Section 4 Integrated Impact Assessment

Summary Report Template

Each of the numbered sections below must be completed

| Interim report | X | Final report | | (Tick as appropriate) |

1.   Title of proposal

Overnight Support (Disabilities) – Contracts Review

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

There are 21 care at home providers supporting people with Learning Disabilities who have block contracts for shared overnight support. Some of these services have been in place for many years with little opportunity to review and consider remote technology as a more person-centred solution.

Working with people with disabilities, care at home providers, families and representatives, the Partnership aims to increase the use of remote technology or shared overnight support where this is considered to be a safe and effective alternative to providing care within the persons home. This review aims to initially work with provider organisations where there is over £200k spent on block contracts.

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

There has been no public involvement to date as this will be very specific to the individuals it concerns. These individuals will be consulted on individually alongside their family members or representatives. There is no wider public impact.

4.   Is the proposal considered strategic under the Fairer Scotland Duty?

Yes

5.   Date of IIA

15/2/21

6.   **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
Mark Grierson	Service and strategy Manager, Disabilities/Lead Officer	
Emma Pemberton	Care and Support Manager/ Facilitator/Report Writer	25/4/18
Jayne Kemp	Planning and Commissioning Officer	
Anne-Marie Donaldson	Care and Support Manager	

7. Evidence available at the time of the IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
Data on populations in need	Data collection within services	There are approximately 360 people with learning and/ or physical disabilities who receive overnight support within their homes.
Data on service uptake/access	Data collection within services	Since 2015 there has been a change for approx. 80 individuals who were previously receiving overnight support in their own homes, for most individuals this has now progressed to mainly remote technology, provided by 3rd sector organisations.
Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation.		The individuals who will be reviewed reside within their own tenancy or registered care home and in the main are in receipt of universal credit with little paid employment, therefore have typically low incomes and little opportunity for wealth.

For many staff groups and employees working within care, pay is nationally recognised to be low, with many only receiving the national minimum wage. |
| Data on equality outcomes | Keys to Life:

https://keystolife.info/strategy/ | Published in 2013, '*Keys to Life*' sets out the Scottish Government's ten year 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 |

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
		Disabilities: • 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
	Keys to Life Implementation framework 2018-2021: https://keystolife.info/wp-content/uploads/2019/03/Keys-To-Life-Implementation-Framework.pdf EHSCP Strategic Plan 2019-2022: https://www.edinburghhsc.scot/wp-content/uploads/2020/01/Strategic-Plan-2019-2022-1.pdf	The proposed change aims to enhance each of these national strategic outcomes, particularly relating to independence and these are further enhanced within the implementation Framework; 2019-2021. Implementation of contributes to the following Strategic priorities: • Making best use of capacity across the system • Right care, right place, right time • Managing our resources effectively

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
Research/literature evidence	Evaluation and increase from previous uptake	Previously remote technology was proposed for 30 individuals. After this was successful, it quickly increased to in excess of 80 individuals.
Public/patient/client experience information	Previous reviews of individuals overnight support	A previous review and implementation of increased remote technology for approx. 80 individuals has proven successful with positive feedback and outcomes. There was a small number who after initial attempts didn't transition to remote digital support and maintained the support previously in place.

Within initial discussions from the previous review, there was some concerns raised by family members (some of who also undertake an unpaid caring role) of the person receiving support and some resistance to changing the model to anything other than what was received. For most and after discussing individuals concerns, the reassurance offered was considered satisfactory and agreement was confirmed to proceed. For a small number where concerns were raised and after further discussion declined, the change was not progressed. |
| Evidence of inclusive engagement of people who use the service and involvement findings | From previous work stream | There is a need for continued consultation and engagement throughout implementation and on an ongoing basis. This will commence with initial housing support provider meetings and |

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
		progress to anyone identified as suitable for review. There will be full discussions and engagement with any individuals this will impact, including family members and unpaid carers. Any change in support model was only confirmed after social worker assessment and review as well as a full risk assessment being undertaken. This would be the process again.
Evidence of unmet need	No	
Good practice guidelines	Scottish Social Services Council (SSSC)	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.
	EHSCP Framework agreement for housing support (with care at home) services for people with learning disabilities. (Currently in process)	This Framework will introduce a single service specification for all housing support service models which reflects current national

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
	Health and Social Care Standards - My Life, My Support.	'best practice' guidance and the outcome of local co-production activity as well as using standard Framework Agreement Terms and Conditions and monitoring arrangements. Overnight care and support options will be reflected within this. 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.
Carbon emissions generated/reduced data		There will be reduced travel of staffing travel to and from peoples homes to provide physical care. A reduction in utility usage and costs may also be evident from less overnight staff activity as a result of technology or shared resources.
Environmental data	N/A	
Risk from cumulative impacts	yes	Without review, there is a risk of over supporting and limiting individuals choices to live as independent life as possible. This would also impact upon the flexibility and options for future care packages.
Other (please specify)	N/A	
Additional evidence required	no	

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

Equality, Health and Wellbeing and Human Rights	Affected populations
Positive Previous and similar change has resulted in more positive outcomes for individuals with less restrictive supports in place and encouraging personal independence. Regardless of any additional protective characteristics everyone who will be reviewed will have equal access to support which is identified as appropriate to them. It is not foreseen that any individual will be adversely affected due to any other protected characteristic.	Primarily people with learning disabilities and/ or physical disabilities. Some may have additional protective characteristics such as age, gender and race. Employees and staff groups from a variety of age groups and who may have additional protective characteristics.
Negative For some individuals and their family members, who may also undertake an unpaid caring role in addition to the individual receiving formal paid supports, there may be the perception that formal overnight support continues to be required and believe a change to shared resources or remote technology will have an adverse effect on them or leave them at risk. There may also be a concern that if current support is changed to use of remote technology or shared overnight support, this may result in increased support being required from family members or unpaid carers.	Family members and/ or unpaid carers from a variety of age groups and who may have additional protective characteristics.

Environment and Sustainability including climate change emissions and impacts	Affected populations
Positive Sharing of resources and use of technology in organisations and teams will result in less duplication and costs, such as for staffing and energy/utility.	Primarily people with learning disabilities and/ or physical disabilities. Some may have additional protective

There will be increased learning opportunities for staff in providing and supporting people to access remote technology. Enhancing the use of shared resources and increased technology will provide a modernised approach to service delivery and encourage sustainability, from increased opportunities and options available for people seeking more independent living now and in future. This encourages choice, flexibility and meets with the overarching principles of the national Learning Disability Strategy (Keys to Life) and the Partnerships Strategic Plan 2019-2022 **Negative** In some organisations there are increased payments for those working out with normal operating hours. There will likely be reduced staffing from a reduction in traditional models of overnight support. The impact will be evident within staff groups and may for some impact on either their employment contract or pay. A reduction in pay or change in contract may then impact on any dependents of employees or staff groups.	characteristics such as age, gender and race. Employees and staff groups from a variety of age groups who may have additional protective characteristics. Children/ young people or other dependents of employees and staff groups.

Economic including socio-economic disadvantage	**Affected populations**
Positive This review, where appropriate will decrease service dependency and increase personal independence for individuals. This will also shape how reviews are conducted in future and how new support options are commissioned, ensuring a fair and equal process for everyone with disabilities and removing the assumption that high support presence is the primary option for overnight support. There is increased opportunity for third sector providers to engage in, provide and support people to access remote technology. Some staff may view the change as providing a better work/ life balance with a reduction in non-social hours.	Primarily people with learning disabilities and/ or physical disabilities. Some may have additional protective characteristics such as age, gender and race. Employees and staff groups and key stakeholders from a variety of age groups who may have additional protective characteristics. Children/ young people

Negative	or other dependents of employees and staff groups.
For some individuals with disabilities and their family, representative or care provider, there may be a perception that this is viewed only as a means to reduce costs. The care provider may view this as a loss of income. For many staff groups and employees working within care, pay is nationally recognised to be low. For some, particularly living in circumstances where there is only one wage within the household, any further reduction may impact further on staff and other dependents within the family home. This impact should be minimal as there is a recognised shortage of care staff across most organisations and on various shift patterns.	

9. **Is any part of this policy/ service to be carried out wholly or partly by contractors and if so how will equality, human rights including children's rights, environmental and sustainability issues be addressed?**

   Overnight support is mainly 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. Any impacts identified throughout the review will be considered and any mitigations put in action.

10. **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 people with disabilities 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. An easy read document has already been produced.

11. Is the policy likely to result in significant environmental effects, either positive or negative? If yes, it is likely that a [Strategic Environmental Assessment](#) (SEA) will be required and the impacts identified in the IIA should be included in this.

No

12. 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

13. Specific to this IIA only, what recommended actions have been, or will be, undertaken and by when? (these should be drawn from 7 – 11 above) 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 job title	Deadline for progressing	Review date
1. Review, monitor and respond to individual circumstances and requests as required, with particular consideration given to the views of individuals, family members and any unpaid carers. This should include any reports of increased family/ unpaid carer support required as a result of this change.	Mark Grierson Jayne Kemp	Ongoing	Ongoing
2. Develop appropriate communication plan and where required ensure accessible formats for people with additional support needs.	Jayne Kemp	March 2021	Ongoing
3. Commence Care at Home provider meetings and continue throughout review period. Discussion will determine any impacts on staff groups and financial sustainability of provider, and any supportive measures which can be implemented.	Mark Grierson Jayne Kemp	March 2021 & ongoing	Ongoing
4. Ensure completion of comprehensive individual risk assessments within services	Mark Grierson Jayne Kemp	Ongoing	Ongoing

14.   Are there any negative impacts in section 8 for which there are no identified mitigating actions?

   No

15.   How will you monitor how this proposal affects different groups, including people with protected characteristics?

 This change will continue to be reviewed and discussed with all stake holders to ensure further understanding of any impacts, its ongoing success and ensure any changes where required are acted upon.

The EHSCP Framework agreement for housing support (with care at home) services for people with learning disabilities. (Currently in process) will provide 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.

16.   Sign off by Head of Service/ NHS Project Lead

   Name *Mark Grierson (Disability Support and Strategy Manager)*

   Date *17/2/21*

   Name: Tony Duncan (Head of Strategic Planning EHSCP)

   Date: *11ᵗʰ March 2021*

17.   Publication
   Completed and signed IIAs should be sent to strategyandbusinessplanning@edinburgh.gov.uk to be published on the IIA directory on the Council website www.edinburgh.gov.uk/impactassessments