

Integration Joint Board

Date of Meeting: 31 March 2021

Title of Report: Budget Savings 2021/22: Assessing Equality and Socio-Economic Impact

Presented by: Judy Orr, Head of Finance and Transformation

The Integration Joint Board is asked to:

- Note the findings from the summary Equality and Social-Economic Impact Assessment (EQIA) and ensure these are considered when discussing the savings options to deliver a balanced budget in 2021-22.
- Note that the EQIA relating to transfer of clients from in house run care home which is no longer fit for purpose to private sector care home within same locality is reported on separately in the Care Homes and Housing policy paper.

1. EXECUTIVE SUMMARY

- 1.1 As a public authority, the IJB has duties under the Equality Act 2010, the Public Sector Equality Duty 2011, the Fairer Scotland Duty (Part one of the Equality Act), and the Island (Scotland) Act 2018 to give due regard to their aims when making strategic financial decisions. We assess the potential impact of the decisions using the HSCP's Equality and Socio-Economic Impact Assessment (EQIA) process.
- 1.2 This report outlines the work undertaken to ensure that due regard is given to equalities, islands and the Fairer Scotland Duty in the decision-making process relating to budget savings, and it presents a strategic EQIA for the savings programme to advise on overall impact.
- 1.3 There are no impacts identified through the EQIA process that show actual or potential unlawful discrimination. However, there are some potential negative impacts that have been identified which have not yet been fully mitigated. The IJB should take these into account when making its decisions on how to set a balanced budget for 2021/22.

2. INTRODUCTION

- 2.1 As a public authority, the IJB has duties under the Equality Act 2010, the Public Sector Equality Duty 2011, the Fairer Scotland Duty (Part one of the

Equality Act), and the Island (Scotland) Act 2018 to give due regard to their aims when making strategic financial decisions. We assess the potential impact of the decisions using the HSCP's Equality and Socio-Economic Impact Assessment (EQIA) process. The full guidance can be found here: <https://www.argyll-bute.gov.uk/equality-legislation-and-reporting>. New unified procedures were developed by the HSCP in summer 2019 which cover both parent bodies' requirements.

2.2 This report outlines the work undertaken to ensure that due regard is given to equalities, islands and the Fairer Scotland Duty in the decision-making process relating to budget savings, and it presents a strategic EQIA for the savings programme to advise on overall impact. This report should be read alongside the report on the findings from the budget consultation on the savings proposals, and be taken into account when finalising budget savings proposals.

2.3 A summary of all the EQIAs is given at Appendix 1. A commentary is provided in section 3 below.

3. DETAIL OF REPORT

3.1 The protected characteristics covered by the Equality Act (2010) are:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Race.
- Religion or belief.
- Sex.
- Pregnancy and maternity.
- Sexual orientation.

3.2 The areas to be considered as a result of the Fairer Scotland Duty and the Islands Act are as follows:

- Mainland rural population.
- Island populations.
- Low income.
- Low wealth.
- Material deprivation.
- Area deprivation.
- Socio-economic background.
- Communities of place.
- Communities of interest.

3.3 The HSCP discharges its duties under the above acts through its use of Equality and Socio-economic Impact Assessments (EQIAs). EQIAs have been carried out for those individual budget savings proposals that relate to policy decisions and/or affect people. Where EQIAs have been required, these have been developed by relevant managers and Heads of Service in parallel with the budget savings templates. The EQIAs have been updated as the development of the proposals has progressed to take into account information gathered through consultation and engagement. EQIAs consider the impact on service users as well as on the workforce and other

service deliverers. The individual EQIAs are all published on the Council and NHS Highland websites.

- 3.4 Informed by the individual EQIAs and savings proposals, this report presents a combined EQIA, designed to assess the overall, strategic impact of the savings options on equality and socio-economic groups as well as on the workforce. This assessment is attached as Appendix 1. Tables 1 and 2 of the EQIA show impacts on service users and services deliverers respectively.
- 3.5 The summary EQIA identifies that there are no cumulative impacts of the savings proposals that impact disproportionately on any specific group. There are no impacts identified through the EQIA process that show actual or potential unlawful discrimination.
- 3.6 IJB Members are advised that the Equality Act 2010, the Public Sector Equality Duty 2011, the Fairer Scotland Duty (Part one of the Equality Act) and the Island (Scotland) Act 2018 requires the IJB to pay due regard to the legislation and use the impact assessments to inform their decision making. The duties enable the IJB to demonstrate that it is making financial decisions in a fair, transparent and accountable way, considering the needs and rights of different members of the community. These duties have been discharged by the IJB for the budget setting process through the EQIA.
- 3.7 Members are asked to note that EQIAs have been completed for all savings which are identified as “Policy” ones which means they have some impact on service users and/or service deliverers. Three of the savings originally classed as policy ones have now been reclassified as operational as the changes have already happened, or require only minor operational changes. Savings reference 2122-6 and 2122-7 have been removed from the tables as these are covered by a joint EQIA reported on in a separate paper on the agenda entitled Care Homes and Housing. Savings reference 2122-13 is also not reported on as this saving has been deferred till 2022-23 as it requires further work before it can proceed. One saving classed previously as operational (2122-26 – remove advanced nurse vulnerable groups post) has now been reclassified as policy as the post is not vacant as had been incorrectly thought earlier. A further saving 2122-18 re Oral Health has been re-worked to achieve this in a different way with fewer impacts. It should be noted that the plans for saving 2122-10 re Oban Integrated Care Fund saving are incomplete in respect of £31k of this saving.
- 3.8 The saving with the most potential for negative impacts is 2122-13 - End externally contracted day services for learning disability and replace with alternative provision due to the scale of this saving. The EQIA requires to 5 options but the one being considered is option 5 termination of the existing contract. As yet details of the alternatives have not been fully worked up by the Head of Service.

4. RELEVANT DATA AND INDICATORS

- 4.1 The paper is informed by the detailed EQIAs prepared in respect of each policy related savings proposal.

5. CONTRIBUTION TO STRATEGIC PRIORITIES

- 5.1 The Integration Joint Board has a responsibility to set a budget which is aligned to the delivery of the Strategic Plan and to ensure the financial decisions are in line with priorities, equality duties and promote quality service delivery. This needs to be considered along with the budget consultation responses before decisions are made on how to balance the budget.

6. GOVERNANCE IMPLICATIONS

- 6.1 Financial Impact – There is a significant budget gap which requires to be addressed and IJB may require to take most of the proposed savings.
- 6.2 Staff Governance – Individual savings may affect staff and this has been summarised at Appendix 1.
- 6.3 Clinical Governance – None directly from this report.

7. PROFESSIONAL ADVISORY

- 7.1 Individual savings proposals have been consulted on with Professional Advisory leads.

8. EQUALITY AND DIVERSITY IMPLICATIONS

- 8.1 Protected characteristics, socio-economic impacts and island impacts are all summarised at Appendix 1.

9. GENERAL DATA PROTECTION PRINCIPLES COMPLIANCE

- 9.1 None directly from this report.

10 RISK ASSESSMENT

- 10.1 Risk has been mitigated by carrying out the individual EQIAs and this summary EQIA on the savings proposals.

11. PUBLIC AND USER INVOLVEMENT AND ENGAGEMENT

- 11.1 Engagement carried out as described in the separate report on the budget consultation and within the individual EQIAs.

12. CONCLUSIONS

- 12.1 The IJB, as a public authority, has a duty under the Equality Act 2010, the Public Sector Equality Duty 2011, the Fairer Scotland Duty, and the Islands Act to have due regard to the aims of those duties when making financial decisions. This is done through assessing the potential impact of the decision on equality using the HSCP's Equality and Socio-economic Impact Assessment (EQIA) process, and identifying any mitigating measures. This has been informed by the wider budget consultation (see separate report on

agenda) and by the consultation undertaken in respect of the individual savings proposals (see individual EQIAs).

- 12.2 This report and the accompanying combined EQIA attached at Appendix 1, which has been informed by the impact assessments carried out for individual savings proposals, demonstrate compliance with those duties.

13. DIRECTIONS

Directions required to Council, NHS Board or both.	Directions to:	tick
	No Directions required	√
	Argyll & Bute Council	
	NHS Highland Health Board	
	Argyll & Bute Council and NHS Highland Health Board	

APPENDICES:

Appendix 1a – Summary EQIA

Appendix 1b – Summary EQIA tables

Appendix 2 – Individual EQIAs have been published and can be access here:

<https://www.argyll-bute.gov.uk/equality-and-socio-economic-impact-assessments>

<https://www.nhshighland.scot.nhs.uk/OurAreas/ArgyllandBute/Pages/ArgyllButeHSCPEqualityImpactAssessments.aspx>

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