

## Equality Impact Assessment

### Section 1: About the proposal

|   |
|---|
| <b>Title of Proposal</b>                              |
| Review of provision of day services for older people. |

|  |
|--|
| <b>Intended outcome of proposal</b>  |
| <p>Review of provisioning of day services and remodel to ensure this meets the needs of our changing population.</p> <p>Specifically consider options of greater third sector involvement and/or for 10% reduction in cost and considering rationalisation of management arrangements where day services are an integral part of another service within the same premises.</p> |

|   |
|---|
| <b>Description of proposal</b>  |
| <p>To carry out a review of current day services being delivered across Argyll in Bute in order to identify ways in which day services can become more flexible to meet a range of needs for older people. This will include consideration of preventative elements and also services for people with high level needs and support for carers. The work will involve community groups and carers in developing a range of services for older people.</p> <p>Current services vary from area to area, having been developed opportunistically as opposed to being strategically planned to meet developing needs.</p> <p>There are however opportunities to make best use of premises already occupied by staff and service users, where there may be under-utilisation in these premises. Consideration will also be given to making better use of the third sector where they have specialist knowledge and skills for certain dependency needs.</p> <p>Links with other care groups are currently in place and this should be reviewed to ensure people receive the support they require irrespective of their age with appropriate transition processes in place.</p> <p>This work will be done in conjunction with services for Learning Disability day services.</p> |

|  |
|--|
| <b>HSCP Strategic Priorities to which the proposal contributes</b>   |
| <p>Takes account of the particular needs of different recipients.</p> <p>Best anticipates needs and prevents them arising</p> <p>Makes the best use of the available facilities, people and other resources</p> <p>Efficiently and effectively manage all resources to deliver Best Value.</p> |

|                                    |  |
|------------------------------------|--|
| <b>Lead officer details</b>        |  |
| Name of lead officer               | <b>Gillian McCready</b>  |
| Job title                          | <b>Project Manager</b>   |
| Department                         | <b>HSCP</b>  |
| <b>Appropriate officer details</b> |  |
| Name of appropriate officer        | <b>Caroline Cherry</b>   |
| Job title                          | <b>Head of Service – Older Adults and Community Hospitals.</b> |
| Department                         | <b>HSCP</b>  |

|                  |                  |
|------------------|------------------|
| Sign-off of EIA  | Draft 27.02.2020 |
| Date of sign-off |                  |

|   |
|---|
| <b>Who will deliver the proposal?</b>   |
| Service Improvement Officers for Older Adults and Learning Disability working with Local Area Managers, centre managers and third sector providers. |

## Section 2: Evidence used in the course of carrying out EIA

|   |
|---|
| <b>Consultation / engagement</b>  |
| This work has not yet started so engagement processes have still to be developed. |

|  |
|--|
| <b>Data</b>  |
| Financial information is attached as an initial snapshot of the current position for older adult services. |

|  |
|--|
| <b>Other information</b>   |
| Information from carers centres and care managers will be gathered and feed into the process. Examples of good practice will be shared with staff and user groups to ascertain the future shape of the service.<br>Identification of interest from the third sector providers will be sought with a view to moving forward with a preventative model of care while at the same time developing services for people with challenging needs. |

|                                    |
|------------------------------------|
| <b>Gaps in evidence</b>            |
| Identified needs within each area. |

## Section 3: Impact of proposal

### Impact on service users:

|                                   | Negative | No impact | Positive | Don't know |
|-----------------------------------|----------|-----------|----------|------------|
| <b>Protected characteristics:</b> |          |           |          |            |
| Age                               |          |           | x        |            |
| Disability                        |          |           | x        |            |
| Ethnicity                         |          | X         |          |            |
| Sex                               |          | X         |          |            |
| Gender reassignment               |          | X         |          |            |
| Marriage and Civil Partnership    |          | X         |          |            |
| Pregnancy and Maternity           |          | X         |          |            |
| Religion                          |          | X         |          |            |
| Sexual Orientation                |          | X         |          |            |
| <b>Fairer Scotland Duty:</b>      |          |           |          |            |
| Mainland rural population         |          |           | x        |            |
| Island populations                |          |           | x        |            |
| Low income                        |          |           |          | X          |
| Low wealth                        |          |           |          | x          |
| Material deprivation              |          |           |          | x          |
| Area deprivation                  |          |           | x        |            |
| Socio-economic background         |          | x         |          |            |
| Communities of place              |          |           | x        |            |
| Communities of interest           |          |           | x        |            |

**Impact on service deliverers (including employees, volunteers etc.):**

|                                   | Negative | No impact | Positive | Don't know |
|-----------------------------------|----------|-----------|----------|------------|
| <b>Protected characteristics:</b> |          |           |          |            |
| Age                               |          | x         |          |            |
| Disability                        |          | x         |          |            |
| Ethnicity                         |          | x         |          |            |
| Sex                               |          | x         |          |            |
| Gender reassignment               |          | x         |          |            |
| Marriage and Civil Partnership    |          | x         |          |            |
| Pregnancy and Maternity           |          | x         |          |            |
| Religion                          |          | x         |          |            |
| Sexual Orientation                |          | x         |          |            |
| <b>Fairer Scotland Duty:</b>      |          |           |          |            |
| Mainland rural population         |          |           |          | x          |
| Island populations                |          |           |          | X          |
| Low income                        |          |           |          | X          |
| Low wealth                        |          |           |          | X          |
| Material deprivation              |          |           |          | X          |
| Area deprivation                  |          |           |          | X          |
| Socio-economic background         |          |           |          | X          |
| Communities of place              |          |           | X        |            |
| Communities of interest           |          |           | x        |            |

**If any 'don't knows have been identified, at what point will impacts on these groups become identifiable?**  
 As the defined model is developed.

**How has 'due regard' been given to any negative impacts that have been identified?**  
 N/A

**Section 4: Interdependencies**

**Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the HSCP?**

**Details of knock-on effects identified**  
 There are current interdependencies between Older Adult day services, Learning Disability Day services and Local Authority Residential care homes. Any changes to service may impact on these activities but this cannot currently be quantified.

**Section 5: Monitoring and review**

**Monitoring and review**  
 The work will report in to the Community Assets and Wellbeing sub group through to the Communities Together Steering Group.