

Perth and Kinross Health and Social Care Partnership 2024 Budget Proposals

Cumulative Equality and Fairness Impact Assessment Summary Report

1 Introduction

1.1 The Perth & Kinross Health and Social Care Partnership has used the Perth & Kinross Council Equality Impact Assessment Process which was reviewed and updated in October 2018 to incorporate the requirements of the Fairer Scotland Duty i.e. to actively consider how inequalities of outcome caused by socio-economic disadvantage can be reduced, when making strategic decisions.



1.2 There are nine protected equality characteristics as determined by the Equality Act, 2010: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation. The potential impact on the equality protected groups are considered within the individual assessments for each proposal.


1.3 . Currently the additional impact on Fairness, Human Rights, Carers, Children Under 18 (Rights of the Child) and Veterans Covenant Duty are also considered in this process.

1.4 Individual Equality and Fairness Impact Assessments for each budget proposal were completed with mitigations, justifications and further work identified where required (a copy of each individual assessment is embedded within this report).




2 Potential Equality and Fairness Impacts - 2024 Budget Submissions

2.1 Age – 3 budget proposals across the partnership have identified that there will be an impact on people because of their Age (in this case older people specifically).

Pressure or Saving	Budget Proposal	Impact Identified	Mitigation Identified
Saving	Cease Hospital at Home Pilot	Negative (small scale)	Yes  EQIA - Hospital at Home FINAL.docx
Saving	Increase to Charges	Negative -	Yes  EQIA - Increase to Charges FINAL.docx
Saving	Integration of Locality Care Teams	Positive +	N/A

			 EQIA - Integrated Care Teams and Disch
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2.2 Disability – 3 budget proposals across the partnership have identified that there will be an impact on people who have a disability (physical disability, sensory impairment, learning disability or mental health)

Pressure or Saving	Budget Proposal	Impact Identified	Mitigation Identified
Saving	Cease Hospital at Home Pilot	Negative – (Small scale)	Yes  EQIA - Hospital at Home FINAL.docx
Saving	Increase to Charges	Negative -	Yes  EQIA - Increase to Charges FINAL.docx
Saving	Integration of Locality Care Teams	Positive +	N/A  EQIA - Integrated Care Teams and Disch

2.3 Gender Reassignment – No budget proposals across the partnership have identified that there will be an impact on people who have reassigned their gender.

2.4 Marriage and Civil Partnership – No budget proposal across the partnership have identified that there will be an impact on people due to their marital status.

2.5 Pregnancy and Maternity – No budget proposals across the partnership have identified that there will be an impact on people who may be pregnant.


2.6 Race – No budget proposals across the partnership have identified that there will be an impact on people due to their race.

2.7 Religion and Belief – No budget proposals across the partnership have identified that there will be an impact on people due to their religion or belief.

2.8 Sex – No budget proposals across the partnership have identified that there will be an impact on people because of their sex (male or female).




2.9 Sexual Orientation – No budget proposals across the partnership have identified that there will be an impact on people due to their sexual orientation.

2.10 Fairness - 1 budget proposal across the partnership has identified that there will be a Fairness (socio-economic) impact on people.

Pressure or Saving	Budget Proposal	Impact Identified	Mitigation Identified
Saving	Increase to Charges	Negative -	Yes  EQIA - Increase to Charges FINAL.docx

2.11 Human Rights - No budget proposals across the partnership have identified that there will be a Human Rights impact on people.

2.12 Carers – three budget proposals across the partnership have identified that there will be an impact on Carers.





Pressure or Saving	Budget Proposal	Impact Identified	Mitigation Identified
Saving	Cease Hospital at Home Pilot	Negative – (small scale)	Yes  EQIA - Hospital at Home FINAL.docx
Saving	Increase to Charges	Negative	Yes  EQIA - Increase to Charges FINAL.docx
Saving	Integration of Locality Care Teams	Positive +	N/A  EQIA - Integrated Care Teams and Discl

2.13 Children Under 18 - No budget proposals across the partnership have identified that there will be an impact on Children Under 18 (Rights of the Child).

2.14 Veterans Covenant Duty - No budget proposals across the partnership have identified that there will be an impact on the Veterans Covenant Duty

3 No Impact Identified

Four budget proposals across the partnership have identified that there will be no direct impact on equality protected groups at this stage.

Pressure or Saving	Budget Proposal	Impact Identified	Mitigation Identified
Saving	Review of Day Care/Opportunities for Older People	Neutral =	Impact not known until review is undertaken  EQIA - Review of Day Provision for Older Pe
Saving	Review of Rehabilitation Beds	Neutral =	Impact not known until review is undertaken  EQIA - Review of Rehab Beds FINAL.doc
Saving	Review of Uncommitted Budgets	Neutral =	N/A  EQIA - Review of Uncommitted Budget
Saving	Redesign of Psychiatry of Old Age	Neutral =	Impact not known until review is undertaken  EQIA - Psychiatry of Old Age FINAL.docx

4 Conclusion

4.1 This report highlights the Equality and Fairness cumulative impact of the difficult financial decisions facing the Health and Social Care Partnership.

4.2 The report will allow decisions to be reached in the full knowledge of the equality and fairness issues which have been considered along with the additional areas assessed for impact.