



REPORT TO: HEALTH AND SOCIAL CARE INTEGRATION JOINT BOARD –
18 JUNE 2025

REPORT ON: DUNDEE INTEGRATION JOINT BOARD BUDGET UPDATE 2025/26

REPORT BY: CHIEF FINANCE OFFICER

REPORT NO: DIJB39-2025

1.0 PURPOSE OF REPORT

The purpose of this report is to update Dundee Integration Joint Board on the delegated budget for 2025/26 and implications for the range of investments and interventions to set a balanced budget for Dundee Health and Social Care Partnership for 2025/26.

2.0 RECOMMENDATIONS

It is recommended that the Integration Joint Board (IJB):

- 2.1 Notes the improved financial position from 2024/25 which has resulted in an increased level of General Reserves held to support financial planning and contingencies, as detailed in 4.2 of this report.
- 2.2 Notes the receipt of additional funding from NHS Tayside (from Scottish Government allocations) to support whole system pressures and sustainability during 2024/25 leading to an improvement in the IJBs reserves position, as detailed in 4.3 of this report.
- 2.3 Approves the application of these additional reserves to support the IJB's financial position in 2025/26 and approves the revised savings and efficiency plans for 2025-26 as detailed in 4.4, and also in Appendices 1, 2 & 3.
- 2.4 Approves further changes to updated External Commissioning plans, as detailed in 4.5 and Appendix 4
- 2.5 Note that NHS Tayside set its budget on 24 April 2025 and delegated budgets to Dundee IJB are in line with planning assumptions for 2025/26.

3.0 FINANCIAL IMPLICATIONS

- 3.1 This report provides an update to the proposals set out and previously approved for an overall budget for 2025/26 for Dundee Integration Joint Board of £322m.

4.0 MAIN TEXT

4.1 Background

- 4.1.1 Report DIJB69-2024 set out an initial overview of the budget setting process for 2025/26, and the information that was known or indicative at that time (Article XI of the minute of the meeting of the Dundee Integration Joint Board held on 11 December 2024 refers). This was the first in a series of budget development reports to ensure the IJB was fully informed of the financial environment impacting on Dundee City Council, NHS Tayside and ultimately the IJB's delegated budget.

- 4.1.2 In February 2025, a further report was submitted to the IJB, which provided additional detail in relation to Scottish Government's Draft Budget Bill, the anticipated budget settlement proposal from Dundee City Council and the indicative budget information from NHS Tayside (DIJB10-2025, and Article XI of the minute of the meeting of the Dundee Integration Joint Board held on 19 February 2025 refers).
- 4.1.3 The IJB's 2025/26 budget for delegated services was approved at the meeting on the IJB held on 26 March 2025 (Article IV of the minute of the Dundee Integration Joint Board held on 26 March 2025 refers). This set out the cost pressures and funding available with a corresponding savings plan to ensure the IJB had a balance budget position going into 2025/26 financial year, based on information available to Officers at that time.

4.2 Year End Position for 2024/25

- 4.2.1 The full year 2024/25 operational financial position for Dundee Health and Social Care Partnership has been finalised, with full details reported in DIJB38-2025 (Financial Monitoring Position) and DIJB41-2025 (Unaudited Annual Accounts), both presented to IJB at meeting of 18 June 2025.
- 4.2.2 As a result of in-year Financial Recovery actions and stabilising demand, expenditure and cost pressures during 2024/25, the year-end operational overspend has been reported at £7,216k – with £4,000k funded from previously earmarked Reserves and £3,216k funding from General Reserves.
- 4.2.3 The Opening balance held in General Reserves for 2024/25 was £4,789k. Utilisation of part of this balance to meet the unplanned overspend in 25/26 has resulted in this Reserve reducing to £1,573k.
- 4.2.4 The IJB has already approved use of £550k from General Reserve to support cost pressures during 2025/26 – leaving an uncommitted balance of £1,023k in General Reserve

4.3 Whole System Pressures funding from NHS Tayside

- 4.3.1 During late 2024/25, Health Boards received additional funding from the Scottish Government to support ongoing system pressures.
- 4.3.2 In recognition of the whole-system collaborative working that is required to address and alleviate pressures, NHS Tayside have passed a share of this funding to the 3 Tayside IJB's to support whole-system demand pressures and sustainability during 2025/26.
- 4.3.3 The share of pass-through of funding to Dundee IJB has been calculated against 3 elements –
- Unfunded 2025/26 budget gap relating to 40% Employer's National Insurance Contribution (£671k)
 - Tayside-wide cost pressures associated with Lead Partner services (£788k)
 - Sustainability funding to support existing unscheduled care performance and patient flow through the system (£1,500k)
- 4.3.4 The value of additional funding received is £2,959k, and it is proposed that this is set aside in an earmarked reserve primarily for use against cost pressures in 2025/26. It is recognised that this funding is currently one-off and therefore non-recurring.

4.4 Revised Savings and Efficiencies Proposals

- 4.4.1 As a result of improved 2024/25 year-end financial position, some amendments to the 2025/26 Budget setting plans are now proposed, with the updated Savings and Efficiency Proposals detailed in Appendices 1 2, and 3.
- 4.4.2 The key changes (highlighted yellow in the Appendices) are-
- Planned utilisation of ring-fenced reserves of £2,171k to support in-year whole-system demand and cost pressures
 - A significant reduction of £2,549k to the required operational efficiency target – from 1.5% (£3,056k) to 0.25% (£507k)
 - Further planned use of IJB General Reserves of £379k – while still retaining a modest balance of £645k in General Reserves to support any unexpected pressures that emerge during 2025/26.

- 4.4.3 A summary of the updated Balanced Budget is noted in Table 1 below, with a breakdown of this information provided in Appendices 1, 2 & 3

Table 1

	£000
IJB Delegated Budget Anticipated Cost Pressures	(27,170)
Dundee City Council Budget Uplift (inc Scottish Government funding)	4,190
NHS Tayside Budget Uplift	5,433
Anticipated Funding Shortfall	(17,548)
Operational Efficiencies and Management Actions	4,404
Non-Recurring Initiatives	1,207
Recurring Savings Proposals	7,338
Non-Recurring Use of IJB Reserves	4,600
Total - Proposed Actions to Address the Shortfall	17,548

4.5 Third Party Commissioned Services

- 4.5.1 Appendix 7 of DIJB14-2025 provided a list of Externally Commissioned Services which Officers had reviewed with proposals to reduce or withdraw from existing contracts, after taking into consideration factors such as strategic fit, performance, outputs, outcomes, finance, governance and overall impact to the organisation.
- 4.5.2 The Budget plan identified a target of £1m recurring savings to be identified from an overall commissioned services spend of £51m (excluding Care at Home services and Care Home placements).
- 4.5.3 The approved plan has already identified £382k reduction in 2024/25 (full-year effect of £431k)
- 4.5.4 Officers across operational services have continued to review contract arrangements and a further reduction is proposed, and a further reduction to the level of service commissioned from third-party service providers is detailed in Appendix 4.
- 4.5.5 The IJB is asked to approve withdrawal from this commissioned service.
- 4.5.6 HSCP Officers and Contract leads continue to work to identify further opportunities to close the remaining financial gap in 2025/26.

5.0 POLICY IMPLICATIONS

- 5.1 This report has been subject to an Integrated Impact Assessment to identify impacts on Equality & Diversity, Fairness & Poverty, Environment and Corporate Risk. An impact, positive or negative, on one or more of these issues was identified. An appropriate senior manager has checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of / mitigating factors for them is included in Appendix 5 to this report.

6.0 RISK ASSESSMENT

Risk 1 Description	There is a risk that the IJB will not be able to balance its resources and achieve its strategic objectives should the combination of the level of funding provided through the delegated budget and the impact of the IJB's Transformation Efficiency Programme be insufficient.
Risk Category	Financial
Inherent Risk Level	Likelihood 5 x Impact 5 = 25 (Extreme)
Mitigating Actions (including timescales and resources)	Developing a robust and deliverable savings, efficiencies and transformation programme. Negotiations with Dundee City Council and NHS Tayside to agree the most advantageous funding package as part of the development of the IJB's delegated budget. Application of IJB's reserves
Residual Risk Level	Likelihood 4 x Impact 4 = 16 (Extreme)
Planned Risk Level	Likelihood 2 x Impact 4 = 8 (High)
Approval recommendation	Although the risk levels remain high, the development of a savings plan and availability of reserves will reduce the risk level.

7.0 CONSULTATIONS

7.1 The Chief Officer and the Clerk were consulted in the preparation of this report.

8.0 DIRECTIONS

8.1 The Integration Joint Board requires a mechanism to action its strategic commissioning plans and this is provided for in sections 26 to 28 of the Public Bodies (Joint Working)(Scotland) Act 2014. This mechanism takes the form of binding directions from the Integration Joint Board to one or both of Dundee City Council and NHS Tayside.

Direction Required to Dundee City Council, NHS Tayside or Both	Direction to:	
	1. No Direction Required	
	2. Dundee City Council	
	3. NHS Tayside	
	4. Dundee City Council and NHS Tayside	✓

9.0 BACKGROUND PAPERS

9.1 None.

Christine Jones
Acting Chief Finance Officer

DATE: 4 June 2025

DIRECTION FROM DUNDEE CITY INTEGRATION JOINT BOARD

1	Reference	DIJB39-2025
2	Date Direction issued by Integration Joint Board	18 June 2025
3	Date from which direction takes effect	18 June 2025
4	Direction to:	NHS Tayside & Dundee City Council
5	Does this direction supersede, amend or cancel a previous direction – if yes, include the reference number(s)	Yes – amendment to DIJB14-2025
6	Functions covered by direction	All delegated services.
7	Full text of direction	Dundee Integration Joint Board directs Dundee City Council and NHS Tayside to provide health and social care services as commissioned by Dundee Integration Joint Board within the resources allocated as set out in this report. Further Directions will be issued by Dundee Integration Joint Board during 2025/26 as to the future provision of these services.
8	Budget allocated by Integration Joint Board to carry out direction	Overall delegated resources
9	Performance monitoring arrangements	Through regular financial monitoring reports to Dundee Integration Joint Board.
10	Date direction will be reviewed	March 2025

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Appendix 1

DUNDEE HEALTH AND SOCIAL CARE PARTNERSHIP		
REVENUE BUDGET 2025/26 - UPDATED		
		Total Delegated Budget Cost Pressures
Cost Pressures & Investments 2025/26		£000
Non-recurring savings 2024/25		5,793
Investment to support 2024/25 Emerging budget pressures		4,142
Provision for Estimated Staff Pay increases		3,436
Employer National Insurance cost pressure (directly employed staff)		2,647
Increase to Commissioned Third Party Services (including Real Living Wage, NCHC and FPC Uplift)		4,592
eNIC - Commissioned Third Party services additional cost		2,063
Primary Care Prescribing growth		1,452
Complex Care Transition Provision		1,000
Provision for Demographic Pressures		2,046
Total Cost Pressures		27,171
Funding Increases:		
Additional Scottish Government Funding (Passed through Dundee City Council)		3,655
Dundee City Council		535
NHS Tayside		5,433
Total Anticipated Additional Funding		9,622
Net Anticipated Residual Funding Shortfall		17,548

**Dundee Integration Joint Board Budget – Operational Efficiencies and Management Actions
2025/26**

	Efficiency / Management Action - UPDATED	2025/26 Value £000
	Recurring Actions	
1)	Dundee City Council Review of Charges – Additional Income	374
2)	Additional Community Alarm Charge to DCC Housing	34
3)	Removal of long-term vacant posts (staff slippage / vacancy factor)	1,300
4)	Joint commissioning of POA beds with neighbouring IJB	971
5)	Review and reduction of High-Cost care packages and additional 1:1 support spend	200
6)	Maximising opportunities through alternative funding	200
7)	Reduction in supplementary staffing spend (3% target)	225
8)	Review and reduction of Senior Management Structure	500
9)	Administration efficiency review	100
10)	Benefits from Pharmacy transformation work within NHS Tayside Workstream	500
	Total Recurring Operational Efficiency Initiatives	4,404
	Non-Recurring Proposals	
11)	Further 0.25% operational efficiency target	507
12)	Management of natural staff turnover / vacancy management	200
13)	Restructuring of funding to ADP	500
	Total Non-Recurring Initiatives	1,207
	Total Operational Efficiencies and Non-Recurring Initiatives	5,610

Dundee Integration Joint Board Budget – Savings Proposals 2025/26

	SAVINGS - UPDATED	2025/26 Value £000
	Recurring Proposals	
1)	Remove Demographic growth investment	2,046
2)	Reduction in uplift funding provision to external providers	1,492
3)	Reduction of Commissioned Care Home beds	500
4)	Third Party Commissioned Service	1,000
5)	Housing with Care review	300
6)	Community Meals Service review	100
7)	Palliative Care and Medicine for the Elderly service review	200
8)	Digital Transformation and Agile Working opportunities	1,000
9)	Charging policy review	200
10)	Whole system charging process, eligibility criteria and income maximisation	500
	Total Recurring Savings Proposals	7,338
11)	Utilisation of IJB Reserves	550
12)	Reduction of Transformation Reserve	1,500
13)	Further utilisation of IJB Reserves	379
14)	Whole-system cost pressure Reserves	2,171
	Total Non-Recurring Savings Proposals	4,600
	Total Savings Proposals	11,938

Updated Proposals in relation to 2025/26 Third-Party Commissioned Contract Values

Having progressed further work on the review process, officers propose that the following amendment to contractual amendments with third party commissioned providers is implemented from 2025/26 onwards

Hillcrest (Dundee Futures Project) was commissioned as a social inclusion, homelessness prevention and pre-employability project based in Dundee. The project supported individual and group activities to share and develop personal skills, as well as tenancy and employability support. Through the 3 months from October to December 2024, the level of activity is reported at 98 – with 51 contacts receiving one-to-one support and 47 attending activities and groups. There has been clear evidence the project has worked to tackle social isolation but no clear evidence of the early intervention to prevent homelessness. Alternative supports are available through Employability services and Welfare Rights (Council Advice Services) to continue to support the cohort of people who had been attending the project. Following initial discussions between Contract Officers and Project Leads, Hillcrest commenced the process to end the service. Alternative provision and options via peer-led activities to continue some group activities (walking, cooking, gardening, IT skills, etc) remain available. The IJB are now asked to ratify the proposal to withdraw from this service.

2024/25 contract value was £81k per annum, with an anticipated saving of c.£50k in 2024/25. This will bring total savings to £432k in 2025/26 (and £512k full-year effect).

An updated Integrated Impact Assessment to reflect the additional proposal, alongside previously agreed proposals, is included in Appendix 5.

Provider /Contract / Service	2024/25 Contract Value	Proposed 2025/26 reduction
Hillcrest (Dundee Futures Project)	£81k	£60k part year (£81k full year)
Previously approved – Appendix 7A of DIJB14-2025		
Provider /Contract / Service	2024/25 Contract Value	Agreed 2025/26 reduction
Hillcrest Homes – reduction in void costs and associated utilities due to reduced demand.	n/a	£15k full year
Dundee Carers Centre - reduction in overall level of service.	£1,243k	£53k part year (4.3% of contract value) (£70k full year)
Scottish Action for Mental Health - adjustment to funding to reflect 2024/25 underspend.	£810k	£50k full year (6.2% of contract value)
Church of Scotland / Crossreach Axis - termination of contract (with notice) due to duplication in service provision and assessment of return on investment.	£71k	£53k part year (75% of contract value) (£71k full year)
The Inclusion Group – Alternative Day Support Service – targeted reduction in Day Service provision.	£1,102	£50k full year (4.5% of contract value)
Dundee Volunteer and Voluntary Action – contract for Dial-op and Technology Enabled Care will not be renewed for 2025/26.	£872k	£81k full year (9.3% of contract value)
Royal Voluntary Service – Home from Hospital – termination of contract (with notice) due to assessment of return on investment.	£54k	£40k part year (75% of contract value) (£54k full year)
Capability Scotland - adjustment to funding to reflect 2024/25 service demand.	£201k	£40k full year (20% of contract value)
TOTAL REDUCTION TO BE APPLIED IN 2025/26		£442k
FULL YEAR REDUCTION TO BE APPLIED FROM 2026/27		£512k

Dundee Integration Joint Board Integrated Impact Assessment

Step 1-Essential Information and Pre- Impact Assessment Screening Tool

Document Title	Dundee Integration Joint Board Budget Update 2025/26		
Type of document	Policy		Plan
Date of this Pre-Integrated Impact Assessment Screening	02 May 2025		
Date of last IIA (if this is an update)	13 March 2025 – DIJB14-2025		
Description of Document Content & Intended Outcomes, Planned Implementation & End Dates			
The purpose of this report is to update Dundee Integration Joint Board on the delegated budget for 2025/26 and implications for the range of investments and interventions to set a balanced budget for Dundee Health and Social Care Partnership for 2025/26.			
Lead Officer/Document Author (Name, Job Title/Role, Email)			
Christine Jones, Acting Chief Finance Officer, christine.jones58@nhs.scot			
Officer completing Pre-Integrated Impact Assessment Screening & IIA (Name, Job Title/Role, Email)			
Christine Jones, Acting Chief Finance Officer, christine.jones58@nhs.scot			
Job Title of colleagues or name of groups who contributed to pre-screening and IIA			
<p><u>Note</u>- some reports to IJB might not require an IIA. Completing screening will help identify when an IIA is needed. Common documents and reports that <u>may not</u> require this can include: report or progress report on an existing plan / A report on a survey or stating the results of research. / Minutes, e.g., of Sub-Committees. / Ongoing Revenue expenditure monitoring. When the purpose is the noting of information or decisions made by another body or agency (e.g. Council, NHS), including noting of strategy, policies and plans approved elsewhere, reference should be made in the IJB report to the Impact Assessment (or Screening) which accompanied the original report to the decision makers and where this can be found.</p>			
Can the IJB report and associated papers be described as any of the following? Indicate Yes or No for each heading. When you answer YES this is an indication that an IIA is needed.	Yes	No	
A document or proposal that requires the IJB to take a decision	X		
A major Strategy/Plan, Policy or Action Plan	X		
An area or partnership-wide Plan		X	
A Plan/Programme/Strategy that sets the framework for future development consents		X	
The setting up of a body such as a Commission or Working Group		X	
An update to an existing Plan (when additional actions are described and planned)		X	

Will the recommendations in the report impact on the people/areas described below? When the answer is <u>yes</u> to any of the following an <u>IIA must</u> be completed	Y	N
Individuals who have Equality Act Protected Characteristics i.e. Age; Disability; Gender Reassignment; Marriage & Civil Partnerships; Pregnancy & Maternity; Race / Ethnicity; Religion or Belief; Sex; Sexual Orientation	X	
Human Rights. For more information visit: https://www.scottishhumanrights.com Children's Rights. Visit https://www.unicef.org/child-rights-convention#learn	X	
Individuals residing in a Community Regeneration Area (CRA)? i.e. Living in the 15% most deprived areas in Scotland according to the 2020 Scottish Index of Multiple Deprivation.	X	

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People who are part of households that have individuals who are more at risk of negative impacts? Including Care Experienced children and young people; Carers (Kinship carers and unpaid carers who support a family member or friend); Lone Parent Families/ Single Female Parents with Children; Households including Young Children and/or more than 3 children); Retirement Pensioner (s).		X	
Individuals experiencing the following circumstances? Working age unemployment; unskilled workers; homelessness (or potential homelessness); people with serious and enduring mental health conditions; people/families impacted by drug and/or alcohol issues		X	
People (adversely) impacted by the following circumstances: Employment; education & skills; benefit advice / income maximisation; childcare; affordability and accessibility of services		X	
Offenders and former offenders		X	
Effects of Climate Change or Resource Use			X
Ways that plans might support mitigating greenhouse gases; adapting to the effects of climate change, energy efficiency & consumption; prevention, reduction, re-use, recovery or recycling waste; sustainable procurement.			X
Transport, Accessible transport provision; sustainable modes of transport.			X
Natural Environment			X
Air, land or water quality; biodiversity; open and green spaces.			X
Built Environment. Built heritage; housing.			X
<p>An IIA is required when YES is indicated at any question in the screening section above.</p> <p>The following IIA pages will provide opportunity to explain how the recommendations in the report impact on the people/areas described above.</p>			
From information provided in Step 1 (Pre-screening) Is an IIA needed?		Y	X
In circumstances when IIA is completed describe the plan made for monitoring the impact of the proposed changes in the report (include how and when IIA will be reviewed)		N	
Anticipated Date of IJB	18 June 2025	IJB Report Number	DIJB39-2025 (and follow on from DIJB14-2025 main report and Appendix 7A)
Date IIA completed	04 June 2025		

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STEP 2 -Impact Assessment Record

Conclusion of Equality, Fairness and Human Rights Impact Assessment

(complete this **after** considering the Equality and Fairness impacts through completing questions on next pages)

This IIA assesses the potential impacts of proposed amendments to the IJB's 2025/26 budget; it is therefore a review and update to the IIAs completed for DIJB14-2025 and should be read in conjunction with the IIA accompanying that report (available on the HSCP website).

The IIA completed for DIJB14-2025 assessed the impact of removing demographic growth investment as being negative across a range of protected equality groups and fairness groups. Whilst some mitigation was identified to reduce the potential impact (including advanced planning for seasonal spikes in demand, the use of performance data and management of excess demand via assessment of need) it was recognised that this might not provide full mitigation of negative impacts. The proposal in DIJB39-2025 to utilise £2,171k ring-fenced reserves to support in-year whole system demand and cost pressures and an additional £379k General Reserves to support unexpected pressures provides further mitigation to support the HSCP to manage the impacts of increased demand arising from demographic growth. Whilst the overall impact of removing demographic growth investment remains negative the current proposals significantly strengthen mitigations available.

The proposal to further reduce third party commissioned services, specifically Hillcrest (Dundee Futures Project), has potential negative impacts for people who have a disability, as well as for a number of fairness groups (primarily mental health, homelessness and drugs and alcohol). The proposal also has potential negative impacts on earning and employment matters for project staff. Alternative service provision is available via both public and third sector services, including in terms of employability, welfare rights and homelessness, for the approximately 100 people who use the service each year.

Summary of Activities undertaken as part of information gathering and assessment of potential impacts including local involvement, research and meeting discussions.

Date	Activity/Activities	People/groups	By whom
May 2025	<p>Review of equality and fairness statistical information (local and national) and evidence aligned to expenditure and savings proposals.</p> <p>This includes review of the IJB's Strategic Needs Assessment.</p> <p>Additional statistical information regarding current profile of service use.</p>	Strategic Planning and Business Support Team / Quality, Data and Intelligence Team	Acting Chief Finance Officer / Acting Head of Service, Strategic Services
January 2025 – May 2025	<p>Review of list of contracts with external providers for adult health and social care services.</p> <p>Strategic assessment information for contracted services.</p> <p>Information from contract monitoring returns for contracted services.</p>	Social Care Contracts Team and Contract Leads	Acting Head of Service, Strategy and Performance

Equality, Diversity & Human Rights – Mark **X** in all relevant boxes where there are possible / likely impacts. When assessing impacts throughout this record a brief explanation is required for all boxes marked (including summary of evidence gathered and analysis) and any planned mitigating actions should be described. It is possible that both positive and negative impacts can be identified for the circumstances described.

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Not known – this option should be used where the report is of relevance to the particular group but there is no data/evidence or incomplete data/evidence available to assess the likely/probable impact. Comment should be made on any further steps that are planned to obtain further information; if this is not possible then it should be explained why not.

No impact – this option should be used where the report is of no relevance to the particular group OR where data/evidence is available and when assessed demonstrates neither a positive or negative impact for the particular group. A brief explanation should be included.

Age		Explanation, assessment and potential mitigations
Positive		<p><u>Remove Demographic growth investment – negative (further mitigation)</u></p> <p>The proposal to utilise £2,171k ring-fenced reserves to support in-year whole system demand and cost pressures and an additional £379k General Reserves to support unexpected pressures provides further mitigation to support the HSCP to manage the impacts of increased demand arising from demographic growth. Whilst the overall impact of removing demographic growth investment remains negative the current proposals significantly strengthen mitigations available.</p>
No Impact		
Negative	X	
Not Known		
Disability		Explanation, assessment and potential mitigations
Positive		<p><u>Remove Demographic growth investment – negative (further mitigation)</u></p> <p>The proposal to utilise £2,171k ring-fenced reserves to support in-year whole system demand and cost pressures and an additional £379k General Reserves to support unexpected pressures provides further mitigation to support the HSCP to manage the impacts of increased demand arising from demographic growth. Whilst the overall impact of removing demographic growth investment remains negative the current proposals significantly strengthen mitigations available.</p> <p><u>Reduction to funding for listed providers – negative (partial mitigation)</u></p> <p>The proposal to cease to commission the Hillcrest (Dundee Futures Project). Overall, the project supports approximately 100 people each year, around half on an individual basis and half via group activities. Alternative supports are available through Employability services and Welfare Rights (Council Advice Services) and via peer-led activities to continue some group activities (walking, cooking, gardening, IT skills, etc) to continue to support the cohort of people who had been attending the project.</p>
No Impact		
Negative	X	
Not Known		
Gender Reassignment		Explanation, assessment and potential mitigations
Positive		<p>At the present time there is not sufficient data available to assess the demand for and use of delegated health and social care services by people who have undergone gender re-assignment and therefore the impact of the proposals on them as a specific group is not able to be accurately assessed at this time.</p>
No Impact		
Negative		
Not Known	X	
Marriage & Civil Partnership		Explanation, assessment and potential mitigations
Positive		<p>None of the proposals are considered to have any direct or indirect relevance to this protected characteristic.</p>
No Impact	X	
Negative		
Not Known		
Pregnancy and Maternity		Explanation, assessment and potential mitigations
Positive		<p>None of the proposals are considered to have any direct or indirect relevance to this protected characteristic.</p>
No Impact	X	
Negative		
Not Known		
Sex		Explanation, assessment and potential mitigations
Positive		<p>Due to differences in life expectancy a greater proportion of older people are female. Please see section on Age (above).</p> <p>A high proportion of unpaid carers (73%) are female. Please see section on Carers (below).</p>
No impact		
Negative	X	
Not known		

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		<p><u>Remove Demographic growth investment – negative (further mitigation)</u></p> <p>The proposal to utilise £2,171k ring-fenced reserves to support in-year whole system demand and cost pressures and an additional £379k General Reserves to support unexpected pressures provides further mitigation to support the HSCP to manage the impacts of increased demand arising from demographic growth. Whilst the overall impact of removing demographic growth investment remains negative the current proposals significantly strengthen mitigations available.</p>
Religion & Belief		Explanation, assessment and potential mitigations
Positive		<p>None of the proposals are considered to have any direct or indirect relevance to this protected characteristic.</p>
No Impact	X	
Negative		
Not Known		
Race & Ethnicity		Explanation, assessment and potential mitigations
Positive		<p>There is not sufficient data available to assess the demand for and use of delegated health and social care services by black and ethnic minority people, and therefore the impact of the proposals on them as a specific group is not able to be accurately assessed at this time.</p>
No Impact		
Negative		
Not Known	X	<p><u>Remove Demographic growth investment – not known (further mitigation)</u></p> <p>For both Black and minority ethnic groups and white Eastern European / white other groups the IJB Budget Consultation found people reported that this saving option would have a slightly higher average impact on them than the average for the whole survey sample.</p> <p>The proposal to utilise £2,171k ring-fenced reserves to support in-year whole system demand and cost pressures and an additional £379k General Reserves to support unexpected pressures provides further mitigation to support the HSCP to manage the impacts of increased demand arising from demographic growth. Whilst the overall impact of removing demographic growth investment remains negative the current proposals significantly strengthen mitigations available.</p>
Sexual Orientation		Explanation, assessment and potential mitigations
Positive		<p>There is not sufficient data available to assess the demand for and use of delegated health and social care services by people of different sexual orientations, and therefore the impact of the budget on them as a specific group is not able to be accurately assessed at this time.</p>
No Impact		
Negative		
Not Known	X	<p><u>Remove Demographic growth investment - not known (further mitigation)</u></p> <p>For people who stated they are bisexual or queer the IJB Budget Consultation found people reported that this saving option would have a slightly higher average impact on them than the average for the whole survey sample.</p> <p>The proposal to utilise £2,171k ring-fenced reserves to support in-year whole system demand and cost pressures and an additional £379k General Reserves to support unexpected pressures provides further mitigation to support the HSCP to manage the impacts of increased demand arising from demographic growth. Whilst the overall impact of removing demographic growth investment remains negative the current proposals significantly strengthen mitigations available.</p>
<p>Describe any Human Rights impacts not already covered in the Equality section above.</p> <p>Describe any Children's Rights impacts not covered elsewhere in this record.</p>		

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None.

STEP 2- Impact Assessment Record (continued)

Fairness & Poverty Geography – Describe how individuals, families and communities might be impacted in each geographical area. Across Dundee City it is recognised that targeted work is needed to support the most disadvantaged communities. These communities are identified as Community Regeneration Areas (CRA) and are within the 15% most deprived areas in Scotland according to the 2020 Scottish Index of Multiple Deprivation.

Mark X in all relevant boxes. X must be placed in at least one box

Identified Areas of Deprivation -				
	Positive	No Impact	Negative	Not Known
Strathmartine (Ardler, St. Mary's & Kirkton)			X	
North East (Whitfield, Fintry & Mill O'Mains)			X	
Lochee (Lochee Beechwood, Charleston & Menzieshill)			X	
Coldside (Hilltown, Fairmuir & Coldside)			X	
East End (Mid Craigie, Linlathen & Douglas)			X	
Maryfield (Stobswell & City Centre)			X	
Other areas in Dundee (not CRA but individual/households still might be impacted by Fairness issues)				
West End			X	
The Ferry			X	
Description of impacts on Fairness- . Highlight when one or more area is more likely to be impacted and particularly consider known areas of deprivation.				
<u>Remove Demographic growth investment – negative (further mitigation)</u> The proposal to utilise £2,171k ring-fenced reserves to support in-year whole system demand and cost pressures and an additional £379k General Reserves to support unexpected pressures provides further mitigation to support the HSCP to manage the impacts of increased demand arising from demographic growth. Whilst the overall impact of removing demographic growth investment remains negative the current proposals significantly strengthen mitigations available.				
<u>Reduction to funding for listed providers – negative (partial mitigation)</u> As Hillcrest (Dundee Futures Project) provides a city-wide service, the proposal to cease commissioning the project could have negative impacts across all geographical areas. A greater impact would be anticipated in the 6 areas of deprivation given the association between deprivation and higher levels of health and social care needs. Overall, the project supports approximately 100 people each year, around half on an individual basis and half via group activities. Alternative supports are available through Employability services and Welfare Rights (Council Advice Services) and via peer-led activities to continue some group activities (walking, cooking, gardening, IT skills, etc) to continue to support the cohort of people who had been attending the project.				

Household circumstances have considerable long-term impacts on Fairness and Poverty.

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Child Poverty (Scotland) Act 2017 addresses the impact on child poverty and some local improvement activity can influence this including activity that affects: **Income from employment, Costs of living, Income from social security and benefits in kind.**

Household and Family Group- *consider the impact on households with people with the following circumstances*

Explanation, assessment and any potential mitigations		
Care Experienced Children and Young People		
Positive		It is known that Care Experienced Young People are more likely to experience poor mental health and wellbeing, to use drugs and alcohol, to be involved in community justice processes and to be homeless or at risk of homelessness. Please see relevant sections below for further information.
No Impact		
Negative	X	
Not Known		
Carers/people with Caring Responsibilities (Include Child Care and consider Kinship carers and carers who support a family member or friend without pay)		
Positive		<u>Remove Demographic growth investment – negative (further mitigation)</u> The proposal to utilise £2,171k ring-fenced reserves to support in-year whole system demand and cost pressures and an additional £379k General Reserves to support unexpected pressures provides further mitigation to support the HSCP to manage the impacts of increased demand arising from demographic growth. Whilst the overall impact of removing demographic growth investment remains negative the current proposals significantly strengthen mitigations available.
No Impact		
Negative	X	
Not Known		
Lone Parent Families/Single Female Parent Household with Children		
Positive		None of the proposals are considered to have any direct or indirect relevance to this fairness group.
No Impact	X	
Negative		
Not Known		
Households including Young Children and/or more than 3 children		
Positive		None of the proposals are considered to have any direct or indirect relevance to this fairness group.
No Impact	X	
Negative		
Not Known		
Retirement Pensioner (s)		
Positive		Please see section for Age (above).
No Impact		
Negative	X	
Not Known		
Serious & Enduring Mental Health Conditions		
Positive		<u>Remove Demographic growth investment – negative (further mitigation)</u> The proposal to utilise £2,171k ring-fenced reserves to support in-year whole system demand and cost pressures and an additional £379k General Reserves to support unexpected pressures provides further mitigation to support the HSCP to manage the impacts of increased demand arising from demographic growth. Whilst the overall impact of removing demographic growth investment remains negative the current proposals significantly strengthen mitigations available. <u>Reduction to funding for listed providers – negative (partial mitigation)</u> The proposal to cease to commission Hillcrest (Dundee Futures Project) might have negative impacts for this group. Overall, the project supports approximately 100 people each year, around half on an individual basis and half via group activities. Alternative supports are available through Employability services and Welfare Rights (Council Advice Services) and via peer-led activities to continue some group activities (walking, cooking, gardening, IT skills, etc) to continue to support the cohort of people who had been attending the project.
No Impact		
Negative		
Not Known		

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		See also sections (below) on homelessness, drug and alcohol and offenders as there is known to be greater levels of these health and social care needs within the population of people who have serious and enduring mental health conditions.
Homeless (risks of Homelessness)		
Positive		<u>Reduction to funding for listed providers – negative (partial mitigation)</u> The proposed reduction to Hillcrest (Dundee Futures Project) may have a direct negative impact on those at risk of homelessness through the project's support to individuals seeking tenancy information. Overall, the project supports approximately 100 people each year, around half on an individual basis and half via group activities. Contract monitoring has identified evidence of the project impacting positively on housing support outcomes but not in terms of early intervention to prevent homelessness. Alternative provision continues to be available through Council Advice Services and other organisations funded by the IJB and other public sector partners in relation to homelessness. See also sections on mental health, drug and alcohol and offenders as there is known to be greater levels of these health and social care needs within the homeless / at risk of homeless population.
No Impact		
Negative	X	
Not Known		
Drug and/or Alcohol issues		
Positive		<u>Reduction to funding for listed providers – negative (partial mitigation)</u> The proposal to cease to commission Hillcrest (Dundee Futures Project) might have negative impacts for this group. Overall, the project supports approximately 100 people each year, around half on an individual basis and half via group activities. Alternative supports are available through Employability services and Welfare Rights (Council Advice Services) and via peer-led activities to continue some group activities (walking, cooking, gardening, IT skills, etc) to continue to support the cohort of people who had been attending the project. The Alcohol and Drug Partnership continues to fund a range of alternative specialist services for people impacted by drug and alcohol use.
No Impact		
Negative	X	
Not Known		
Offenders and Former Offenders		
Positive		See sections on mental health, homelessness and drug and alcohol as there is known to be greater levels of these health and care needs amongst people involved in community justice processes.
No Impact	X	
Negative		
Not Known		

STEP 2- Impact Assessment Record (continued)

Mark X in all relevant boxes. X must be placed in at least one box

Socio-Economic Disadvantage and Inequalities of outcome – consider if the following circumstances may be impacted for individuals in the following conditions/areas.

Explanation, assessment and any potential mitigations		
Personal/Household Income. (Income Maximisation /Benefit Advice, Cost of living/Poverty Premium-i.e. When those less well-off pay more for essential goods and services)		
Positive		None of the proposal are considered to have any direct relevance to this fairness group. Please see Earnings and Employment (below) for related impacts.
No Impact		
Negative	X	
Not Known		
Fuel Poverty- household needs to spend 10% or more of its income maintaining satisfactory heating.		
Positive		None of the proposals are considered to have any direct or indirect relevance to this fairness group.

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No Impact	X	
Negative		
Not Known		
Earnings & employment -including opportunities, education, training & skills, security of employment, under employment & unemployment		
Positive		<u>Reduction to funding for listed providers – negative (partial mitigation)</u>
No Impact		The proposed reduction to Hillcrest (Dundee Futures Project) may have a direct negative impact on those seeking employability support. Alternative provision continues to be available through Employability Services and other organisation's service provision.
Negative	X	
Not Known		It is known that the project employs 2 members of staff who will be directly impacted by the proposal to cease commissioning the service. Hillcrest has provided assurance that these staff will be supported via the appropriate HR processes.
Connectivity / Internet Access/ Digital Skills		
Positive		None of the proposals are considered to have any direct or indirect relevance to this fairness group.
No Impact	X	
Negative		
Not Known		
Health (including Mental Health) Specifically consider any impacts to Child Health		
Positive		<u>Remove Demographic growth investment – negative (further mitigated)</u>
No Impact		The proposal to utilise £2,171k ring-fenced reserves to support in-year whole system demand and cost pressures and an additional £379k General Reserves to support unexpected pressures provides further mitigation to support the HSCP to manage the impacts of increased demand arising from demographic growth. Whilst the overall impact of removing demographic growth investment remains negative the current proposals significantly strengthen mitigations available.
Negative	X	
Not Known		<u>Reduction to funding for listed providers – negative (partial mitigation)</u> The proposal to cease to commission Hillcrest (Dundee Futures Project) might have negative impacts on health outcomes. Overall, the project supports approximately 100 people each year, around half on an individual basis and half via group activities. Alternative supports are available through Employability services and Welfare Rights (Council Advice Services) and via peer-led activities to continue some group activities (walking, cooking, gardening, IT skills, etc) to continue to support the cohort of people who had been attending the project.
Healthy Weight/Weight Management/Overweight / Obesity		
Positive		None of the proposals are considered to have any direct or indirect relevance to this fairness group.
No Impact	X	
Negative		
Not Known		
Neighbourhood Satisfaction -Neighbourhood satisfaction is linked to life satisfaction and wellbeing		
Positive		None of the proposals are considered to have any direct or indirect relevance to this fairness group.
No Impact	X	
Negative		
Not Known		

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Transport (including accessible transport provision and sustainable modes of transport)		
Positive		None of the proposals are considered to have any direct or indirect relevance to this fairness group.
No Impact	X	
Negative		
Not Known		
Life expectancy		
Positive		Reduction to funding for listed providers – negative (partial mitigation) As outlined in the section on Health (above) these proposals have some risk of impacting on health outcomes, which could indirectly impact on life expectancy.
No Impact		
Negative	X	
Not Known		
NOW COMPLETE THE <u>CONCLUSION OF EQUALITY AND FAIRNESS IMPACT ASSESSMENT</u> AT THE START OF STEP 2		

Environment- Climate Change		
Mitigating Greenhouse Gases and/or Adapting to the Effects of Climate Change		
Positive		None of the proposals are considered to have any direct or indirect relevance to this factor.
No Impact	X	
Negative		
Not Known		
Resource Use		
Energy Efficiency and Consumption		
Positive		None of the proposals are considered to have any direct or indirect relevance to this factor.
No Impact	X	
Negative		
Not Known		
Prevention, Reduction, Re-use, Recovery, or Recycling of Waste		
Positive		None of the proposals are considered to have any direct or indirect relevance to this factor.
No Impact	X	
Negative		
Not Known		
Sustainable Procurement		
Positive		None of the proposals are considered to have any direct or indirect relevance to this factor.
No Impact	X	
Negative		
Not Known		
Natural Environment Air, Land and Water Quality Biodiversity Open and Green Spaces		
Positive		None of the proposals are considered to have any direct or indirect relevance to this factor.
No Impact	X	
Negative		
Not Known		
Built Environment - Housing and Built Heritage		
Positive		None of the proposals are considered to have any direct or indirect relevance to this factor.
No Impact		
Negative		
Not Known		

Strategic Environmental Assessment provides economic, social and environmental benefits to current and future generations. Visit <https://www.gov.scot/policies/environmental-assessment/strategic-environmental-assessment-sea/>

Strategic Environmental Assessment
Statement 1

Dundee Integration Joint Board Integrated Impact Assessment

No further action is required as this does not qualify as a Plan, Programme or Strategy as defined by the Environmental Assessment (Scotland) Act 2005.

Yes	X	No		
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Statement 2

Further action is required as this is a Plan, Programme or Strategy as defined by the Environmental Assessment (Scotland) Act 2005

Yes		No	X	Use the SEA flowchart to determine whether this plan or proposal requires SEA.
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If Statement 2 applies Complete SEA Pre-Screening (attached to this record along with and relevant SEA information)

Complete SEA Pre-Screening (attached to this record along with and relevant SEA information)

Next action will depend on the SEA Pre-Screening Determination. A copy of the Pre-Screening information, when completed, should be attached to the IIA record. Include an explanation of how the determination was made that the Plan will have no or minimal negative environmental effect or and/or 'Summary of Environmental Effects' from the SEA screening report, the Environmental Implications of the proposal on the characteristics identified and Proposed Mitigating Actions.

End of Impact Assessment Record.

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