

## Equality, Fairness and Rights Impact Assessment

The purpose of this assessment is to consider how your policy could impact on the needs of those protected by the Public Sector Equality Duty, the Fairer Scotland Duty and the UN Convention of the Rights of the Child.

- [Public Sector Equality Duty](#)
- [Fairer Scotland Duty](#)
- [United Nations Convention of the Rights of the Child](#)

In making the assessment you must consider relevant evidence, including evidence received from equality groups. Having considered all of these elements, you must take account of the results of such assessments. This requires you to consider taking action to address any issues identified, such as removing or mitigating any negative impacts, where possible, and exploiting any potential for positive impact. If any adverse impact amounts to unlawful discrimination, the policy must be amended to avert this.

<b>Name of policy*:</b>	Supporting People Framework
<b>Completion date:</b>	March 2023
<b>Completed by:</b>	Children and Adult Services
<b>Lead officers:</b>	Lee McLaughlin, Raymond Prior, Tom Kelly (Heads of Service)
<b>Department:</b>	Health and Social Care Partnership

*\*The term 'policy' should be understood as activity of East Renfrewshire Council i.e. all policies, provisions, criteria, functions, practices and activities including the delivery of services; essentially everything we do.*

**You should complete the Screening Section (1) to establish if a full assessment is required.**

# 1. Screening

## 1.1 What is the nature of this policy?

- Policy or Strategy
- Programme or Plan
- Project
- Service or Function
- Budget proposal
- Another decision. Please state: [Click or tap here to enter text.](#)

- New
- Review or change to existing
- Other. Please state: [Click or tap here to enter text.](#)

## 1.2 What would happen as a result of this policy? Select all that apply

- Change to charging arrangements (including introduction, removal, increase or decrease)
- Change to how a service is delivered (including addition, change or removal of practice/procedures/processes)
- Change to options or entitlements
- Change to priorities or criteria
- Other. Please detail: [Click or tap here to enter text.](#)

## 1.3 How relevant is this policy to impact assessment?

- The policy would have consequences for people (positive/neutral/negative)
- The policy has potential to advance equality for people
- The policy will affect children and young people up to the age of 18
- The policy has no impact on people

## 1.4 What people would be affected?

- East Renfrewshire Council employees
  - Organisations or individuals carrying out a service on behalf of the Council
  - Voluntary sector groups/organisations
  - People living in a specific area of East Renfrewshire. Please detail: [Click or tap here to enter text.](#)
  - Everyone living in East Renfrewshire
  - People working, studying or volunteering in East Renfrewshire
  - Visitors to East Renfrewshire
  - A group of people with a shared interest:
    - Experiencing socioeconomic disadvantage (this includes low/no wealth, low income, area deprivation or material deprivation)
    - Being in a particular age category
    - Being from a black or minority ethnic group e.g. Gypsy/Travellers
    - Speaking a language other than English
    - Women/girls
    - Identifying as Lesbian, Gay Bisexual or Transgender
    - Belonging to a particular religion or belief
    - Pregnant women or those on maternity/paternity leave
    - Having a long term limiting health condition or disability
    - Providing unpaid care for others
    - Another group e.g. those experiencing homelessness, offenders/ex-offenders. Please detail: [Click or tap here to enter text.](#)
  - Children and young people living in East Renfrewshire
  - Children and young people using East Renfrewshire Council services \*
  - Children and young people visiting East Renfrewshire
  - None of the above
- \* children with a disability accessing social care

Review your answers above.

- If the policy has no impact on people, an impact assessment is not required. **GO TO SECTION 9**
- If the policy will have an impact on people, you should complete the full assessment. **GO TO SECTION 2**

## 2. The Assessment: Your scoping

<b>2.1 How long will this policy be in place and when is it scheduled for review?</b>
Permanently, subject to quarterly review in the first year and then annual review.
<b>2.2 Are there known inequalities within the subject matter(s) of the policy?</b> For example: access to transport; organisational pay and composition; or bullying in schools.
Yes, as this policy will apply to people accessing social care (including adults and children with disabilities, long term conditions and older people) who may have restricted access to social care services and support. There are known inequalities in this group around equal access in relation to minority ethnic groups, geographical location, and socioeconomic profiles.
<b>2.3 Are there known impacts on children and young people within the subject matter of the policy?</b> For example, changes to education services, employment support for parents, playparks.
Yes – this policy will apply to children with disabilities who access social care services and self-directed support payments within East Renfrewshire.
<b>2.4 How have people who might be affected been consulted and involved in the development of the policy?</b> Please provide dates and information
Budget engagement took place between 6 Feb and 4 <sup>th</sup> March, supported by the Participation and Engagement Network and reached a total of 372 range of stakeholders using a variety of methods including online survey, digital Teams/Zoom meetings, an in person public, a Webinar online public event, some specific focus group and staff team meetings. <ul style="list-style-type: none"><li>• People who use services</li><li>• Unpaid Carers</li><li>• Public</li><li>• Care and Support Providers</li><li>• Care Home Managers</li><li>• 3rd Sector Organisations</li><li>• Community Groups</li><li>• HSCP Staff</li><li>• Housing Staff</li></ul>

Engagement questions included:

- What is important to you that makes a difference that you wouldn't want to change?
- Is there anything you think the HSCP should stop doing
- Is there anything you think the HSCP should do more of that might help our financial situation, whilst still meeting the needs of those we support?
- How could the HSCP services deliver things differently?
- How can we collectively respond to all our peoples needs if the HSCP can only support those with the highest level of need?
- From your knowledge or experience are there any concerns about changes to services that may have an impact for groups of people with specific needs?
- Do you have anything else you may want to add?

A detailed report was provided to participants after each session they attended. An overall summary highlighting the themes from the engagement is being produced for publication.

Further engagement on the application of this specific policy will be undertaken if approved.

**2.5 Where children and young people will be affected, how have they been consulted and involved in the development of the policy?** Please provide dates and information

As above

### 3. Impact on Equalities

In order to impact assess any new or existing policy it's important to consider the evidence about how it may affect people. Log information about the experiences and needs of people on the basis of different characteristics/circumstances, and whether the proposed policy could have a positive or adverse impact on that.

You may wish to refer to the following sources:

- Input from local Councillors
- Findings from engagement or involvement activities
- Information or feedback from groups of people, such as equality interest organisations and groups who speak on behalf of others
- National, regional or local statistics
- Analysis of enquiries or complaints from customers
- Recommendations from inspections or audits
- National or regional research to identify similar issues
- Comparisons with similar policies in other departments or authorities to identify similar issues

**Is it possible to collect new evidence that you don't have but think will be relevant?** For example: speaking to colleagues; adapting engagement approaches; setting up meetings or focus groups; and consulting interest organisations.

Characteristics/circumstances	Experience and needs (include sources)	Impact category (positive/neutral/negative) and assessment of impact
Socioeconomic disadvantage	<p>People currently experiencing social–economic disadvantage and inequality of outcomes in terms of poor health, low income, poor housing and fuel poverty are more likely to experience poorer outcomes in life.</p> <p>Three local areas in East Renfrewshire fall within the 20% most deprived areas of Scotland accounting for around 6,200 (7%) of East Renfrewshire’s population:</p> <ul style="list-style-type: none"> <li>• Dunterlie, East Arthurlie and Dovecothall (5 datazones)</li> <li>• Auchenback (2 datazones)</li> <li>• Neilston (1 datazone)</li> </ul> <p>Around 3,600 children are living in poverty within East Renfrewshire. This amounts to approximately 16% of all children which is below the Scottish average, but broadly comparable with other councils in the same family group for children, housing and social work within the Local Government Benchmarking Framework. It is forecasted that the number of people expected to be made unemployed following the end of the furlough scheme in September 2021 will increase by between 20%-30%. <i>Sources:</i> Office for National Statistics</p> <p>Overall, East Renfrewshire is one of the least deprived local authority areas in Scotland. However, this masks the notable discrepancies that we see across the area with some</p>	<p>Neutral – the assessment process will take account of any socioeconomic disadvantage</p> <p>The policy will ensure that support provided is targeted to those vulnerable individuals and most at risk of harm or in need of protection and will take account of where individuals are unable to meet the need themselves and, the assessment will review what available supports are available from a variety of sources.</p> <p>The policy will not replace our signs of safety programme and other initiatives designed to support children most in need. Families referred to RFA with additional needs will be referred to/for income maximisation. All children will continue to receive an assessment of need undertaken by a qualified social worker. This will be carried out within our Request for Assistance Team and if targeted intervention required this will be allocated to community children services. All children in receipt of initial assessment will continue be discussed at the multi-agency consultation group</p>

neighbourhoods experiencing significant disadvantage. More than half of East Renfrewshire's population (55%), and 67% of the Eastwood population live in SIMD datazones that are among the 20% least deprived in Scotland. All of East Renfrewshire's neighbourhoods that are among the 20% most deprived are concentrated in the Barrhead locality with a quarter of the population living in these datazones.

In line with the socio-demographic profile we see differing health outcomes for the populations in our two localities. While life expectancy at birth is above the Scottish average for East Renfrewshire as a whole, it remains below average in the Barrhead locality. Early mortality rates and the prevalence of long-term conditions including cancers are also higher for Barrhead.

Data also shows poorer outcomes for the Barrhead locality in relation to the percentage of the population prescribed medication for anxiety, depression and psychosis. Hospital admission related to alcohol and drugs are also higher for Barrhead.

Data also shows discrepancies across the two localities in our objective to reduce unplanned hospital use with poorer performance in the Barrhead locality for most measures. However, people at the end of life are more likely to be supported in their community during the last six

Our universal services and services aligned to health promotion and support with mental health, re enablement, alcohol and drugs recovery will remain in place and are subject to development in the coming years.

	<p>months of life compared with the Eastwood locality. The Barrhead locality records a higher rate of mental-health related emergency admissions to hospital and unplanned bed days.</p>	
Age	<p>East Renfrewshire has both an ageing population and a high % of under 18s that presents service demands in health and social care as well as education provision.</p> <p>Population profile</p> <ul style="list-style-type: none"> <li>• Under 18 – 23%</li> <li>• 18-49 years - 36%</li> <li>• 50-69 years – 27%</li> <li>• 70-84 years – 12%</li> <li>• 85 years – 3%</li> </ul> <p><i>Source - NRS mid-year population estimates 2019</i></p> <p>The NRS 2018-based population projections<sup>1</sup> and the 2020 mid-year estimates have been used to estimate a population increase of 3.5% over the next five years to 2025. Although the overall projected rise in population is similar to the increase seen in the last five years, the population aged 75 and over is projected to increase at more than twice the previous rate (16.1% versus 7.7%). The 65+ population is projected to increase from 20.2% of the population in 2020 to 21.7% of the population by 2025.</p> <p>East Renfrewshire has a population of approximately 96,000 people that is projected to grow to 108,000 by 2043 (2018 based). Some</p>	<p>Negative - There is a potential negative impact on the demands on unpaid carers, the majority of which are over 65</p> <p>Natural - Children under 18 rely on parents to access services and advocate on their behalf. Referrals for support or assessment continue to be directed through the Request for Assistance Team. The team will accept referral from any source including parents, multi-agency partners and the child themselves.</p> <p>We will continue to commission and offer independent advocacy service to all children with additional support needs</p>



	<p>22% of the population are aged 16 years or under. The total children and young person's population (0-21 years) is currently around 26,000 with live births per year numbering around 800. This equates to a fertility rate of 51 live births per 1,000 women (aged 15-44) and compares favourably with the Scotland rate of 48.4 live births per 1,000 women. There are 19,525 individuals aged between 0 and 15, this is the highest proportion of children in any local authority in Scotland. One in every five people living in East Renfrewshire is a child.</p>	
<p>Disability or long term health condition</p>	<p>The 2011 Census showed that people with disabilities are less likely to be in the labour supply. Of the 12,478 self-reporting as suffering from a long-term health condition, 47% were in employment, compared to almost 95% with no conditions.</p> <p>We are seeing increasing pressure and growing complexity exacerbated by the Covid pandemic. This is reflected in rising number of referrals to services like Care at Home.</p> <p>Workers are experiencing higher levels of complexity and we have seen more clients needing additional resource for support.</p>	<p>Negative – individuals assessed as low priority may experience greater difficulty accessing alternative support within the community/voluntary sector.</p>
<p>Ethnicity</p>	<p>The 2011 Census also showed that ER was the 5<sup>th</sup> most ethnically diverse population in Scotland with around 6% of the population from minority backgrounds. Over 5% of the ER population is Pakistani, Indian, Chinese or mixed/multiple</p>	<p>Negative – individuals assessed as low priority may experience greater difficulty accessing alternative support within the community/voluntary sector due to a number of factors</p>

	<p>ethnic origins. In addition to the main Christian groups there are significant Muslim (3%), Jewish (3%), Sikh (1%) and Hindu (0.4%) communities. The five most common languages, other than English, spoken at home by East Renfrewshire residents (0.2% or more) include Urdu, Punjabi, Chinese, Italian and Polish. Other languages</p>	<p>associated with language, culture, lack of awareness</p> <p>We are aware that families from an ethnic minority background already face barriers accessing support for their children with disabilities</p>
Gender (including gender reassignment)	<p>Women are more likely to be primarily responsible for childcare which can affect their income, employment, and career progression. More women than men are lone parents, and lone parents can have lower incomes.</p> <p>According to Stonewall Trans Report, <i>LGBT in Britain</i>, trans people are more likely to report experiencing harassment in public places. They tend to experience higher rates of mental health issues than the general population, and educational environments can be challenging.</p>	Neutral – no impact
Marriage/Civil Partnership (only applicable to Council employment policy)	<p>Over half (55%) of residents are married or in a civil partnership. More than ¼ of residents in East Renfrewshire (28%) are single i.e. have never married or been in a civil partnership.</p>	Neutral – no impact
Pregnancy / Maternity	<p>Pregnancy can affect need to and regularity of accessing health and community services. Young mothers tend to be less qualified than older mothers when their first child is born. Although some young mothers do resume their education at a later stage, they remain less qualified compared to older mothers who have continued to upgrade their qualifications at a higher rate. (Scottish Govt. <i>Tackling Child Poverty Delivery Plan</i>) Latest data shows that 7% of births in East</p>	Neutral – no impact

	Renfrewshire were to mothers aged under 25, less than the Scottish average of 17%.	
Religion / Belief	East Renfrewshire is comparatively diverse in terms of religion/belief. It has more than twice the national average of Muslim residents and 2.6% of residents are Jewish, which represents 41% of the total Jewish population in Scotland.	Neutral – no impact
Sexual orientation	According to 2022 census data approximately 2% of over 16s describe themselves as gay/lesbian, bisexual or other sexual orientation, however 9% of people did not respond to this question.	Neutral – no impact
Providing unpaid care	<p>From the available data we know that in East Renfrewshire caring commitments increase with age. The greatest number of adult carers are over 65-years old. We also know 67% of carers care for someone over 65.</p> <p>In the age range 50 to 64, 29% of carers provide in excess of 20 hours care a week. We are an ethnically diverse area and within our Asian community over 4% of the population provides over 20 hours of care a week.</p> <p>It is worthy of consideration that although the under 25s account for a smaller proportion of unpaid carers, they are providing roughly the same amount of care as the middle band of 50 to 64 year old carers.</p> <p>546 parent carers, known to East Renfrewshire Carers Centre, caring for a young person 18 and under</p>	Negative - There is a potential negative impact on the demands on unpaid carers.

	<p>From our planning in East Renfrewshire we know that most carers (41%) have been caring for between 1 to 4 years. That amongst older adult carers in East Renfrewshire there are slightly more male carers, overall however, 6 out of 10 females in the total carer population account for an unpaid caring role. As might be expected family members account for 90% of the total carer population. Over 80% are part of a couple with the next largest group being one parent families.</p> <p>The impact caring can have on the carer's wellbeing is well documented. In East Renfrewshire 98% of carers who had completed a carers assessment in the past three years said caring had impacted on their emotional well-being, 84% also said it had impacted on their living environment and 67% said it had impacted on their health.</p>	
<p>Any other relevant groups e.g. unemployed people, people experiencing homelessness, care leavers, people involved in the criminal justice system, people with literacy/numeracy barriers, people living in rural communities.</p>	<p>N/A</p>	

## 4. Impact on socio-economic disadvantage

Socio-economic disadvantage means living on a low income compared to others in Scotland, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services. Socio-economic disadvantage can be experienced in both places and communities of interest. East Renfrewshire communities where people are at greater risk of experiencing socioeconomic disadvantage and where resources must be targeted to meet needs are the localities of:

- Barrhead – Dunterlie, East Arthurlie and Dovecothall (ADD2)
- Auchenback
- Neilston
- Thornliebank

Consider the policy itself and the way it will be implemented. How may this result in different experiences for people in East Renfrewshire.

### **4.1 In what way would the policy alleviate or entrench inequalities from socioeconomic disadvantage?**

#### *Guidance note*

*Consider common inequalities such as poorer skills and attainment; lower paid and less secure work; greater chance of being a victim of crime; less chance of being treated with dignity and respect; lower healthy life expectancy; lower feeling of control over decisions that affect you.*

The policy will provide clear eligibility criteria using an asset based approach to ensure resources are targeted on those with the greatest need and in a fair and consistent manner.

Reducing preventative approaches through a statutory body potentially has a negative impact on health outcomes for all and this may be exacerbated in area with greater socioeconomic disadvantage. There are however opportunities to engage people in less formal supports and thus increasing independence where this is possible

### **4.2 What opportunities are there within this policy and the way it will be implemented to promote inclusion, participation, dignity and empowerment of people experiencing socioeconomic disadvantage?**

The assessment will be asset based and person centred, our outcomes assessment model will remain to in place which is a strength in supporting people to design supports which are personal to them and less driven by service constructs or availability

We will be strengthening partnership working and community resilience to ensure individuals outcomes can continue to be met.

**4.3 What will be done differently to focus on addressing the multiple inequalities experienced by some people in Auchenback, Barrhead, Neilston and Thornliebank?**

The significance of health inequalities has been brought into even sharper focus as a result of the Covid-19 pandemic. We will continue to work together with community planning partners to improve health and wellbeing outcomes for our most disadvantaged localities and those who have been disproportionately impacted by the pandemic.

We will continue to support community planning activity that aims to tackle the root causes of health inequalities as reflected in our Community Plan (Fairer EastRen). This includes activity to address child poverty, promote health literacy and strengthen community resilience.

We will continue to promote digital inclusion with a particular focus on supporting people to live well independently; and play a proactive role in managing their health and wellbeing.

## 5. Impact on Children’s Rights

This section must be completed if any potential impact on children and young people up to the age of 18 has been identified in sections 1-3.

If there are no impacts on children and young people GO TO SECTION 6

<p><b>Which General Principles of UNCRC are relevant to this policy/measure?</b> Tick all that apply.</p>	<p><b>Which additional articles are relevant to this policy/measure?</b> List all that apply</p>	<p><b>Which particular groups of children and young people are affected by this policy/measure?</b> (e.g. young children, disabled children, children living in poverty, children in care, young people who offend).</p>
<p><b>Article 2</b> <b>Non-discrimination</b> Children should not be discriminated against in the enjoyment of their rights. No child should be discriminated against because of the situation or status of their parent/carer(s).</p>	<input type="checkbox"/>	

<p><b>Article 3</b>  <b>Best interests of the child</b>  Every decision and action taken relating to a child must be in their best interests. Governments must take all appropriate legislative and administrative measures to ensure that children have the protection and care necessary for their wellbeing - and that the institutions, services and facilities responsible for their care and protection conform with established standards.</p>	<input type="checkbox"/>		
<p><b>Article 6</b></p>	<input type="checkbox"/>		
<p><b>Life, survival and development</b>  Every child has a right to life and to develop to their full potential.</p>	<input type="checkbox"/>		
<p><b>Article 12</b>  <b>Respect for the views of the child</b>  Every child has a right to express their views and have them given due weight in accordance with their age and maturity. Children should be provided with the opportunity to be heard, either directly or through a representative or appropriate body.</p>	<input type="checkbox"/>		

In relation to the articles identified above, please explain how the impact will be positive, negative or neutral.

Relevant identified Article of UNCRC	Impact category (Positive/Negative/Neutral)	Assessment of impact (including consideration of whether the policy/measure might impact differently on different groups of children and young people affected).
Article 2		Assessment of adults requires to acknowledge the essential role of parents and carers and assist families with fulfilling this role and

		ensure parents are able to articulate/advocate on behalf of their children
Article 3		Acknowledgement for complex needs presentations with or without formal diagnosis – budget doesn't rely on diagnosis – budget only for children with the greatest need – less children with ongoing budget – more one-off budgets
Article 6		Impacts on children's rights is predominantly from the impact to parents attempting to access adult services
Article 12		Younger children and children that are non-verbal need extra support to access services they require, in some cases commissioned advocacy service should be supporting

## 6. Your results

Considering the evidence logged above, complete the following questions where possible.

**6.1 In what ways, if any, would this policy help to eliminate discrimination or undermine it?** Consider any potential adverse impact identified above.

The framework will ensure that support provided is targeted to those vulnerable individuals and most at risk of harm or in need of protection. It will take account of where individuals are unable to meet the need themselves and, despite their assets will provide a streamlined and consistent offer to individuals, improve signposting and triaging of demand and increase the use of technology enabled care and a strength based approach to support people's independence.

The Framework will strengthen our approach to reviews to ensure care and support remains appropriate and is strengths based to promote people's independence and reduce the need for long term support

**6.2 In what ways, if any, would this policy advance or undermine equality of opportunity?**

We will build upon individual's strengths and help them stay connected to their community.

The Framework supports our thinking about people more likely to face social and economic disadvantage and to mitigate this impact by focus on e.g. equality of partnership and collaborative practice, access to accurate / accessible information and having choice and control with access to support provided by the right person , in the right way, at the right time for them.



**6.3 In what ways, if any, would this policy foster or undermine good relations between groups of people?** Consider aspects that may tackle prejudice or promote understanding between different groups.

Through collaborative and ethical commissioning approaches; working together with communities, third sector organisations and our independent sector providers, we will champion innovation, public participation and peer networking that will build on our foundation of trusting relationships.

**6.4 In what ways, if any, will this policy advance or undermine the rights of children and young people?**

We will continue to promote and uphold the rights of children and young people. The voice of children are and will continue to be fundamental to any assessment and clearly captured with children's plans. We will build upon child and families strengths and help them stay connected to their community by encouraging equal opportunities and preventing isolation.

**6.5 In what ways, if any, will this policy protect and promote the wellbeing of children and young people?**

The Framework aligns with our GIRFEC principles

**6.6 How will you communicate information about this policy to people who have: hearing and/or sight loss; English as a second language; are digitally excluded; have literacy/numeracy barriers?**

When the Framework is finalised it will be promoted to all community and interest groups.  
All of our online content can be provided in alternative formats and languages.  
We provide a text relay service for people who are deaf, hearing impaired or have a speech impediment.  
Our offices have audio induction loops, or a British Sign Language (BSL) interpreter if you contact us before your visit we can arrange.

**6.7 Is this policy to be carried out wholly or partly by contractors?** If yes, how will you incorporate equality expectations into the contract?

No. The assessment process will be undertaken solely by HSCP, however the majority of care and support will be provided by third parties. Although the framework is carried out by HSCP staff collaboration with people and third sector partners is key in developing person centred outcomes.

## 7. Your Outcome

### 7.1 Select the most appropriate

- No major change
- Adjust the policy
- Continue the policy
- Stop the policy

### 7.2 Are there any significant and relevant information gaps that have not been filled during the development of this policy?

No significant information gaps

As the policy is applied we will monitor for any unexpected impacts on specific groups.

### 7.3 What, in brief, does the evidence base underpinning the policy say about its potential impacts on inequalities of outcome?

The evidence from our budget engagement activity shows that people recognised the need for a different focus on the way we assess for social care and that there is a need to support those with the greater level of need. It will be applied in an equal and fair to way to ensure equality of outcome. However, concerns were noted that by potentially having less early intervention and preventative work delivered directly by the HSCP it may in turn impact on individuals' whose services may be reduced.

### 7.4 What, in brief, does the evidence base underpinning the policy say about its potential impacts on the rights of children and young people?

Concerns were noted that by potentially having less early intervention and preventative work delivered directly by the HSCP or within the scope of self-directed support might led to further children/families requiring crisis support at a later date. The development of the children's consultation group which discusses and considers all self-directed support assessments prior to allocation or closure. This process was developed to ensure that a wide range of individual supports are considered, with a clear focus children's rights. It recognises when further assessment of needs are required and consider individual outcome focus planning. It also considers further community provisions, includes robust signposting. All plans and decisions aligns clearly with GIRFEC principles.

**7.5 Consider all evidence and findings of your assessment and complete this short action plan for addressing any potential adverse impact on people, including children and young people, in the policy itself, and in the way it is communicated/ implemented.**

Identified adverse impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
Individuals assessed as low priority may experience greater difficulty accessing alternative preventative support within the community/ voluntary sector.	Ensure a broad range of appropriate supports are available in community	Continue to work in partnership with local organisations to develop and promote early intervention and preventative support.	Ongoing	Barrhead Locality Manager
		Increase staff knowledge base of our communities		Barrhead Locality Manager
Individuals assessed as low priority may experience greater difficulty accessing alternative preventative support within the community/ voluntary sector due to language barriers	Ensure all information can be provided in alternative formats and languages and is digitally inclusive	Support people to access information in alternative formats and languages if required	Ongoing	Initial Contact Team/Review Staff
Potential negative impact on the demands on unpaid carers, the majority of which are over 65		Develop clear communication plan to ensure individuals and carers understand why and how services are changing	April 2024	Heads of Service / Communications Officer
		Ensure carers are assessed in their own right and have a support plan	Ongoing	Carers Lead

## 8. Approval

<b>Name of policy/proposal:</b>	Supporting People Framework
<b>Approval date:</b>	May 2023
<b>Approved by:</b>	Lee McLaughlin, Head of Adult Services: Communities and Wellbeing
<b>Department:</b>	HSCP

## 9. No assessment required

Policy/Decision Title	N/A
Department/ Service	N/A
Responsible officer for taking decision	N/A
Rationale for decision	Full assessment undertaken
<b>Declaration:</b> I confirm that the decision <u>not</u> to carry out an Equality, Fairness and Rights Impact Assessment has been authorised by:  <b>Name and Job Title: N/A</b>  <b>Date Authorisation given: N/A</b>	