

**South Ayrshire Council
Equality Impact Assessment including Fairer Scotland Duty**

Section One: Policy Details*

Name of Policy	IJB Budget 2023-24
Lead Officer (Name/Position)	Lisa Duncan, Chief Finance Officer
Support Team (Names/Positions) including Critical Friend	Rachel Graham, Planning and Performance Co-ordinator

*The term Policy is used throughout the assessment to embrace the full range of policies, procedures, strategies, projects, applications for funding or financial decisions.

What are the main aims of the policy?	<p>The IJB Budget aims to:-</p> <ol style="list-style-type: none"> 1. To provide a balanced budget for the financial year 2023-24 2. Allocate funds as directed by Scottish Government Policy 3. To ensure resources are allocated to areas of need 4. To ensure the allocation of resources is in line with the strategic priorities of the IJB
What are the intended outcomes of the policy?	<p>The outcome of the budget proposal is to allocate resources to NHS Ayrshire and Arran and South Ayrshire Council to commission health and social care services.</p> <p>To ensure the following strategic priorities are met:-</p> <ol style="list-style-type: none"> 1. We focus on prevention and tackling inequality 2. We nurture and are part of communities that care for each other 3. We work together to give you the right care in the right place 4. We help to build communities where people are safe 5. We are an ambitious and effective Partnership 6. We are transparent and listen to you 7. We make a positive impact beyond the services we deliver

Section Two: What are the Likely Impacts of the Policy?

<p>Will the policy impact upon the whole population of South Ayrshire and/or particular groups within the population? (please specify)</p>	<p>The budget will impact on the whole population of South Ayrshire. With particular positive impacts on those requiring health or social care services. The investment in older people community care services will ensure their needs are met with a focus on providing additional capacity to ensure care is delivered in the right place. For children and young people the budget continues to focus on providing care in local community based setting.</p>
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Considering the following Protected Characteristics and themes, what likely impacts or issues does the policy have for the group or community?

List any likely positive and/or negative impacts.

Protected Characteristics	Positive and/or Negative Impacts
<p>Age: Issues relating to different age groups e.g. older people or children and young people</p>	<p>Investment has been made in care at home services, optimising independence and allowing older people to stay in their homes for longer Investment in application of the Scottish Government's Adult Social Care Policy with additional funding provided locally to increase providers rates. This will provide additional wages to working age population in the adult social care sector. Investment into family placement team payments will provide additional income for families who are supporting looked after children eg. Foster care, Kinship care.</p>
<p>Disability: Issues relating to disabled people</p>	<p>Savings have been taken from the Learning Disability Budget, this is due to the service transformation that has taken place and the person-centred approach to delivering care, has realised cash efficiency savings. Therefore, positive impacts to service delivery for disabled persons.</p>
<p>Gender Reassignment – Trans/Transgender: Issues relating to people who have proposed, started or completed a process to change his or her sex</p>	<p>The IJB budget for health and social care services is for all residents of South Ayrshire Council. Access to health and care services are universal. The budget funding available supports all sexual orientation and is inclusive.</p>
<p>Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership</p>	<p>The IJB budget for health and social care services is for all residents of South Ayrshire Council. Access to health and care services are universal and the budget is inclusive.</p>
<p>Pregnancy and Maternity: Issues relating to woman who are pregnant and/or on maternity leave</p>	<p>Investment has been made to ensure continuation of the Integrated Breast Feeding Peer Support Service, funding is now provided on a Pan Ayrshire basis following removal of Scottish Government funding.</p>

Race: Issues relating to people from different racial groups,(BME) ethnic minorities, including Gypsy/Travellers	The IJB budget for health and social care services is for all residents of South Ayrshire Council. Access to health and care services are universal and the budget is inclusive.
Religion or Belief: Issues relating to a person's religion or belief (including non-belief)	The IJB budget for health and social care services is for all residents of South Ayrshire Council. Access to health and care services are universal and the budget is inclusive.
Sex: Issues specific to women and men/or girls and boys	The IJB budget for health and social care services is for all residents of South Ayrshire Council. Access to health and care services are universal and the budget is inclusive.
Sexual Orientation: Issues relating to a person's sexual orientation i.e. LGBT+, heterosexual/straight	The IJB budget for health and social care services is for all residents of South Ayrshire Council. Access to health and care services are universal and the budget is inclusive.

Equality and Diversity Themes Relevant to South Ayrshire Council	Positive and/or Negative Impacts
Health Issues and impacts affecting people's health	The Budget provides funding for Health Services for people in South Ayrshire.
Human Rights: Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.	The right to be treated with dignity is a principle incorporated in the 2014 Public Bodies (Joint Working) (Scotland) Act. A human rights approach will underpin the any decision-making.

Socio-Economic Disadvantage	Positive and/or Negative Impacts
Low Income/Income Poverty: Issues: cannot afford to maintain regular payments such as bills, food and clothing.	The Budget includes funding to be used to support families and individuals at times of crisis to minimise impact on their health and social care and health need. This would include signposting to Information and Advice Hub or access to emergency funding to provide crisis support.
Low and/or no wealth: Issues: enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	The Budget includes funding to be used to support families and individuals at times of crisis to minimise impact on their health and social care and health need. This would include signposting to Information and Advice Hub or access to emergency funding to provide crisis support.
Material Deprivation: Issues: being unable to access basic goods and services i.e. financial products like life	The Budget includes funding to be used to support families and individuals at times of crisis to minimise impact on their health and social care and health need. This would include

insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	signposting to Information and Advice Hub or access to emergency funding to provide crisis support.
Area Deprivation: Issues: where you live (rural areas), where you work (accessibility of transport)	Commissioned providers of adult and older people social care in rural areas, receive an increase to their hourly rate, to help meet additional costs associated with travelling to rural areas.

Section Three: Evidence Used in Developing the Policy

<p>Involvement and Consultation In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? Who did you involve, when and how?</p>	The IJB budget is developed from meetings with Team Managers, Senior Managers, Directorate Management Team, Pan Ayrshire Finance Leads, and IJB Budget Working Group with regular meetings from Sep 22 to Mar 23. These meetings take account of strategies, service reviews and financial analysis that has taken place during the year.
<p>Data and Research In assessing the impact set out above what evidence has been collected from research or other data. Please specify what research was carried out or data collected, when and how this was done.</p>	Financial Analysis has been undertaken during the year to ensure savings that have been identified do not have a negative impact on children or people with disabilities. This was carried out over last two years to evidence the savings can be achieved.
<p>Partners data and research In assessing the impact(s) set out in Section 2 what evidence has been provided by partners? Please specify partners</p>	As above.
<p>Gaps and Uncertainties Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	No gaps or uncertainties have been identified.

Section Four: Detailed Action Plan to address identified gaps in:

- a) evidence and
- b) to mitigate negative impacts

No.	Action	Responsible Officer(s)	Timescale
1			

2			
3			
4			

Note: Please add more rows as required.

Section Five - Performance monitoring and reporting

Considering the policy as a whole, including its equality and diversity implications:

When is the policy intended to come into effect?	April 2023
When will the policy be reviewed?	The budget is monitored during the financial year, with any variances to spend identified, analysed and explained to the IJB. Any adverse movements to spend need to be managed in year and mitigating actions approved to ensure expenditure is managed within budget. A new budget will be set in March 24.
Which Panel will have oversight of the policy?	The IJB have oversight of the IJB Budget.

Section 6

South Ayrshire Council

Appendix

Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Policy:

This policy will assist or inhibit the Council's ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

Eliminate discrimination
Advance equality of opportunity
Foster good relations
Consider Socio-Economic Disadvantage (Fairer Scotland Duty)

Summary of Key Action to Mitigate Negative Impacts	
Actions	Timescale

<p>Signed:Service Lead</p> <p>Date:</p>
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