

Section 4 Integrated Impact Assessment

Summary Report Template

Each of the numbered sections below must be completed

Interim report	<input type="checkbox"/>	Final report	<input type="checkbox"/>	(Tick as appropriate)
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1. Title of plan, policy or strategy being assessed

Free Personal Care for under 65s

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

Free Personal Care is currently in place for all people aged 65 and over who are assessed as needing the service.

The Scottish Government Community Care (Personal Care and Nursing Care) (Scotland) Amendment (No 2) Regulations 2018 extend free personal care to include those under 65.

Therefore, from 1 April 2019 free personal care will be available to all adults who are assessed as needing personal care regardless of age or financial status.

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

This is a Scottish Government legislative step and as such Scottish Government have consulted widely within Scottish Government, with external bodies and through wider public consultation.

Internally, Colin Beck has engaged with colleagues in Business Support, Strategy and Insight, Finance, Localities, Communications, COSLA and Social Work Scotland.

4. Date of IIA

Monday 6 May 2019

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
Sarah Bryson	Planning and Commissioning Officer	21/11/17
Nikki Conway	Locality Manager, SE	
Colin Beck	Strategy and Quality Manager	
Nicola Foley	Acting Business Support Team Manager - SE	
Sylvia Latona	Health and Social Care Manager	
Kenny Raeburn	Senior Accountant	
Liz Davern	Team Manager, Customer & Digital Services	

6. Evidence available at the time of the IIA

Evidence	Available?	Comments: what does the evidence tell you?
Data on populations in need	No	
Data on service uptake/access	Yes	Numbers of adults under 65 who currently receive personal care in Edinburgh which takes into account a number of services. Data is not broken down to any protected characteristic groups.
Data on equality outcomes	No	
Research/literature	Yes	Extending Free Personal Care to Under

Evidence	Available?	Comments: what does the evidence tell you?
evidence		65s: Feasibility Study Free Personal Care
Public/patient/client experience information	No	
Evidence of inclusive engagement of service users and involvement findings	Yes	Final business and Regulatory Impact Assessment
Evidence of unmet need	No	
Good practice guidelines	Yes	https://www.sdsscotland.org.uk/local-authority-guidance-on-implementing-free-personal-care-for-under-65s/ Two sets of EIJB procedures are now drawn up: one for those in Residential Care and one for those in Non-Residential Care
Environmental data	No	
Risk from cumulative impacts	No	
Other (please specify)		
Additional evidence required	None	

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

Equality, Health and Wellbeing and Human Rights	Affected populations
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<p>Positive</p> <p>Improved quality of life/health outcomes through increased uptake of personal care for those under 65 who are assessed as in need of personal care and who currently fall above the means threshold so currently choose not to receive service</p> <p>Improved quality of life/health outcomes through increased net income for those under 65 who are assessed as in need of personal care but above income threshold and so currently pay for personal care.</p> <p>Negative</p> <p>Potential higher costs to authorities which may put pressure on already stretched resources.</p> <p>Awareness of changes to charging policy and resultant take-up of service may not be equal across all protected characteristic groups.</p>	<p>groups most likely affected will be those under 65 with learning disabilities, mental health problems or physical disabilities</p> <p>All groups</p> <p>Those vulnerable to poverty/those who do not have English as a first language/those with poor literacy skills</p>
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<p>Environment and Sustainability</p> <p>Positive</p> <p>Negative</p> <p>The policy may result in an increased demand for personal care which may result in increased vehicle trips by carers.</p>	<p>Affected populations</p> <p>All</p>
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<p>Economic</p> <p>Positive</p> <p>Increased net income for some clients.</p>	<p>Affected populations</p> <p>Those with learning disabilities, mental health problems or</p>
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<p>Increased demand may result in increased number of carer job opportunities</p> <p>Negative</p> <p>Increased demand may result in increased need for carers which may exacerbate the current difficulties in employing care staff.</p>	<p>physical disabilities</p> <p>All Groups</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?

No

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.

Communication plan will help ensure awareness of changes to charging policy is made known to all groups, especially: Ethnic minority Groups, those who do not have English as a first language and those with poor literature levels.

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.

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

- Ensure communication plan particularly targets those in areas of deprivation, those who do not have English as a first language and those with poor literacy skills to ensure health inequalities gap is not widened
- Consideration, as part of a wider exercise, should be given to encouraging ways of reducing vehicle trips or shifting to a more sustainable mode of transport, by care workers
- Increased take-up of free personal care to be monitored to ensure financial contribution from Scottish Government meets increased costs to IJB
- Potential need for additional number of carers is included in the Workforce Development Plan

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
Ensure communication plan particularly targets those in areas of deprivation, those who do not have English as a first language and those with low literature skills	Colin Beck/Anne Duff	July 2019	April 2020
Costs and take-up of service to be monitored	Colin Beck	August 2019	April 2020

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
Dependent on above monitoring, discuss need/measures for additional number of carers as part of Workforce Development Plan	Colin Beck	August 2019	April 2020

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

Monitoring to be carried out as required by Scottish Government

Check what monitoring is required by Scottish government who. Should we do some equality monitoring of take-up of service?

15. Sign off by Head of Service/ Project Lead

Name:



Date:

11 Dec 2019

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.