

## Section 4 Integrated Impact Assessment

### Summary Report Template

Each of the numbered sections below must be completed

Interim report	✓	Final report	
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**1. Title of plan, policy or strategy being assessed**

Disability Services (5.2) – Review people using day support who live with care providers to move to a single service.

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

Service provision for adults with learning disabilities accessing day support who also have an alternative Care at Home provider in place, will be reviewed with a view to providing a single service by the Care at Home provider. This will be reviewed for anyone whom the Partnership is directly organising and arranging care for via Option 3 of Self Directed Support.

**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 very 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)**

<b>Name</b>	<b>IIA Role</b>	<b>Job Title</b>	<b>Date of IIA training</b>
Mark Grierson	Lead Officer	Service and strategy Manager, Disabilities	25/4/18
Emma Pemberton	Facilitator/Report Writer	Care and Support Manager	
Linda Dodgson	Partnership Representative	Care and Support Manager	
Robert Smith	Partnership Representative	Care and Support Manager	

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

<b>Evidence</b>	<b>Available?</b>	<b>Comments: what does the evidence tell you?</b>
Data on populations in need	Within Outline Strategic commissioning Plan – Pathway for Life.	Over the next 5 to 10 years the increasing demand for day support is potentially 300 – 700 people.
Data on service uptake/access	Within Outline Strategic commissioning Plan – Pathway for Life.	Turnover in services is relatively low, leading us to a position that services are regularly at capacity and unable to provide services without growth investment. There is a legal duty on the Partnership to provide day opportunities for people with learning disabilities.
Data on equality outcomes	N/A	

<b>Evidence</b>	<b>Available?</b>	<b>Comments: what does the evidence tell you?</b>
Research/literature evidence	Keys to Life	<p>Published in 2013, '<i>Keys to Life</i>' 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 Disabilities:</p> <ul style="list-style-type: none"> <li>• A Healthy Life: People with learning disabilities enjoy the highest attainable standard of living, health and family life</li> <li>• Choice and Control: People with learning disabilities are treated with dignity and respect, and protected from neglect, exploitation and abuse</li> <li>• Independence: People with learning disabilities are able to live independently in the community with equal access to all aspects of society <ul style="list-style-type: none"> <li>• Active Citizenship: People with learning disabilities are able to participate in all aspects of community and society</li> </ul> </li> </ul>
Public/patient/client experience information	From those previously involved in similar transition.	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 groups as well as adding to it.
Evidence of inclusive engagement of service users and involvement findings	This will be provided throughout consultation and implementation.	Wider consultation was carried out 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

Evidence	Available?	Comments: what does the evidence tell you?
		you Think'.
Evidence of unmet need	yes	Due to turnover in services being low and regularly at capacity, this has left some individuals in a position where they cannot access appropriate services at the right time.
Good practice guidelines	<p data-bbox="544 595 783 1048">EHSCP Framework agreement for housing support (with care at home) services for people with learning disabilities. (Currently in process)</p> <p data-bbox="544 1081 802 1245">Health and Social Care Standards - My Life, My Support.</p> <p data-bbox="544 1626 791 1742">Scottish Social Services Council (SSSC)</p>	<p data-bbox="829 595 1407 965">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 Conditions and monitoring arrangements.</p> <p data-bbox="829 1070 1407 1525">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 data-bbox="829 1626 1407 1995">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</p>

<b>Evidence</b>	<b>Available?</b>	<b>Comments: what does the evidence tell you?</b>
		supporting their professional development. Where people fall below the standards of practice and conduct they can investigate and take action. For all Care at Home providers their staff are required to be on the register.
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?**

<b>Equality, Health and Wellbeing and Human Rights</b>	<b>Affected populations</b>
<p><b>Positive</b></p> <p>The changes will provide a more consistent approach in the services being delivered and ensure equity of support for people with learning Disabilities within Edinburgh, creating opportunity to enhance access to appropriate social care – more capacity within day services for people who currently have no access or other formal paid support.</p> <p>Consistency will offer better health and wellbeing outcomes through flexibility and personalisation in line with Self Directed Support (SDS). The underlying principles of SDS is all about giving people a better life. It is about supporting people to think how they could lead their lives and giving them the chance to control that.</p> <p>Individuals may be able to continue within their existing day service funding it through SDS option 1 or 2, if this is determined appropriate in line with the Partnerships 3</p>	<p>Primarily people with learning disabilities, some may have additional protective characteristics such as age, gender and race.</p>

<p>conversations approach. Both options encourage and enable people to have more control over their support and decisions. This will increase peoples understanding of their rights and participation within decisions about their support and enables people to discuss, understand and access the right support at the right time.</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. It is not foreseen that any individual will be affected due to any other protected characteristic.</p> <p><b>Negative</b></p> <p>Some individuals may feel that their right to choose a day support service or choose to attend a day support service under option 3 of SDS is inhibited and believe a change to a single provider will have an adverse effect on them.</p> <p>Any change to option 1 or 2 may be viewed as putting people at a disadvantage because they can be viewed as time consuming and complex for individuals.</p> <p>Individuals may feel that they are losing friendships or connections which are important to them.</p>	<p>Primarily people with learning disabilities, some may have additional protective characteristics such as age, gender and race.</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><b>Environment and Sustainability</b></p> <p><b>Positive</b></p> <p>There would be a reduction in the requirement of corporate transportation as well as general taxi use to provide transport for people travelling to their day service from home. It would be expected that most forms of travel in and around the city will be utilising public transport and where available motobility vehicles.</p> <p>The Framework Agreement sets 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 contracts team.</p>	<p><b>Affected populations</b></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><b>Negative</b></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>	
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<p><b>Economic</b></p> <p><b>Positive.</b></p> <p>There will be a continued need for access to day opportunities as populations and demand increases. This change will improve access to day opportunities for those who do not have any other formal support arrangement in place.</p> <p>Growth will be enabled in voluntary and private sector organisations. Single provider enhances employability for Care at Home Organisations and may encourage longer term sustainability.</p> <p><b>Negative</b></p> <p>No negative economic impacts 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><b>Affected populations</b></p> <p>Primarily people with learning disabilities, some may have additional protective characteristics such as age, gender and race.</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, some of which are already known to service users. 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 service users 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)**

Ensure appropriate communication plan is in place and where required made accessible for people with additional support needs.

Actions will be discussed with individuals/ providers as required in line with the communication and engagement plan

Information will be provided to individuals about accessing SDS options 1 or 2 which would enable a continuation of the current support they receive.



Encouragement to be provided to individuals to maintain friendships and connections within a community setting. This discussion would be held with providers as well as individuals to ensure this is supported.

Information on locally accessible facilities will be provided and if appropriate encouraged

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

<b>Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)</b>	<b>Who will take them forward (name and contact details)</b>	<b>Deadline for progressing</b>	<b>Review date</b>
Completion of Risk Register	Mark Grierson/ Anne-Marie Donaldson	Complete Feb 20	
Completion of Implementation Plan	Mark Grierson/ Anne-Marie Donaldson	Complete Feb 20	
Develop appropriate communication and engagement plan and where required ensure accessible formats for people with additional support needs.	Emma Pemberton	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) 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.

Ongoing conversations, briefings and feedback gathering, with all stakeholders will be continually reviewed and any impacts actioned.

**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](mailto: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](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](mailto: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](http://www.midlothian.gov.uk/downloads/751/equality_and_diversity)

- **NHS Lothian**

Completed IIAs should be forwarded to [impactassessments@nhslothian.scot.nhs.uk](mailto: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](mailto: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](mailto: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](mailto:sarah.bryson@edinburgh.gov.uk)

- **West Lothian Council**

Complete impact assessments should be forwarded to the Equalities Officer.