

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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(Tick as appropriate)

1. Title of plan, policy or strategy being assessed

Disability Services - Phase out Adult Resource Scheme

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

1:1 support element within the Adult Resource Scheme will be phased out and will no longer be operational.

This change will directly impact on 17 individuals currently receiving non-essential support from 12 Off Payroll as required contractual workers. This will provide opportunity to align supports that are assessed as essential and ensure any required provision is provided through Self Directed Support. (SDS)

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

5/3/2020

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	25/4/2018
Anne-Marie Donaldson	Report writer	Service Manager	
Emma Pemberton	Facilitator	Care and Support Manager	
Robert Smith	Partnership representative	Care and Support Manager	

6. Evidence available at the time of the IIA

Evidence	Available?	Comments: what does the evidence tell you?
Data on populations in need	N/A	
Data on service uptake/access	Yes	This service has not been actively recruited into for 18 months. Older population of service users ensures natural reduction.
Data on equality outcomes	N/A	
Research/literature evidence	N/A	
Public/patient/client experience information	From those individuals previously engaged in this Service.	There has been improved outcomes and more appropriate supports and community resources available to this older population.
Evidence of inclusive engagement of service users and	Plans are available for the engagement and	A clear direction and plan is in place, detailing how individuals have been

Evidence	Available?	Comments: what does the evidence tell you?
involvement findings	consultation of individuals	supported through this process.
Evidence of unmet need	Yes	Individual circumstances will be considered within the scope of need and through assessment should this be required.
Good practice guidelines	N/A	
Environmental data	N/A	
Risk from cumulative impacts	N/A	
Other (please specify)	N/A	
Additional evidence required	N/A	

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 changes will provide an more consistent approach to receiving appropriate support where required, in line with SDS.</p> <p>Carer unmet needs will be addressed where appropriate, this will potentially ensure better outcomes for carers.</p> <p>Improved discussion around informal support arrangements and increased connecting to existing community based resources.</p>	<p>Primarily Older People and people with Learning Disabilities . Some may have additional protected characteristics such as gender and race.</p>

Negative

No negative impacts in relation to equality or human rights are anticipated in relation to disability or age mentioned above, and it is not foreseen that any individual will be affected due to any other protected characteristic.

Some people being supported may be anxious about any changes as a result of this which may impact upon general health and wellbeing.

Environment and Sustainability

Positive

There is currently usage of private vehicles however this would cease and where possible an increase in access to community transport and public transport.

This process will enable a more consistent approach to ensure positive outcomes for individuals which will ensure sustainability long term.

Negative

No negative impacts in relation to environment and sustainability are anticipated in relation to disability or age as mentioned above, and it is not foreseen that any individual will be affected due to any other protected characteristic

Primarily Older People and people with Learning Disabilities . Some may have additional protected characteristics such as gender and race.

Economic

Positive

Provision of equalised and appropriate supports.

Affected populations

Primarily Older People and people with Learning Disabilities . Some may have additional protected characteristics such as

<p>Negative</p> <p>Changes will result in some reduction of Off Payroll arrangements which for some will result in reduction of income.</p>	<p>gender and race.</p> <p>Primarily Older People and people in middle years. Some may have additional protected characteristics such as 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?

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.

It will not be necessary to communicate with Children and Young People, however some may require additional communication tools in order to understand the change. Communication will be carried out on an individual basis and as is appropriate , examples may include language interpretation, easy read and large type.

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.

No

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.

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/ Anne-Marie Donaldson	Complete Feb 20	
Completion of Implementation Plan	Mark Grierson/ Anne-Marie Donaldson	Complete Feb 20	
Inform all Off payroll workers that the adult resource scheme one to one role is being phased out	Anne-Marie Donaldson	Complete	
Develop a communication and implementation strategy	Anne-Marie Donaldson	April 2020	Ongoing

14. How will you monitor how this policy, plan or strategy affects different groups, including people 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 5/3/2020

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.