>Focus groups were arranged with specific community groups. The meetings were focused on particular targeted groups which included, carers, older people and substance use services.</p> <p>Specific information were shared at each meeting dependent on the target group. Attendees were presented with challenges identified within Central Locality relating to their target group and the aim for the meetings was to test the challenges that have been identified. The result of the engagement allowed policy officers to finalise challenges associated with the particular target groups</p> <p>The focus group meetings were also provided the the priority areas to be addressed. The aim of the engagement was to test the priority areas to ensure the correct priorities were identified and that they were understandable to the service users. The result of the engagement was amendments made to the wording of the priorities to make them more user friendly.</p>

<b>Survey</b>	Yes	<p>An online survey was provided online and shared widely via external partners. The survey shared the general challenges identified and priority areas to be addressed in the plan to ask if respondents agreed/disagreed and if anything else should be considered in our findings.</p> <p>The result of using the survey for engagement meant we were able to reach members of the community who we wouldn't have been able to reach through the focus group engagement. It meant we were able to receive a wider response and also provided quantitative data to be analysed. The survey also collects demographics of respondents which meant we were able to have a better understanding of the demographics for respondents that were involved in the work.</p>
<b>Display / Exhibitions</b>	No	
<b>User Panels</b>	No	
<b>Public Event</b>	Yes	<p>Officer attended two public events within Falkirk Central Locality area. the two events were Older Peoples Day and Camelon Action Planning Workshop. Both events meant officer were able to engage with the target groups for the plan and also engagement within a particular area in central locality.</p> <p>The public events again meant a wider scope for engagement was achieved and the ability to reach the general public who may not be actively involved in consultation and engagement.</p>
<b>Other: please specify</b>	a drop-in event was held at Falkirk Central Library. The engagement results in reaching members of the public who may not become involved with consultation/engagement work by basing the drop-in at a main hub within Falkirk Central Locality.	
<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	
<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.
Age		✓		<p>Older people are the highest users of health and social care services and there has been an increase in 85+ population in Falkirk Central. Overall, the Priorities of the Plan will have a positive impact on older people. Prioritising support for individuals to manage their health will increase independence for individuals and allow them the best opportunity to remain in their home. By improving access and availability of community -based resources it will ensure individuals can receive support within their own home and own community alleviating the added pressures that can come from having to access support, including travel and increasing burden on family and friends to provide support.</p> <p>The priorities will align to achieving the Strategic Plan priorities and Outcomes within the Equality Outcome &amp; Mainstreaming Report to provide alternatives to accessing internet-based services and supporting older people with this. Guiding principles within the Locality Plan will ensure scrutiny is provided on the plan to ensure it is included.</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>opportunity and foster good relations. This will ensure that all work undertaken within the plan will focus on the care that the individual requires and ensure that the Public Sector Equity Duty is being implemented within the plan and will support those individuals.</p> <p>The guiding principles and priorities aim to increase the choice and control for individuals which was the main feedback through engagement.</p> <p>The priority which focuses on making it easier for individuals to manage their own health will improve support for individuals to manage and understand their health, providing a preventative measure to curb long-term conditions from worsening.</p> <p>By improving partnership working, reducing mental health harms and improving access &amp; availability of community-based resources it will support individuals to access support they require and improve support for their carers. An action within the plan is to increase signposting of support available to carers, including to the carers centre.</p> <p>There may still be a negative impact on some individuals with disabilities which require more focused priorities, for example individuals with learning disabilities. The plan will align where possible with local and national strategies to ensure priorities and actions for specific areas are being implemented.</p>
<b>Sex</b>	✓			<p>The impact assessment for will be neutral. Due to a lack of data it is unclear if there will be a positive impact for this protected characteristic, however the priorities and actions which aim to improve awareness, support for individuals to manage their health and wellbeing will hope to provide long-term benefits, particularly on life expectancy within central.</p>

<b>Ethnicity</b>		✓		<p>The plan will have a positive impact for this protected characteristic by aligning with the HSCP Equality Outcome of improving access to services with language and cultural barriers. By aligning to this Outcome, it will ensure that within Falkirk Central progress is made towards improving access for this protected characteristic and individuals who face barriers accessing services.</p> <p>Although limited feedback was provided through engagement, the development of the plan utilised previous data received from this protected characteristic and the plan has ensured this feedback has been acknowledged and implemented within the development of the plan.</p>
<b>Religion / Belief / non-Belief</b>	✓			Due to a lack of information being found regarding this protected characteristic it is uncertain if there will be a positive or negative impact. Therefore, the impact of this assessment is neutral.
<b>Sexual Orientation</b>	✓			Due to a lack of information being found regarding this protected characteristic it is uncertain if there will be a positive or negative impact. Therefore, the impact of this assessment is neutral.
<b>Transgender</b>	✓			Due to a lack of information being found regarding this protected characteristic it is uncertain if there will be a positive or negative impact. Therefore, the impact of this assessment is neutral.
<b>Pregnancy / Maternity</b>	✓			Due to a lack of information being found regarding this protected characteristic it is uncertain if there will be a positive or negative impact. Therefore, the impact of this assessment is neutral.
<b>Marriage / Civil Partnership</b>	✓			Due to a lack of information being found regarding this protected characteristic it is uncertain if there will be a positive or negative impact. Therefore, the impact of this assessment is neutral.

<b>Poverty</b>		✓		<p>The Plan will have a positive impact on this protected characteristic. Poverty is one of the social determinants of health with people living in more deprived circumstances more likely to have poor health outcomes. Data for Falkirk Central highlights the health inequalities within Falkirk Central and it has the highest rate of individuals living in the most deprived areas in Falkirk. By having a guiding principle which focuses on addressing health &amp; social inequalities, it will ensure poverty is underpinned in all work undertaken so the lives of those impacted by this protected characteristic is improved. This will also include actions within the plan to work closely with our Community Planning Partners and Fairer Falkirk team to identify solutions and support to help with the health &amp; wellbeing of those in our most deprived areas, which in Falkirk Central is the highest.</p> <p>Data highlights the impact poverty can have on individuals mental health and wellbeing. Areas of poverty also align with higher substance use which has resulted in the priority for Mental Harms Hubs and supporting Recovery being developed to incorporate both themes to ensure they are considered together and not in silo.</p> <p>The plan will ensure that campaigns currently ongoing are promoted through the Locality team to ensure a wider reach to individuals across the Locality. The plan also aims to improve knowledge of staff to support signposting individuals to additional support available which can help towards them themes that can contribute to poverty and the impact this has on individuals.</p>
<b>Care Experienced</b>	✓			<p>Due to a lack of information being found regarding this protected characteristic it is uncertain if there will be a positive or negative impact. Therefore, the impact of this assessment is neutral.</p>

<p><b>Other, health, community justice, carers etc.</b></p>		<p>✓</p>	<p>Mental Health Harms and supporting Recovery is a priority within the Central Locality Plan. This means factors which impact on the mental health &amp; wellbeing of the population are being considered together and not in isolation. Through feedback from staff and service users it was highlighted the importance of recognising the connection between mental health &amp; wellbeing and additional factors such as substance use and poverty which, both of which are areas of concern within Falkirk Central.</p> <p>Engagement also highlighted the issues with waiting list for mental health referrals. Although this issue a wider system concern and not specific to the central Locality, the locality plan aims to promote alternative support available to individuals to support with their mental health &amp; wellbeing and can hopefully prove a preventive measure from their condition worsening. This includes working with partners to build capacity in central Locality to support individuals with their mental health &amp; wellbeing, promoting alternative measures to individuals and improving signposting from operational staff.</p> <p>By viewing additional factors together, it will support with Falkirk HSCP's pledge towards trauma informed responsive practice. By understanding some of the root causes towards mental health &amp; wellbeing their will begin to be a greater understanding and reasoning within the Locality about how individuals mental health &amp; wellbeing is affected and ensure the most suitable support is offered ad provided. Trauma informed is also a guiding principle and is important trauma informed approaches begin to be embedded within the Localities work.</p> <p>The plan will support with acting upon measures, such as campaigns and promotion of public awareness messages to encourage improvement with mental health harms and early intervention.</p> <p>The Central Locality Plan and Delivery Group will work closely with Falkirk ADP and the development of their Delivery Plan to address issues regarding substance use for the Central Locality. By working together and sharing learning during the development of the plan with the ADP, targeted measures can be focused towards the areas of need in the Central Locality.</p>
<p><b>Risk (Identify other risks associated with this change)</b></p>			



	<b>Evidence of Due Regard</b>
<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>	The Central Locality Plan has included a guiding principle to Eliminate unlawful discrimination which will underpin all work undertaken in the plan. This was included to ensure the Public Sector Equality Duty is embedded into the plan and align to Falkirk HSCP's Equality Outcomes & Mainstreaming Report.
<b>Advance Equality of Opportunity:</b>	The Central Locality Plan has included a guiding principle to advance equality of opportunity which will underpin all work undertaken in the plan. This was included to ensure the Public Sector Equality Duty is embedded into the plan and align to Falkirk HSCP's Equality Outcomes & Mainstreaming Report. Engagement for Central Locality Plan had taken account of previous engagement with under represented groups and also provided drop-in events to provide opportunity for individuals who are not involved in local groups or services the opportunity to provide input into the plan. The plan also included actions to increase engagement and awareness of locality team for individuals.
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	The Central Locality Plan has included a guiding principle for fostering good relations which will underpin all work undertaken in the plan. This was included to ensure the Public Sector Equality Duty is embedded into the plan and align to Falkirk HSCP's Equality Outcomes & Mainstreaming Report. The Locality Plan includes actions which will aim to foster good relations within the Locality by developing and improving on current forums in place with groups in 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.
<b>Business</b>	Yes	Service providers have been involved in the development of the plan. They will have interest on what the final plan will outline for the Locality area as it could have impact on how particularly services may be shaped within the Locality area.
<b>Councils</b>	Yes	Council services are key stakeholders with providing services within the Falkirk Central Locality area. The Strategic Plan will direct the health and social care functions. The Locality Plan will support this on a local level and will be of interest to those services which are provided via the council.
<b>Education Sector</b>	Yes	<p>Although the education sector will have an interest regarding the IJB and Strategic Plan their interest may filter down on Locality specific levels which will include:</p> <ul style="list-style-type: none"> <li>• Children and young people at points of transition from children's to adult services</li> <li>• Community based learning opportunities</li> </ul> <p>With integration of children services into the partnership as well there will be an interest from education on Locality Planning and where in future once integration has been completed where workstreams will align.</p>
<b>Fire</b>	Yes	Development of Local forums within the Locality area will look to include representation from Fire service for local intelligence regarding protection issues and wider community safety work within the Locality. Fire service involvement was sought during the development of the plan.
<b>NHS</b>	Yes	NHS are key stakeholders with providing services within the Falkirk Central Locality area. The Strategic Plan will direct the health and social care functions which the Locality Plan will support this on a local level. This will be of interest to those services which are provided via the NHS.
<b>Integration Joint Board</b>	Yes	The development of the Central Locality Plan will be driver for supporting implementation of the HSCP Strategic Plan on a local level. The Integration Joint Board will have interest in the to understand how the priorities and actions within the plan can support with the overall objectives for the Strategic Plan. Based on feedback received via engagement through with service users and staff in the local area it can provide an evidence base for the Integration Joint Board with future decision-making and where decisions should be made targeted locally.
<b>Police</b>	Yes	Development of Local forums within the Locality area will look to include representation from police for local intelligence regarding protection issues and wider community safety work within the Locality. Police involvement was sought during the development of the plan.

<b>Third Sector</b>	Yes	The third sector are key stakeholders in the process and involved in the planning process via CVS Falkirk & District. The third sector can support with implementation and red-designing of services and contribute to social health, wellbeing and social care activities. Third sector may also have interest where the Locality Plan documents gaps with local provision and the opportunity to develop work that would support with the priority areas of the Central Locality Plan.
<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
Support provided to individuals with disabilities	Learning disabilities,	link and Monitor with Learning Disability Team	Learning Disability Team Manager	30/01/2026	Falkirk HSCP Strategic Plan
Support for individuals from Ethnic Minority Backgrounds	Race, Religion	Align to workstreams within Falkirk HSCP Equality Outcomes & Mainstreaming Report	Equalities & Human Rights Lead Officer	30/01/2026	Equality Outcomes & Mainstreaming Report 2024-2028

### No Mitigating Actions

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

<b>Are actions being reported to Members?</b>	No
<b>If yes when and how ?</b>	

**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.

<b>No major change required</b>	Yes	<p>The priorities of the Central Locality Plan are intended to improve health and social care for all people in Falkirk Locality area and support with priorities and actions for the Strategic Plan. Few adverse impacts have been identified.</p> <p>The guiding principles for the plan will ensure that all work undertaken within the Locality will follow a Trauma-Informed Approach, advancing equality, addressing health and social inequalities and focus on a person-centred approach. .</p>
<b>The proposal has to be adjusted to reduce impact on protected characteristic groups</b>	No	
<b>Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups</b>	No	
<b>Stop the proposal as it is potentially in breach of equality legislation</b>	No	

**SECTION NINE: LEAD OFFICER SIGN OFF****Lead Officer:**

<b>Signature:</b>	<i>James Alan Paterson</i>	<b>Date:</b>	06/12/2024
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**SECTION TEN: EPIA TASK GROUP ONLY**

<b>OVERALL ASSESSMENT OF EPIA:</b>	<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?</b>	Yes
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<b>ASSESSMENT FINDINGS</b>	Consulted with service users, public and used data held from previous engagement sessions.	
<b>If YES, use this box to highlight evidence in support of the assessment of the EPIA</b>		
<b>If NO, use this box to highlight actions needed to improve the EPIA</b>		

<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>	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		COMMENTS
<b>HIGH</b>	Yes	Proportionally the plan will impact a significant number of people and the plan is ambitious in improving outcomes for service users,.
<b>MEDIUM</b>	Yes / No	
<b>LOW</b>	Yes / No	

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

<b>Director / Head of Service:</b>			
<b>Signature:</b>	<i>Caroline Doherty</i>	<b>Date:</b>	06/02/2025