

Section 4 Integrated Impact Assessment

Summary Report Template

Audit Risk level - LOW

(Risk level will be added by Equalities Officer)

Each of the numbered sections below must be completed

Interim report		Final report	x	(Tick as appropriate)
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1. Title of plan, policy or strategy being assessed

Phase 3 Transformation: Integration and re-structure of the Community Alarm Telecare Service and Community Equipment Service.

2. What will change as a result of this proposal?

The plan brings together the Community Alarm Telecare Service (CATS) and Community Equipment Service (CES) into one service area, co-located alongside Sheltered Housing Support Services (SHSS) and Overnight Homecare (OHC) at the existing CES site at Peffermill. The restructure and co-location is designed to deliver a Council budget saving post Phase 2 and to enable 'spend to save' deliverables in the medium to long term, by making a significant transformation as to how these services are delivered. This change is to support the Edinburgh Health and Social Care Partnership Strategic Plan 16-19 Priorities and beyond, with a focus on early intervention, dependency reduction and asset-based thinking.

The change will also support the mobilisation and implementation of the Technology Enabled Care (TEC) Expansion Project, an EY-partnership business case, to drive forward significant growth in the use of TEC as an alternative to direct care. Supporting c.3100 service users across the city, live more independently

3. Briefly describe public involvement in this proposal to date and planned

Transformation of CATS and CES will go to workforce and trade union consultation from 17th April 2018. Anticipated that public consultation will not be required to implement the organisational change outlined, but future delivery transformation will be IIA assessed on an individual basis, where appropriate.

4. **Date of IIA**
29th July 2017

5. **Who was present at the IIA? Identify facilitator, Lead Officer, report writer and any partnership representative present and main stakeholder (e.g. NHS, Council)**

Name	Job Title	Date of IIA training	Email
Sarah Bryson	Strategic Planning and Quality Officer	29 th July 2017	Sarah.bryson@edinburgh.gov.uk
Linda Bertram	(Chair) Community Equipment Service Manager	29 th July 2017	Linda.bertram@edinburgh.gov.uk
Craig O'Donnell	Access and Support Lead	29 th July 2017	Craig.O'Donnell@edinburgh.gov.uk
Siobhan Murtagh	(CATS) Report Author	29 th July 2017	Siobhan.murtagh@edinburgh.gov.uk
Sandra Gilchrist	HR Business Partners HR Business Partner	29 th July 2017	Sandra.gilchrist@edinburgh.gov.uk

6. **Evidence available at the time of the IIA**

Evidence	Available?	Comments: what does the evidence tell you?
Data on populations in need	JSNA	The JSNA contains detailed information on the population of Edinburgh and on locality needs and on health and social inequalities. Consultation revealed a need for more information on the LGBT and BME populations. The former has now been addressed. Updated versions of the JSNA will determine a fuller picture for BME groups.
Data on service uptake/access	JSNA	There is strong demand for services, particularly from an ageing frail population, which services are struggling to meet.

Evidence	Available?	Comments: what does the evidence tell you?
Data on equality outcomes	JSNA	Considerable data on social and health inequalities showing significant inequalities throughout all part of Edinburgh, not just in deprived communities, as well as inequalities for some non-geographic social groups (such as people with learning disabilities and carers).
Research/literature evidence	JSNA	Contained within the JSNA in detail.
Public/patient/client experience information	JSNA	Considerable consultation work has been undertaken within client groups and within NHS Lothian to inform their strategic plans and this has in turn informed the relevant sections of the JSNA.
Evidence of inclusive engagement of service users and involvement findings	JSNA	
Evidence of unmet need	JSNA	Need to address health inequalities. Need to ensure that we can meet the pressures on the service – particularly from the increasing frail elderly population – within the context of recruitment difficulties to key posts and a tight financial situation.
Good practice guidelines	JSNA	
Environmental data	JSNA	
Risk from cumulative impacts	JSNA	The need for additional savings (since the writing of the draft strategic plan) of £15million in revenue funding from City of Edinburgh Council will have an impact. Cumulative impacts on individuals may come from the different organisations they rely on for support being affected by the current financial situation. Future development within existing and new services is to change the culture towards assisting people to take control over their lives and towards building independence and links with local communities. This will increase demand

Evidence	Available?	Comments: what does the evidence tell you?
		for the service
Other (please specify)	JSNA	
Additional evidence required	JSNA	

7. In summary, what impacts were identified and which groups will they affect?

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>Positive</p> <p>The purpose of the plans to transform these services, set out to contribute to the improvement of the health and wellbeing of the population of Edinburgh, East and Midlothian. More specifically, positively impacting on those who are most likely to suffer poor health and wellbeing and their support network. The proposals for change are underpinned by the EHSCP directed values and positive intent to respect the principles of equality, human rights, independent living and treating people fairly.</p> <p>It is anticipated that the change will improve the service capability to support the reduction of delayed discharged, with a positive impact to primarily older people and those with disabilities. This will provide a flexibility for out of hours capability.</p> <p>Service charging for response services will continue to be means tested. However, the Council undertake an annual review of the charge.</p> <p>The plans for re-branding and communication of the newly formed service area, will include the offering of braille and translation.</p> <p>The change is set to create a single point of access for Assistive Technology Enabled Care services, improving accessibility for hard to reach groups.</p> <p>The introduction of increased frontline staffing and supervisory support will significantly improve the health and wellbeing of the workforce, and subsequently positively impact on absenteeism, presenteeism and use of overtime/agency staffing as a first option to support service delivery.</p> <p>Negative</p> <p>No negative impacts are anticipated in this area.</p>	<p>All, particularly those from marginalised or disadvantaged groups or communities, or affected by a particular condition or disability.</p>

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<p>Environment and Sustainability</p> <p>Positive</p> <p>Anticipated rationalisation of vehicles to deliver the new service and efficiencies in route/visit planning will reduce carbon emission impact, and sustainable use of Council assets.</p> <p>The CES site as Peffermill, will be fully optimised, by hosting a range of services that were previously located across the Council's estate.</p> <p>The move to the new site is a significant improvement to the existing working environment.</p> <p>Negative</p> <p>The plan does not directly address wider environmental and sustainability issues such as climate change, however this was raised in the consultation in relation to future implications for health and wellbeing and there is work going on within the city on this agenda that will be important to connect with at different levels in different arenas.</p> <p>Potential increase in travel required by service providers to deliver more care at home, however co-location of services, increased locality working, use of new and developing technologies and reduced transport to hospital could offset this.</p> <p>Future delivery plans, e.g. procurement and plans for new premises to implement the strategy of the IJB must avoid potentially negative environmental impacts and adhere to good practice to promote sustainability.</p>	<p>Affected populations</p> <p>All, particularly those from disadvantaged or marginalised groups or communities or those affected by a particular condition or disability</p>
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<p>Economic</p> <p>Positive</p> <p>The plan should have a positive impact on maximizing income through improved partnership working at locality level, staff training and access to support for individuals through initiatives such as social prescribing.</p> <p>The IJB will ensure effective joint working with Communities & Families and support a Total Place approach.</p> <p>Integration aims to have a positive impact in terms of access to and quality of services</p> <p>Negative</p>	<p>Affected populations</p> <p>All.</p>
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<p>There are workforce capacity challenges in certain areas and vacancies requiring to be filled.</p>	
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<p>Levels of demand and pressures on existing resources will pose challenges in terms of meeting the aspirations set out in the plan. This underlines the need to give sufficient attention to the priorities of tackling inequalities and prevention. It is not clear in the plan how this will be achieved.</p>	
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8. Is any part of this policy/ service to be carried out wholly or partly by contractors and how will equality, human rights including children's rights , environmental and sustainability issues be addressed?

These issues will be a core part of any tendering process and will be a contractual requirement, which will be monitored.

9. Consider how you will communicate information about this policy/ service change to children and young people and those affected by hearing loss, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.

The communication plan has been designed to be as inclusive as practicably possibly and includes provision for individual staff members where appropriate.

10. Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005? (see Section 4)

This Integrated Impact Assessment, assesses a change towards service delivery and not policy, therefore is not considered a qualifying Policy, Programme or Strategy as defined by the Environment Impact Assessment (Scotland) Act 2005.

11. Additional Information and Evidence Required

If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.

12. Recommendations (these should be drawn from 6 – 11 above)

That the IIA is reviewed at regular intervals during the lifespan of the Phase 3 review, to ensure that where fundamental changes to service delivery impacting on citizens, that an individual IIA is undertaken per impact.

The transformation communications plan is reviewed in-line with Communications plan, to ensure commitments to inclusivity and accessibility to information.

13. Specific to this IIA only, what actions have been, or will be, undertaken and by when? Please complete:

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and contact details)	Deadline for progressing	Review date
Nil required			

14. How will you monitor how this policy, plan or strategy affects different groups, including people with protected characteristics?

The Integrated Impact Assessment will be monitored as part of the wider Transformation consultation and updated accordingly, to support the appropriate implementation of structure and service delivery changes.

15. Sign off by Head of Service

Name Katie McWilliam

A handwritten signature in black ink that reads "Katie McWilliam". The signature is written in a cursive style and is contained within a light blue rectangular box.

Date

16. Publication

Send completed IIA for publication on the relevant website for your organisation. [See Section 5](#) for contacts.