

Section 4 Integrated Impact Assessment

Summary Report Template

Each of the numbered sections below must be completed

Interim report	<input checked="" type="checkbox"/>	Final report	<input type="checkbox"/>
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(Tick as appropriate)

1. Title of plan, policy or strategy being assessed

Disability Services - Internal Housing and Support.

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

Service provision for up to 20 adults with learning disabilities currently accessing internal housing support services. Services will be reviewed and transferred to an alternative third sector provider with a view to providing more individualised outcomes.

This will provide opportunity for internal services to focus on specialist provision for complex care and forensic support in line with the strategic direction for Learning Disability.

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

There has been no public involvement to date as this does not impact general members of the public. Involvement will be specific to the individuals and families it will impact.

4. Date of IIA

05.03.20

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	IIA Role	Job Title	Date of IIA training
Mark Grierson	Lead Officer	Service and strategy Manager, Disabilities	25/4/18
Emma Pemberton	Facilitator	Care and Support Manager	
Linda Dodgson	Partnership Representative/ Report Writer	Care and Support Manager	
Anne-Marie Donaldson	Partnership Representative	Local Area Co-ordination Team Leader	

6. Evidence available at the time of the IIA

Evidence	Available?	Comments: what does the evidence tell you?
Data on populations in need	Within Outline Strategic commissioning Plan – Pathway for Life.	<p>The national learning disability population is increasing by 2% each year. The main demand in support services arise from children entering adult services, where an increase in people with extreme challenging behaviour and complex needs are being evidenced on a growing basis.</p> <p>There are currently 21 people awaiting discharge from long stay hospital care to their own tenancies.</p>
Data on service uptake/access	Yes	There is currently significant delays in matching individuals to appropriate and suitable Housing Support and Care at Home providers, particularly for those with complex and forensic support needs. Long term sustainability is also a challenge.
Data on equality outcomes	N/A	
Research/literature	Yes	Published in 2013, ' <i>Keys to Life</i> ' sets out the Scottish Government's ten year

Evidence	Available?	Comments: what does the evidence tell you?
evidence		<p>strategy for improving the quality of life for people with learning disabilities. The implementation framework for the Keys to Life has four strategic outcomes which relate to the United Nations Convention on the Rights of People with Disabilities:</p> <ul style="list-style-type: none"> • A Healthy Life: People with learning disabilities enjoy the highest attainable standard of living, health and family life • Choice and Control: People with learning disabilities are treated with dignity and respect, and protected from neglect, exploitation and abuse • Independence: People with learning disabilities are able to live independently in the community with equal access to all aspects of society • Active Citizenship: People with learning disabilities are able to participate in all aspects of community and society <p>In 2018 the “Coming Home”: report was published. The proposed outcome was to ensure better lives for people with Learning Disabilities and complex needs who are currently delayed in hospital settings or in out of area placements. The ambition is that people come home to live and be supported in their local communities once more.</p>
Public/patient/client experience information	Yes	<p>People have reported positively to the transfer of their support hours and receive a more individualised and flexible support package. Many people continue to be actively involved with the same networks, friends and community</p>

Evidence	Available?	Comments: what does the evidence tell you?
		<p>groups as well as adding to it.</p> <p>EHSCP Learning Disability Strategic Commissioning Plan Workstream group; acute to community pathway, has engaged directly with carers and there is a strong desire for suitable and sustainable community living.</p>
Evidence of inclusive engagement of service users and involvement findings	Yes	<p>Previous documents available from similar transition previously carried out.</p> <p>Wider consultation has commenced in relation to the Outline Strategic Commissioning Plan for Learning Disabilities with the publication of an easy read information document and an easy read questionnaire - 'Tell us What you Think' as well as above 'acute to community pathway' workstream.</p>
Evidence of unmet need	Yes	<p>There is currently significant delays in matching individuals to appropriate and suitable Housing Support and Care at Home providers, particularly for those with complex and forensic support needs.</p> <p>There are currently people awaiting treatment and assessment who cannot access acute services due to delayed discharge.</p>
Good practice guidelines	EHSCP Framework agreement for housing support (with care at home) services for people with learning	This Framework will introduce a single service specification for all housing support service models which reflects current national 'best practice' guidance and the outcome of local co-production activity as well as using standard Framework Agreement Terms and

Evidence	Available?	Comments: what does the evidence tell you?
	<p>disabilities. (Currently in process)</p> <p>Health and Social Care Standards - My Life, My Support.</p> <p>Scottish Social Services Council (SSSC)</p>	<p>Conditions.</p> <p>All health and Social Care providers are governed by these standards and inspected by the Care Inspectorate. The standards provide clarity on what should be expected when using health, social care or social work services in Scotland. They seek to provide better outcomes for everyone; to ensure that individuals are treated with respect and dignity, and that the basic human rights we are all entitled to are upheld.</p> <p>The SSSC is the regulator for the social service work force in Scotland. Their work means the people of Scotland can count on social services being provided by a trusted, skilled and confident workforce. They protect the public by registering social service workers, setting standards for their practice, conduct, training and education and by supporting their professional development. Where people fall below the standards of practice and conduct they can investigate and take action.</p>
Environmental data	No	
Risk from cumulative impacts	No	
Other (please specify)	N/A	
Additional evidence required	No	

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

<p>Equality, Health and Wellbeing and Human Rights</p> <p>Positive - The changes will provide a more consistent approach in the services being delivered, whilst ensuring relationships and contacts are maintained. This consistency will offer better health and wellbeing outcomes for individuals through flexibility, personalisation and consistency.</p> <p>Regardless of any additional protective characteristics all service users have access to the same level of support in line with the assessed level of need.</p> <p>This change will increase capacity to support those awaiting discharge from in-patient services, which will free up treatment beds for those who require it and fits in with the Royal Edinburgh Hospital Modernisation Programme.</p> <p>Negative</p> <p>Some individuals and families may be concerned with the change in provider resulting in anxieties.</p> <p>No negative impacts in relation to Equality or Human Rights are anticipated in relation to disability or gender mentioned above, and it is not foreseen that any individual will be affected due to any other protected characteristic.</p>	<p>Affected populations</p> <p>Primarily people with learning disabilities, some may have additional protective characteristics such as age, gender and race.</p>
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<p>Environment and Sustainability</p> <p>Positive</p> <p>The Framework Agreement will set out key performance indicators to ensure sustainability for the providers who sign up to the agreement. This includes a commitment from providers to ensure specific training and completion of an annual monitoring form which is audited by</p>	<p>Affected populations</p> <p>Primarily people with learning disabilities, some may have additional protective characteristics such as</p>
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<p>contracts team.</p> <p>There has been an increased need to employ short term and long term agency workers, which does not provide a consistent and structured staff team. This work will provide a clear direction for the future and consolidate the staffing resources within disability services. It is envisaged that in the longer term this change will have a positive impact on both individual outcomes of those being supported and employee health and wellbeing.</p> <p>Negative</p> <p>No negative impacts in relation to Environment or Sustainability are anticipated in relation to disability or any protected characteristics. It is not foreseen that any individual will be affected due to any other protected characteristic.</p>	<p>age, gender and race.</p>
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<p>Economic</p> <p>Positive</p> <p>There will be growth in the voluntary and private sector organisations which will provide job opportunities within social care.</p> <p>The quality of the support services offered within the EHSCP will improve through the consolidation of staffing resources.</p> <p>Negative</p> <p>The development of a more specialised service may not be a chosen direction for staff currently employed within the service. This change in direction may result in people feeling anxious or unhappy with the changes.</p>	<p>Affected populations</p> <p>Primarily people with learning disabilities, some may have additional protective characteristics such as age, gender and race.</p> <p>There are a number of staff employed who would be recognised within a population group with recognised protected characteristics. These groups include:</p> <p>People in middle years, men, but also other protective characteristics</p>
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	<p>such as age, gender and race, men and women in relation to pregnancy, maternity and paternity, disabled people – mainly due to physical limitations, mental health problems and or long term medical conditions, minority ethnic people, people with different religions/beliefs and sexual orientation.</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?

Services will be provided by voluntary and/or private sector organisations. All equality, human rights, environmental and sustainability issues are covered by the Framework Agreements, good practice guidance or the contracted terms and conditions. Children’s rights are not applicable within the scope of this IIA.

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

It will not be necessary to communicate with children and young people within this change, however a large proportion of individuals will require additional communication tools in order to understand the change. Some parents and carers may also need additional tools to support their understanding.

Communication will be carried out on an individual basis and as is appropriate. Examples may include use of picture symbols, talking mats, large type, discussion with someone known by the service user, language interpretation, sign language and social stories.

10. Does the policy concern agriculture, forestry, fisheries, energy, industry, transport, waste management, water management, telecommunications, tourism, town and country planning or land use? If yes, an SEA should be completed, and the impacts identified in the IIA should be included in this.

No.

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.

N/A

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

To ensure collaboration, consultation and communication throughout the planning and delivery stages.

Support employees affected by change in direction of provision.

Keep staff informed of the changes via increased communication from management and through 1:1 conversations.

Maintaining links with partners to ensure sustainability if any difficulties arise with the transitions and change of provider.

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
Completion of Risk Register	Mark Grierson/ Linda Dodgson	Complete Feb 20	
Completion of Implementation Plan	Mark Grierson/ Linda Dodgson	Complete Feb 20	

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
Develop appropriate communication plan and where required ensure accessible formats for people with additional support needs.	Mark Grierson/ Linda Dodgson	April 2020	Ongoing

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

The EHSCP Framework agreement for housing support (with care at home) services for people with learning disabilities. (Currently in process) provides a framework for quality assurance and key performance indicators. The annual audit within the framework will allow for routine monitoring of service delivery and service user outcomes, including those with protected characteristics.

There will be ongoing conversations, briefings and feedback gathering with staff in line with the organisational review process.

15. Sign off by Head of Service/ Project Lead

Name: Mark Grierson

Date: 5/3/20

16. Publication

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

Section 5 Contacts

- **East Lothian Council**

Please send a completed copy of the IIA to equalities@eastlothian.gov.uk and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via http://www.eastlothian.gov.uk/info/751/equality_diversity_and_citizenship/835/equality_and_diversity

- **Midlothian Council**

Please send a completed copy of the IIA to zoe.graham@midlothian.gov.uk and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via http://www.midlothian.gov.uk/downloads/751/equality_and_diversity

- **NHS Lothian**

Completed IIAs should be forwarded to impactassessments@nhslothian.scot.nhs.uk to be published on the NHS Lothian website and available for auditing purposes. Copies of previous impact assessments are available on the NHS Lothian website under Equality and Diversity.

- **The City of Edinburgh Council**

Completed impact assessments should be forwarded to Strategyandbusinessplanning@edinburgh.gov.uk to be published on the Council website.

- **City of Edinburgh Health and Social Care**

Completed and signed IIAs should be sent to Sarah Bryson at sarah.bryson@edinburgh.gov.uk

- **Edinburgh Integration Joint Board**

Completed and signed IIAs should be sent to Sarah Bryson at sarah.bryson@edinburgh.gov.uk

- **West Lothian Council**

Complete impact assessments should be forwarded to the Equalities Officer.