

# Scottish Borders Health & Social Care Partnership

## Stage 1 Equality Impact Assessment – Start Up

(For Early Proposals, Project Initiation, Start Up)

1.	<b>Title of Proposal:</b>	Locality Plans
2.	<b>Service Area: Department:</b>	Multiple – these are cross-partnership Locality Plans incorporating all Service Areas that come under Health and Social Care Integration
3.	<b>Description:</b>	<p>Under Scottish Government Legislation (Public Bodies (Joint Working) Act 2014, Local Authorities and Area Health Boards are required to integrate planning for, and delivery of, certain Adult Health and Social care services.</p> <p>Plans will be developed for each Locality which will aim to facilitate effective partnership working across all local agencies as well as promoting integrated working on a locality basis.</p> <p>Locality plans will be the subject of the Health and Social Care Strategic plan which will provide the opportunity for reporting performance and scrutiny, contributing to the oversight of the Joint Strategic Plan.</p> <p>Aims and Objectives:</p>

	<ul style="list-style-type: none"> <li>- Utilise the nine national outcomes, or, the local objectives set out in the strategic plan 2016-19 to inform the development of all H&amp;SC locality planning</li> <li>- Build relationships with existing community groups and partners across the localities, such as other leads working at locality level, including housing, independent and third sector organisations</li> <li>- Work co-productively with GP practices across the Borders to redesign services to support more effective communications between stakeholders and also to improve timely access to appropriate services.</li> <li>- Capture what is already happening to promote and provide appropriate community based health and social care; use and build upon this work with the relevant partnerships and community groups across each of the localities.</li> <li>- Clearly define what can be developed/planned to deliver care closer to home by the right person, at the right time, with the right information in the short, medium and long term.</li> <li>- Maximise integrated financial resources to benefit all localities in the Scottish Borders in delivering timely, safe and effective care to improve outcomes and reduce health inequalities</li> <li>- Keep the Scottish Borders population informed by communicating effectively and in a timely manner.</li> </ul>
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4.	<b>Relevance to the Equality Duty.</b>	
	<b>Do you believe your proposal has any relevance to the following duties of the Health and Social Care partnership (Integrated Joint Board) under the Equality Act 2010?</b>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b>	Yes - The implementation of the Locality Plans will impact on the whole adult population of Scottish Borders in that health services are universally consumed on demand by the whole population. All people who use Health and Social Care Services will be affected

	<b>Promotion of equality of opportunity</b>	Yes – The development of the Locality Plans and turning them into action could help the Partnership to identify and promote equality of Opportunity
	<b>Foster good relations</b>	Yes – There is an ongoing programme of work to engage with our current and potential service users through a variety of events and tremendous opportunity to maintain and improve upon existing relationships and positively build new ones.

5. <b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b>				
Equality Characteristic	Impact			Description
	No Impact	Possible Positive Impact	Possible Negative Impact	
<b>Age</b> (Older or younger people or a specific age grouping)		x		The Locality Plans are inclusive to all adults irrespective of their age. Scottish Borders has an older age profile than the Scottish average and the proportion of older people in our population is projected to rise faster than that for Scotland. Although people of any age may need support from Health and Social Care services, in general older people have more needs and these are likely to increase in complexity with increasing age. In principle, integrating services so that they are focussed on the needs of the individual patient or service user should benefit people of all ages.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		x		The Locality Plans are inclusive to all individuals with a disability/life-long limiting illness. Scottish Borders has existing services and strategies that focus on delivering care for people with disabilities in accordance with their needs. People with disabilities or long term conditions will be supported to live, as far as reasonably practicable, independently and at home or in a homely setting in their community
<b>Gender</b> (Males, Females,	x			Each Locality Plan is inclusive to all individuals irrespective of gender.

Transgender or Transsexual people)				
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			The Locality Plans will apply fairly to people of all racial groups and where information is required to be translated or provided in alternative formats it will be provided upon request as is current Council and NHS Policy It is important to be sensitive to the protected characteristic in the practice and delivery of services.
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	x			The Locality Plans are fully inclusive to all e.g. religions and beliefs (including non-belief). It is important to be sensitive to the protected characteristic in the practice and delivery of services.
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	x			Each Locality Plan is fully inclusive to all irrespective of a person's sexual orientation It is important to be sensitive to the protected characteristic in the practice and delivery of services.
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		x		The Locality Plans are inclusive to all those with caring responsibilities. The Locality Plans provide an opportunity to positively impact upon unpaid carers in Scottish Borders. Health and Social Care Services are heavily dependent on the significant number of unpaid carers in the population.
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities		x		Deprivation has a big effect on the need for, and use of, health and social care services. Taken as a whole, levels of deprivation in the Borders' population are relatively lower in comparison to Scotland. Evidence tells us that we have an uneven distribution of poverty within our population. We know, however, that deprivation is not confined to geographical areas.

etc)				
<b>Employees</b> (those employed by the Partnership including full time, part time and temporary)		x	x	<p>The programme of Organisational Development (OD) could help to ensure that staff are supported in developing/maintaining appropriate skills, knowledge and confidence to care for their patients/clients as part of a truly integrated service. However, there is a risk that for some staff there will be a resistance to the new ways of working/changes brought about by integration</p> <p>Engagement with front line staff through regular Locality Working groups, meetings with operational leads ensure staff are part of the plans</p>

6.	<b>Mitigation/Recommendation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation/Recommendation</b>
	As per section 5 above	<p>It is envisaged that the adoption and the implementation of Locality Plans will bring many positive aspects for all of the communities of the Scottish Borders. Many service areas are already set up in support of specific strategies (such as those in relation to Learning Disabilities, Mental Health, Physical Disability and Carers). However, the partnership will need to ensure that all services that come under its legal remit are developed with explicit consideration of all the protected characteristics. Systems and practices need to be introduced whereby the considerations identified above are investigated, resolved and maintained that ensure that there are no associated risks that could unintentionally discriminate against those who associate with the protected characteristic. Therefore it is recommended that this workload should be undertaken directly in partnership with all relevant front line service providers whereby is monitored, evaluated and reviewed on a regular basis In addition to ensure a smooth transition for affected staff, we will work with organisational development to ensure that staff concerns, where practical are addressed, and where necessary training needs will be met. Furthermore Communication and engagement will take place in a timely manner.</p>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	

	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	<b>x</b>
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Stewart Barrie	Service Area.	Scottish Borders Health & Social Care Partnership
Post	Locality Co-ordinator	Dates	Initial: 15/03/17 Interim: 12/09/17 Complete: 25/09/17
Name	Trish Wintrup	Service Area.	Scottish Borders Health & Social Care Partnership
Post	Locality Co-ordinator	Dates	Initial: 15/03/17 Interim: 12/09/17 Complete: 25/09/17
Name	Simone Doyle	Service Area.	Human Resources
Post	Equality and Diversity Officer, HR	Dates	Initial: 15/03/17 Interim: 12/09/17 Complete: 25/09/17