



Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Rebalancing Care – Rebalancing Expectations
Department and service area	Adult Health and Social Care
Completion Date	16 January 2018
Lead officer	Allister Short/Alison White

Aims and Objectives

Eliminate the current overspend position and achieve savings that will offset the increased demand from demographic pressures.

1. Does the proposed budget saving affect people? Yes ☒ No ☐

2. What is/are the reason(s) for your proposed budget saving?

An aim to reshape the models of care through the Realistic Care and Realistic Expectations programme to meet savings and reduce the rate of growth that has been experienced in recent years.

3. Impact

Which of the protected characteristics* will the proposed budget saving have an impact upon?

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age		Any reductions to the social care budget may have an impact on older people due to the high levels of people supported from this category.	Midlothian is facing significant demographic pressures amongst this group
Disability		Any reductions to the social care budget may have an impact on older people due to the high levels of people supported from this category.	Midlothian is facing significant demographic pressures amongst this group
Gender Reassignment			No disproportionate affect identified.
Marriage & Civil Partnership			No disproportionate affect identified.
Pregnancy and maternity			No disproportionate affect identified.
Race			No disproportionate affect identified.
Religion or Belief			No disproportionate affect identified.

Sex			No disproportionate affect identified.
Sexual Orientation			No disproportionate affect identified.

4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

Work has already begun through our communication strategy on raising public awareness of the challenges faced by the partnership. New policies have been agreed to support staff practice in delivering more cost effective models of care and ensure equitable allocation of resources.

Where changes are made to individual circumstances it as a result of an assessment which the individual and their carers will have been involved in the process.

Information published by Midlothian Council can be provided on request in many of the community languages and also in large print, Braille, audio tape or BSL. For more information, please contact the Equality , Diversity & Human Rights Officer on 0131 271 3658 or equalities@midlothian.gov.uk

5. How will you monitor the impact of the changes proposed? When is the budget due to be reviewed?

The budget in monitored routinely throughout the year. Key areas of spend will be monitored to see the impact of the review work undertaken.

The annual service user survey will allow us to monitor impact on individuals.

6. Please use the space below to detail any other matters arising from the Equality Impact Assessment (EqIA) process.

All of the above groups were considered as part of the EQIA process and whilst there is a potential impact across all groups as it has the potential to impact across society this will in the main be due to disability or age rather than the other identified characteristics.

Whilst not a protected group there is also the potential to adversely affect family carers, any impact on the cared for person will have an impact on the wider network.

The plans risk compromising the delivery of the MIJB strategic plan including a shift to preventative approach and community capacity building.

There is also a risk of adversely impacting on the ambition to reduce inequalities.

New policies which will enable an equitable delivery of this (Fair access to Care, Transport and Day Services) all have individual EQIA's completed for them