

# Equality & Poverty Impact Assessment 00952 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

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<b>Proposal:</b>	<p>The proposal is for the continuation of Living Well Falkirk services, via approval to fund 1.5 full time equivalent Social Care Posts from 10 April 2025.</p> <p>A new contract for provision of the software which forms the IT basis for the service was implemented on 1 November 2024. The current funding for the (1.5fte) staffing to deliver the service has been approved only until 9 April 2025.</p> <p>Only a small proportion of an individual's ageing journey is genetic, how quickly things change is determined by what they do about it. Those who keep their abilities for the longest possible time will have the best ageing journey. Research indicates that we all lose the ability to do specific daily living tasks in the same order. When people start to lose ability, this is a critical point when they need access to information, advice, and encouragement to start working to reactivate themselves. For some, this will include needing to use equipment or making small adaptations to their home, such as fitting rails, so they can keep doing the tasks safely. This in turn can lead to less need for health or social care services. See: <a href="#">New horizons in the compression of functional decline   Age and Ageing   Oxford Academic</a></p> <p>Through the Living Well Falkirk Public website, citizens and their families have access to individually tailored advice and information to support them with achieving a positive ageing trajectory, allowing them to maintain their optimal functioning, retain their independence, and to reduce the need for formal service input from Social Work adult Services as they age. The IT system does not run independently - there is a need to keep it</p>	<b>Reference No:</b>	

updated with information on local supports, activities, and third sector groups that citizens can access as a means of achieving their healthy ageing goals. There is also a need for a continuous programme of engaging with HSCP staff groups, partners such as GPs, and with community groups to educate and inform people about the benefits of using the Living Well Falkirk Service, to drive usage by our citizens.

The Living Well Falkirk website is supported by our Living Well Falkirk Centre appointments (in person at the Forth Valley Sensory Centre, via Near Me technology, and by phone). For people who need more help, explanation, and encouragement to take action to positively impact their ageing journey, a LWF Centre appointment can be arranged.

The LWF Social Care Officers also follow up on people who have used the service, to help them identify how engaging with the advice is supporting them with their ageing trajectory, and encouraging them with their understanding that the trajectory is malleable, and that what they do influences the extent that they can keep their independence.

The newly refreshed website provides a huge opportunity for use of the LifeCurve (the research on which the tool is based), by our Homecare service, for early discharge from rehabilitation and reablement teams, and for avoiding the need to draw people in to formal services. Further roll out requires investment of staff time by dedicated LWF staff who can coach and train others in the use of the system. The Social Care Officer posts are essential to achieving this.

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	Yes	No
Other, please specify:				

Identify the main aims and projected outcome of this proposal (please add date of each update):	
20/09/2024	To continue to provide citizens with access to an on-line tool (the LifeCurve™) that promotes healthy ageing and independent living, and guides people in measures that will allow them to minimise their need for health and social care services and is backed up by staff support, when needed, to allow citizens to maximise the effectiveness of using the tool.
05/11/2024	To continue to offer the Living Well Falkirk centre: face-to-face appointments in the Forth Valley Sensory Centre, on-line appointments using Near Me technology, and telephone support.
05/11/2024	To continue to provide a service for Falkirk citizens that is a route for informing and educating them that loss of abilities as we age is not inevitable; instead retaining or regaining our independence is malleable and responsive to putting into practice the tailored advice, movement patterns, and activities that are provided from using the LifeCurve™ tool.
17/01/2025	To continue to provide a service that supports locality teams by providing measures for faster, more efficient throughput of ADL assessments than ones done as a home visit to service users, saving on staff travel time, and reducing the assessment time as advice and matching of suitable equipment is programmed into the software, so avoiding the need to trial equipment in situ.
17/01/2025	To continue to offer a means for citizens to take action early in relation to their ageing trajectory, so delaying the need care and support, reducing the amount of care and support needs our citizens experience and reducing avoidable spend by health and social care services.

## SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	111.2	Cost of contract for software provision (already budgeted): £47,340 per annum, already agreed for 3 years from 1/11/24, with option to extend for further 1 year Cost of staff salaries (currently only budgeted until 9/4/25): 1.5 fte Social Care Officer Posts at £42,661 per 1.0 fte, including on-costs (total £63,842 per annum).
Reduction to this service budget (£'0000s)	Per Annum:		
Increase to this service budget (£'000s)	Per Annum:	63.8	Request is for continuation of funding for 1.5fte Social Care Officer posts at £42,661 per 1.0 fte, including on-costs (total £63,842 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:	24/10/2022	
	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.

Over the lifetime of the (public facing) website (since 2018), we have seen an annual average of 4.06 users engaged in 5,843 sessions.

Living Well Falkirk centre appointments re-started in October 2022, initially in the East Locality, followed by West, then Central. Since re-starting Living Well Falkirk appointments the team were instrumental in taking 324 people off the locality teams' waiting lists. Between autumn 2023 and the end of October 2024, the team has received and responded to a further 650 new referrals. The Living Well Falkirk team have completed a total of 959 area of need assessments with Falkirk citizens. This very high number of completed assessments by such a small staff resource (1.5fte), highlights the efficiency of the model of office-based face-to-face and Near Me assessments compared to home visit assessments.

Figures calculated from the Scottish National LifeCurve Survey\* identified the average cost in healthcare per year for each point an individual drops down the LifeCurve was £640 (in 2016-17).

Assuming that engaging with Living Well Falkirk services enabled the 974 people who used the service in the two years from October 2022 to October 2024 to simply retain their position on the LifeCurve for one year, this means a spend-avoidance saving to the Falkirk Health and Social Care Partnership of £623,360. Deducting staff costs of £106,402 over the same period indicates a net saving of almost £517k over the two-year period.

Noting that the longer citizens avoid dropping down the measured points on the LifeCurveTM, the more The Partnership saves (as the need for services is reduced/avoided), and the more the savings multiply by year on year.

\*Kelso et al, The Scottish National LifeCurveTM Survey – Costs of Functional Decline.

**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**

Follow-up telephone calls are made to people who have had a Living Well Falkirk Centre appointment approximately 8 weeks after the appointment, as a check-in that any equipment supplied is working for them and any adaptations ordered have been completed and to review their LifeCurve position with them. Scrutiny of the results of a small sample (n48) of people's LifeCurve™ positions measured at their first appointment, then again at follow-up indicated:

- 65% had improved by one or more LifeCurve™ points,
- 31% had retained their LifeCurve™ position,
- 4% had deteriorated further.

The more the Health and Social Care Partnership and the Living Well Falkirk service can help educate citizens with an understanding of the malleability of their ageing journey, the more citizens we can aim to engage in implementing the advice that will allow them not just to retain their position, but to improve their position on the LifeCurve™.

If Partnership funding is agreed to continue the service, the Living Well Team will be able to continue the programme of visits to Social Work and NHS Teams, to third sector organisations and to partners such as GP practices, to help with signposting to Living Well Falkirk and driving up citizens engagement figures.

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.	The positive impact of citizens having access to a service that provides healthy ageing information and advice is clearly demonstrated in quantitative and qualitative data, both locally and in academic research. This approach should become our business-as-usual way of educating citizens about the malleability of HOW they age, and providing them with individualised information and advice about how they can positively impact their ageing journey and avoid the need for care and support.

**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>	<p>Evidence of the impact and effectiveness for the service has been evidenced by reduction in locality teams' waiting lists for ADL assessments, reduction in waiting times for individuals to be assessed, and positive outcomes of improved independence for individuals who have used the service and delayed or avoided the need for greater spending on health and social care input.</p> <p>When the Living Well Falkirk Centre was open in the 11 months pre-lockdown, a simple user-feedback questionnaire was made available for people who had attended an appointment. Users gave the top rating in response to four simple questions about their experience of using the service, with many adding positive messages to the free narrative question.</p>	
<b>How was the engagement carried out?</b>	<b>What were the results from the engagement? Please list...</b>	
<b>Focus Group</b>	No	
<b>Survey</b>	No	
<b>Display / Exhibitions</b>	Yes	Attendance at various events throughout the year has allowed staff to share information about the Living Well Falkirk service directly with citizens. Events attended include Forth Valley Sensory Centre Garden Party, Carers Group sessions at the Carers Centre, five digital communications events at four Falkirk Council libraries, Falkirk Older Peoples' Network annual open day. Circa 100 people have engaged positively in discussions and demonstrations of the website and about the LWF Centre appointments across the various events.
<b>User Panels</b>	No	
<b>Public Event</b>	No	
<b>Other: please specify</b>	<p>Reduction in locality teams' waiting lists for ADL assessments - 324 people removed from waiting lists, 650 further referrals from 2023-2024 direct to Living Well Falkirk and avoided locality waiting lists)</p> <p>Reduction in waiting times for individuals to be assessed - previously up to, and in some cases over two years, currently max 4-5 weeks.</p> <p>Positive outcomes of improved independence and LifeCurve measurement for individuals who have used the service - evidenced at follow up/review calls.</p>	

<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.
Age		✓		<p>The Living Well Falkirk service aims to provide information and advice to citizens to inform and educate them about the fact that loss of function as we age chronologically is not inevitable. Research has shown that HOW we age is malleable, and responsive to the choices we make. Taking steps to impact HOW we age does not increase our lifespan - so not offering MORE years, but more BETTER years, where we can retain the ability to keep doing the things we want to do that are good for us.</p> <p>Citizens who use the Living Well Falkirk service and then put the advice into action will retain their ability to engage in activities they want to, retain their independence, and delay or avoid the need for services, supports, and care.</p> <p>Older adults may be at increased likelihood of digital exclusion compared to younger adults. The research behind the LifeCurve has identified adults can experience functional decline from their early 40's*. Our target group is from below any adult of any age. Most users of the service are over 40. A greater percentage of those who use Living Well falkirk Centre appointments are older adults. (*2% of men 3% of women in the UK at age 42 on first LifeCurve marker)</p> <p>We aim to mitigate the impact of digital exclusion by:</p> <ul style="list-style-type: none"> <li>- the Public website can be used by a family member/friend on behalf of a Falkirk citizen. The family member can sign up more than one relative using their own email address.</li> <li>- Falkirk Council libraries staff are trained in using the website and in supporting a Falkirk citizen with using it.</li> <li>- Citizens have access to devices in Libraries and to the internet in digitally connected communities, such as Denny.</li> <li>- The Living Well Falkirk team is raising awareness of the LWF service through social work teams, NHS Teams, a HSCP-wide lunch &amp; learn session, and visits to</li> </ul>

**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>assist citizens with registration/first use.</p> <ul style="list-style-type: none"> <li>- Living Well Falkirk Centre appointments can be offered (via Social Work duty intake) to citizens who are unable to access the Public website. Appointments can be in-person, via Near Me technology, and in some cases by phone.</li> <li>- The LWF Team has updated the OLLE and TURAS staff training module - again the larger the group of staff who can spread the word about the service and assist the people who use their service with registration/first use, the further our reach can be.</li> <li>- LWF Team telephone numbers are noted throughout the Public website. This allows users who start to engage with the website, but get stuck, to access human assistance. The LWF Team will talk citizens through the stages of the website if the person is able to follow this, or will offer a LWF Centre appointment if needed.</li> </ul> <p>Living Well Falkirk services are available to staff members who live in the Falkirk area. We are conscious that our target group takes in Falkirk citizens of working age, many of whom will be HSCP staff members.</p> <p>We encourage staff as well as the people who use our services to take the LifeCurve quiz on the Living Well Falkirk website so they can see how they are ageing, and take action to avoid or reduce their need for HSCP services in the future.</p>
<b>Disability</b>		✓		<p>Having the Living Well Falkirk Service in place is positive for citizens and staff, including those who identify as having a disability.</p> <p>Citizens who are losing their ability ('dis-ability') are provided with information and advice that is targeted to the point they are at on the LifeCurve.</p> <p>The research behind the LifeCurve is primarily focused on loss of ability through age related decline (deconditioning, reduced flexibility, stamina, muscle tone, etc), however the advice can extend to individuals whose ability is impacted by their health conditions.</p> <p>The malleability of our ageing journey means that even those who have lost significant ability, and who implement the advice and guidance can regain some of their ability to do daily living tasks independently. This means that the system is appropriate to people who don't yet need formal social care support, to those who may have a care package in their home, to those who have been assessed as needing full care (for example, in a care home). At every level, there is scope for</p>

			<p>improving people's abilities and for them retaining or regaining more independence, and reducing the need for care and support.</p> <p>Adults living with a disability is a sector of the population that may also be digitally excluded. The mitigation detailed above under the Age category will also apply to people whose disability results in digital exclusion:</p> <ul style="list-style-type: none"> <li>- getting information about the Living Well Falkirk Public website from a range of HSCP staff groups and/or community groups.</li> <li>- Information about the website is available from the supplier in different formats on request (e.g. accessible PDF, large print, easy read, audio recording or braille)</li> <li>- using the accessibility options within the Living Well Falkirk Public website. Options include - zoom in up to 400% without the text spilling off the screen; navigate most of the website using a keyboard or speech recognition software; listen to most of the website using a screen reader. Additionally the website text has been made as simple as possible to understand</li> <li>- getting help with using the public website from a family member, friend, carer, libraries or HSCP staff member.</li> <li>- being referred for a Living Well Falkirk Centre appointment by social work teams - the Forth Valley Sensory Centre, where the in-person appointments are held, is accessible for people with mobility difficulties, wheelchair users, blind and partially sighted people, and is fitted with a loop system that hearing aid users can link to. A BSL interpreter service can be arranged at the same time as a LWF Centre appointment is booked.</li> </ul> <p>There are some aspects of social work posts (mainly around home visit appointments and accessibility) where post holders / post applicants with a physical disability may experience challenges. As Living Well Falkirk Services are on-line and face-to-face appointments are office-based, this would reduce the potential access challenges for post holders with a physical disability.</p>
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Sex		✓		<p>Having the Living Well Falkirk Service in place is positive for citizens and staff, both males and females.</p> <p>Living Well Falkirk services are available equally to males and females, who are seeking information around how they can positively impact their ageing journey. The HSCP having the service available as an offering to citizens is positive.</p> <p>In terms of impact on staff member - currently there are only two staff members delivering the service, both are female. The team is attuned to the preferences of the users of our service, staff are trauma informed. The service previously had two male members of staff and a small number &gt;5 of service users had indicated they would not feel comfortable having an appointment with a male. The team booked appointments to suit people's needs. If a service user was to express a need to meet with a male member of staff, the service would seek assistance from the locality SW teams to try to provide this. If unable to do so, the citizen could choose to be referred to the locality team for a traditional home-visit assessment.</p> <p>The sex of any applicant would be make no difference to the appointment of future applicants for the posts.</p>
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<b>Ethnicity</b>		✓		<p>Having the Living Well Falkirk Service in place is positive for citizens and staff of any ethnicity.</p> <p>People of any ethnicity have access to Living Well Falkirk services. The website aims to use images of people from a range of different ethnicities engaged in activities that support people to age well and maintain their ability to continue doing the things that are important and meaningful to them.</p> <p>There is a growing number of Falkirk citizens from a diverse range of ethnic origins. For some, language and/or culture can be a barrier to accessing health and social care services. Interpreter services for a wide range of language interpreting can be booked at the time of booking a LWF Centre appointment (by the LWF team, via Falkirk Council's interpreter service contract).</p> <p>The LWF team invite all people who are using the Living Well Falkirk Centre to bring a family member, or other companion with them to the appointment if they choose. This may be a factor that suits people from different cultures to feel more comfortable and/or confident to attend an appointment.</p> <p>Falkirk citizens from different ethnic backgrounds, including those who have recently moved from other countries may also experience digital exclusion. The mitigation measures described in relation to Age and Disability can also apply to those whose ethnicity contributes to digital exclusion.</p> <p>Measures include:</p> <ul style="list-style-type: none"> <li>- getting information about the Living Well Falkirk Public website from a range of HSCP staff groups and/or community groups.</li> <li>- getting help with using the Public website, from libraries or HSCP staff, the LWF team, or from the option for family or friends to register for/with a citizen.</li> <li>- making use of devices in Libraries, or internet access in communities.</li> <li>- being referred for a Living Well Falkirk Centre appointment with the LWF team.</li> </ul> <p>Staff members of any ethnicity who are involved in delivering Living Well Falkirk services, signposting to the service or making referrals will be equally affected by the aims of the service and the impact it can offer to the citizens we work with.</p>
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<b>Religion / Belief / non-Belief</b>		✓		<p>Having the service in place is positive for citizens and staff regardless of their religion / belief / non-belief.</p> <p>People who identify with different religions, have different beliefs, and non-beliefs who want to access information to enable them to age well and maintain their ability to continue doing the things that are important and meaningful to them. need support with their M&amp;H needs will be able to do so using the Living Well Falkirk Service.</p> <p>Our engagement with citizens will continue to be cognizant of any specific requirements arising as a result of their beliefs / non-beliefs.</p> <p>Staff members with who identify with different religious beliefs / non-beliefs who are involved in delivering Living Well Falkirk services, signposting to the service or making referrals will be equally affected by the aims of the service and the impact it can offer to the citizens we work with.</p>
<b>Sexual Orientation</b>		✓		<p>People who want to access information to enable them to age well and maintain their ability to continue doing the things that are important and meaningful to them will not be affected differently as a result of their sexual orientation.</p> <p>Staff members who are involved in delivering Living Well Falkirk services, signposting to the service or making referrals will be equally affected by the aims of the service and the impact it can offer to the citizens we work with regardless of their sexual orientation.</p> <p>Having the service in place is positive for citizens and staff regardless of their sexual orientation. Not having the service in place would be negative for regardless of their sexual orientation.</p>

<b>Transgender</b>		✓		<p>Transgender people who want to access information to enable them to age well and maintain their ability to continue doing the things that are important and meaningful to them will be equally affected by the information, advice and guidance available to them.</p> <p>Transgender staff members who are involved in delivering Living Well Falkirk services, signposting to the service or making referrals will be equally affected as non-transgender staff are.</p> <p>Having the service in place is positive for transgender citizens and staff. Not having the service in place would be negative for transgender people.</p>
<b>Pregnancy / Maternity</b>		✓		<p>Fast access to information and advice for those whose pregnancy is impacting their ability to do daily living tasks independently, will have the greatest impact. For example where a person develops pelvic instability, and may struggle with getting in/out their bath. Information and advice on suitable equipment as a short-term compensatory measure is available through Living Well Falkirk on a timescale that traditional social work models would struggle to achieve. Citizens can access the website 24/7 at a time to suit them.</p> <p>For staff members, the fact that appointments are on-line or at an office base means that staff who are pregnant can have greater control over the temperature of the working environment, their seating, the need for travel to home visits, all of which can be seen as an advantage to a worker during pregnancy/maternity.</p>
<b>Marriage / Civil Partnership</b>		✓		<p>People who want to access information to enable them to age well and maintain their ability to continue doing the things that are important and meaningful to them will be equally affected by the information, advice and guidance available to them, regardless of their marital / civil partnership status.</p> <p>Staff members who are involved in delivering Living Well Falkirk services, signposting to the service or making referrals will be equally affected regardless of their marital / civil partnership status.</p> <p>Having the service in place is positive for citizens and staff who are married / not married / in a civil partnership. Not having the service in place would be negative regardless of their marital / civil partnership status.</p>

<b>Poverty</b>			✓	<p>There is a possibility of an impact on those experiencing poverty that is less positive than those who are not living in poverty.</p> <p>This group of the population may be challenged in relation to being digitally connected, so not have the same access to the website. We address this to an extent by having access to computers within Falkirk libraries and having libraries staff trained to help citizens to access and use the website.</p> <p>Those experiencing poverty may be less able to engage in the movement patterns and activities the system can recommend that will help people regain strength, balance, stamina when they may be struggling to eat well and heat their homes. We aim to address some of this by having included information within the website about where to get benefits advice, about food banks, and about free community activities.</p> <p>Living Well Falkirk services may recommend equipment and/or minor home adaptations as a compensatory measure for people while they take action to regain their abilities (or for some, as a long-term support). Some of these are only available by private purchase, and those in poverty may not be/feel able to prioritise buying these types of items over other essential spend. Signposting to income maximisation within the system aims to address this where possible. Signposting to Social Work Adult Services is also triggered within the system if people need equipment that can be loaned from our Joint Loan Equipment Service.</p>
<b>Care Experienced</b>			✓	<p>People who are care experienced, and who use Living Well Falkirk services will be equally affected by the information, advice, and guidance available to them,</p> <p>Staff members who are care experienced, and who are involved in delivering Living Well Falkirk services, signposting to the service or making referrals will be equally affected by the as staff members who are not care experienced.</p> <p>Having the service in place is positive for citizens and staff who are care experienced. Not having the service in place would be negative for people who are care experienced.</p>



Other, health, community justice, carers etc.		✓	<p>Carers:</p> <p>Informal family/friend carers of people who need need care and support are more likely to be positively impacted by the the HSCP having Living Well Falkirk services available to them.</p> <p>The website gives them access to information and advice about their own ageing journey, and that of the cared for adult at a time of day that suits them, and is not related to office hours. They can start an assessment, save the information and come back to it later, allowing them to engage with the system when the cared for adult is not in need of their direct attention.</p> <p>Information to support their ageing journey is important to supporting carers. Information around the cared for adult's ageing journey will help by minimising reliance on the carers. This includes minimising the physical effort needed from the carer.</p> <p>As a general comment the impact of having Living Well Falkirk service available to citizens is positive to those who do not identify with any of the nine protected characteristics in the same way to citizens who do identify with any of the characteristics.</p> <p>Privacy - Any citizen (within the protected characteristic groups or not) may have a preference for privacy and be less inclined to engage with assessments that are operated by way of a referral to social work services, and need a for a member of staff to visit their home. Living Well Falkirk services allow people to access information and advice without the need to engage with social work staff. They can have a Living Well Falkirk Centre appointment that does not need a visit to their home.</p> <p>This allows citizens the choice of greater privacy than is the case with a traditional service-delivery model.</p> <p>Faster access to an assessment - The Living Well Falkirk model has allowed for assessments of people who are losing the ability to carry out basic daily living tasks to be speeded up. Timeous access to the information and advice that people need, allows them to act early to impact their ageing journey, which research has proved is the time when they can have the greatest and most long-lasting impact.</p>
Risk (Identify other risks associated with this change)			
	Evidence of Due Regard		

<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>	<p>The availability of Living Well Falkirk services allows people access to information and advice in a way that can offer greater privacy, and can offer them greater control, autonomy, and choices around their ageing journey and around keeping their independence.</p> <p>People being able to retain their abilities for as long as possible will delay or avoid the need for carer supports, so increasing people's privacy and dignity.</p>
<b>Advance Equality of Opportunity:</b>	<p>The aims and outputs of Living Well Falkirk apply equally to all individuals, whether they are people who use our services or members of staff. People will be supported to do as much as possible for themselves, which will improve and increase their choices, privacy, dignity, and so advance equality of opportunity.</p>
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	<p>Living Well Falkirk staff have started a programme of sharing information with Social Work Adult Services teams, NHS Teams, third sector organisations, and directly with citizens at public events. Our aim is to increase awareness of the website and the Living Well Falkirk Centre to increase usage, signposting, and referrals so the maximum number of citizens can access the benefits of understanding their ageing journey.</p>

## 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	<p>Council staff and Elected Members who live in the Falkirk area could use the Living Well Falkirk service. They could use the website with or on behalf of relatives or friends who live in the Falkirk area.</p> <p>The aims of Living Well Falkirk, in relation to citizens ageing well and keeping their independence have potential to impact use of and/or reliance on Council services. For example, increasing citizens' use of council leisure facilities, and avoiding the need for basic help such as moving bins for citizens, through to fitting rails, to adapting bathrooms.</p>
<b>Education Sector</b>	No	
<b>Fire</b>	No	
<b>NHS</b>	Yes	<p>The more citizens can be informed and encouraged to make choices and take action towards healthy ageing, the greater the impact will be on avoidable spending on healthcare. A National Research Project calculated that the difference in healthcare costs alone of someone in 2016/17 dropping down the LifeCurve was £640 per year, per each LifeCurve point. at that time the cost in healthcare input for someone at the pre-curve stages was calculated at £2,700 per year. For those who deteriorate to late curve the cost escalated to £12,330 per person per year. NHS has a clear incentive for noting the impact of retaining a Living Well Falkirk service in the area.</p>
<b>Integration Joint Board</b>	Yes	<p>Having a Living Well Falkirk service in place is positive for the Integration Joint Board, as it offers citizens the information to understand that deteriorating abilities are not an inevitable part of our chronological ageing. Our abilities, and our ageing journey are malleable, and are responsive to us taking action to build reserve, regain our abilities, and avoid the need to care and support. Providing this information and advice is positive in terms of outcomes for individual citizens, their families, and for reducing spending on care budgets.</p>
<b>Police</b>	No	
<b>Third Sector</b>	Yes	<p>There is scope for Third Sector to use the Living Well Falkirk website to help the people who use the community groups understand how they are ageing, and how putting advice from the LifeCurve assessment into action (which may include attending the group) is impacting their ageing journey.</p>

**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
The service may have a less positive impact on those living in poverty than it has on those who are not living in poverty.	Citizens who are living with the effects of poverty.	Signposting to benefits and income maximisation advice are programmed into the citizen (Public) website and staff-access (Pro) website. Signposting to foodbanks is programmed into the Public website, as is a link to the Fairer Falkirk map. Information about community groups and activities identifies those that are free to access, as well as those that apply a charge. Signposting to Living Well Falkirk Team and Social Work Adult Services is programmed into the Public website to allow staff to engage with citizens if they need access to equipment or adaptations that they cannot arrange or fund themselves. Ongoing, continued updating of the website is essential to ensure any signposting information is as up to date as possible.	Lynette Denovan, Team Manager	31/01/2026	

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?	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 availability of a Living Well Falkirk service is positive for citizens and staff of Falkirk council area. No negative impact has been identified that affects those with any specific protected characteristic differently from those who do not identify with any protected characteristic. A negative impact would apply across the board if Falkirk HSCP finances require that the Living Well Falkirk service is withdrawn.
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>Lynette Denovan</i>	Date:	19/01/2025
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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
<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	Draws on sufficient levels of service information.	
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: Sufficient mitigation actions in place to overcome any negative barriers.

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	Proportionally the impact will be positive in the main for those using Living Well Falkirk
LOW	Yes / No	

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

<b>Director / Head of Service:</b>			
<b>Signature:</b>	Martin David Thom	<b>Date:</b>	25/02/2025