

Equality Impact Assessment- Stage 2 Template

Table 1: Defining the Policy

Title of Policy:	Cease grant funding to Clackmannanshire Healthier Lives. Stop funding Life Skills Coach as part of Clackmannanshire Healthier Lives.
Service:	Strategy and Customer Services
Team:	Strategy and Performance
<p>What is the purpose of the proposed policy or changes to established policy?</p> <p>To cease funding to Clackmannanshire Healthier Lives programme. Clackmannanshire Healthier Lives currently provides a range of services including:</p> <p>Tullibody Healthy Living Initiative (THL) Health and Personal Development (key worker) Community Food and Development Work Alcohol support and counselling Active communities</p> <p>Signpost currently provides administration and managerial services for Clackmannanshire Healthier Lives and the project itself is co-located at Signpost premises in Alloa.</p> <p>The proposal is to stop funding to all Clackmannanshire Healthier Lives services including the Life Skills Coach.</p> <p>Clackmannanshire Healthier Lives receives an annual grant of just over £167k. Broken down by its component parts:</p> <p>Tullibody Health Living receive £62,900 per annum Alcohol Support and counselling (ASC and Signpost for 2 posts) receive £57,416 per annum. Community Food and Development (NHSFV) receive £32,900k Rent and Management costs for CHL to signpost cost £14k per year.</p>	
<p>Who is affected by the policy or who is intended to benefit from the proposed policy and how?</p> <p>Clackmannanshire Healthier Lives, the component organisations and employees involved, and users of services provided by Clackmannanshire Healthier Lives will be affected. The impact is likely to be widespread given the range of organisations and component parts involved. The impact of Tullibody Healthy Living for example could impact on significant numbers of people in the community of Tullibody.</p> <p>Clackmannanshire Council is also looking at proposals to cease funding the Health and Personal Development Key Worker Post (0.8 FTE); and Sports Development (Active Communities) which would impact on the delivery of component parts of CHL.</p>	

The outcomes that CHL contribute towards cover Clackmannanshire’s strategic outcomes; NHS HEAT outcomes, ADP delivery plan and Integration Joint Board Outcomes. The impact of the proposal will therefore extend to partners and Clackmannanshire Councils statutory role to jointly contribute to the delivery of these outcome/delivery plans. This is particularly the case in relation to alcohol/substance misuse.

How have you, or will you, put the policy into practice? Who will be responsible for delivering it?

The Head of Strategy and Customer Services will have responsibility for implementation.

Table 2

In the Stage 1 Screening you identified that the policy will impact on one or more of the protected characteristics.

What information do you have that tell you how this policy might have an impact?

Key Questions:

- Will the impact of the proposed policy/function be the same or different for each group identified.
- Is there any indication or evidence of higher or lower participation or uptake of services by different groups?
- Are there any groups of people who are not taking up services?

Protected Characteristic	What Evidence do you have and Consultation has been undertaken
	<p>A meeting was held with Clackmannanshire Healthier Lives as part of the budget consultation approach. This meeting was held on the 1st February, and informed the final equality impact assessment. CHL also prepared a EQIA in 2017 and this has been taken in account.</p> <p>Specific equalities impacts are set out below. However other impacts were also discussed including the negative impact on already vulnerable people accessing services (ie unemployed/low income and those with poor physical and mental health). Services are currently designed to be peripatetic, outreach and designed to be accessible.</p> <p>CHL are currently co-located with Signpost in Alloa – an organisation which collectively employs in the region of 50 people. In the event of CHL funding being withdrawn there is the potential that Signpost would be relocated elsewhere in Forth Valley.</p>

Disability	Clackmannanshire Healthier Lives supports people with a disability (both physical and mental) and who generally are already very vulnerable (for example those with serious alcohol addictions).
Age	Clackmannanshire Healthier Lives provides support across a range of services. Some of these services however are predominantly taken up by older people in Clackmannanshire, particularly those delivered by Tullibody Healthy Living.
Pregnancy and Maternity	Clackmannanshire Healthier Lives supports women who are pregnant and who are generally already very vulnerable (for example those with serious alcohol addictions).

Table 3: What is the impact on the protected characteristics identified? (see Step 3 of guidelines)

Protected Characteristic	Impact (H,M,L or U)*	Description of Impact
Disability	H	<p>The proposal aims to stop grant funding to Clackmannanshire Healthier Lives which would stop many of the services currently being provided unless alternative funding can be sought.</p> <p>There will be a high impact on users of these group generally but particularly on those with a disability (physical and mental).</p> <p>Particular impacts include alcohol assessments and treatment waiting times (ADP and NHS statutory Outcomes/Targets) which would be breached in the event that the alcohol support and counselling service was withdrawn in Clackmannanshire. Clackmannanshire also has significantly high numbers (per head of population) of drug related deaths and alcohol related hospital stays and morbidity which may be further impacted by a reduction in these specific CHL services. The latest annual figures show that CHL received 256 referrals for support in relation to alcohol misuse.</p> <p>Other impacts would include other barriers to access services through transport to Stirling or Falkirk and stigmatisation felt by these groups in accessing new or changing services/service providers.</p>

Age	H	<p>The proposal aims to stop grant funding to Clackmannanshire Healthier Lives which would stop many of the services currently being provided unless alternative funding can be sought. Just under half of people accessing CHL services are over the age of 51.</p> <p>There will be a high impact on users of these services generally but particularly on those who in the older age group.</p> <p>Specific impacts would include no one to one support service/advocacy for hoarding/agoraphobic clients who are normally already very vulnerable and older but the numbers are relatively small (13 on caseload at Jan 18).</p> <p>The majority of people using THL are older and/or vulnerable and the likelihood that THL would have to close their doors in the event that CHL funding was withdrawn is high. This would have an impact on community volunteering; health and wellbeing activities (fruit barra, walking group) and the Tullibody community garden.</p>
Pregnancy and Maternity	H	<p>The cessation in funding to CHL would impact on women and in particular women who are pregnant. Although women use alcohol and substances at a lower rate than males they require gender appropriate treatment services. Women who use substances or alcohol during pregnancy increase the risk of fetal alcohol syndrome, fetal alcohol effects, infant mortality and morbidity, attention deficit disorder and other health problems.</p>

Table 4: Does the policy need to be changed?(see step 4 of Guidelines)

Are there any changes?	
Protected Characteristic	Description
Disability	If funding permitted, the retention of some services delivered by CHL would reduce the impact of the proposal. In particular the services being delivered around substance misuse/alcohol.

Age	<p>If funding permitted, the phasing of a reduction in grant to Tullibody Healthy Living would enable them to look at alternative models of delivery and cost efficiencies which could coincide with the transfer of asset proposals being taken forward in Tullibody.</p> <p>Alternative services could be identified for hoarders/agoraphobics although as clients have been receiving intensive one to one support a phased process would be less impactful on the individuals involved.</p>
Pregnancy and Maternity	<p>If funding permitted, the retention of some services delivered by CHL would reduce the impact of the proposal. In particular the services being delivered around substance misuse/alcohol.</p>

Approved by:

Name (Head of Service)	Stuart Crickmar.
Date	4 th December 2017 Updated 2/02/18