

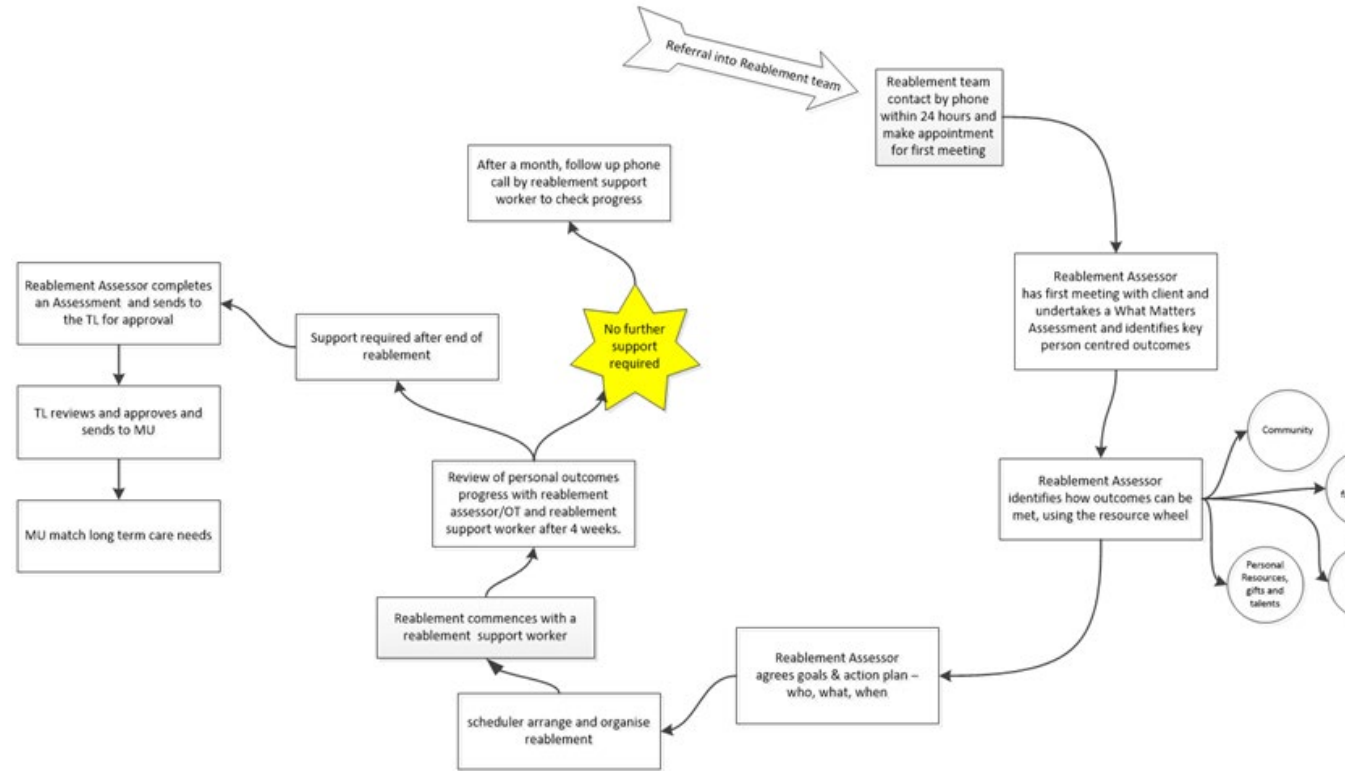
Integrated Impact Assessment (IIA)

Part 1 Scoping

1 Details of the Proposal

Title of Proposal: Reablement South Pilot											
What is it?	<u>A new</u> Policy/Strategy/ <u>Practice</u> <input type="checkbox"/> A revised Policy/Strategy/Practice <input type="checkbox"/>										
Description of the proposal: (Set out a clear understanding of the purpose of the proposal being developed or reviewed (what are the aims, objectives and intended outcomes, including the context within which it will operate).	Reablement is the active process of an individual regaining the skills, confidence and independence to enable them to do things for themselves, rather than having things done for them. It helps people learn or re-learn the skills necessary for daily living, also known as Activities of Daily Living (ADL). These skills may have been lost through deterioration in health and / or through a change in circumstances.										
	Research on reablement by De Monteford University on the benefits of homecare Reablement and reported the following results at first review:										
	<table border="1"> <thead> <tr> <th>Package required at first review</th> <th>Reablement service</th> <th>Control Group (i.e. with no Reablement)</th> </tr> </thead> <tbody> <tr> <td>Discontinued</td> <td>58%</td> <td>5%</td> </tr> <tr> <td>Reduced</td> <td>17%</td> <td>13%</td> </tr> </tbody> </table>	Package required at first review	Reablement service	Control Group (i.e. with no Reablement)	Discontinued	58%	5%	Reduced	17%	13%	
	Package required at first review	Reablement service	Control Group (i.e. with no Reablement)								
Discontinued	58%	5%									
Reduced	17%	13%									

	Unchanged	17%	71%
	Increased	8%	11%
		100%	100%
<p>The aim of the project will be to create a small reablement team within the South homecare team. This will use existing care staff that are currently deployed in Deanfield Care Home and we aim for the OT provision within the team to be provided by Social Work OT's and OTA's.</p> <p>The team will focus on hospital discharges that Home First are unable to take on, as well as new clients to social care.</p> <p>The reablement process can be seen below –</p>			



The project will monitor the following for the duration of the 8 week pilot –

- Percentage of people that have received reablement that need no follow on support
- Assessment of package required prior to reablement vs the package required after reablement (Care hours and costs)
- Increase in functional ability pre and post reablement (AUSStoms or IoRN measure)
- % of those that have been through the reablement approach that no longer require a service up to 6 months post-reablement (and follow up on a sample after 12 months – satisfaction and update on current situation, provider 6 month review info)
- Perceived quality of life score pre and post reablement

	<ul style="list-style-type: none"> • Double handed care reductions to single handed care • Increases in the use of TEC <p>Reablement was identified as an area of service transformation and savings in 2020 and discussions have been ongoing with the NHS Home First Service around creating a joint reablement service. These discussions have concluded with the decision that SB Cares will move to use a reablement approach for its 8 week pilot in the South homecare area, once established and outcomes monitored, we will see how this can combine/compliment the NHS Home First Service before expanding across the Borders.</p> <p>In order to make the required savings that are currently labelled as reablement, the night service will be decommissioned and the care provided in Newcastleton will be recommissioned to an external provider. The recommissioning/decommissioning will sit as separate projects and will be out of scope of the reablement project.</p> <p>Proposed Option</p> <p>8 week pilot in the South Home Care team Use of 1 x Teviot locality OT Use of 3 x FTE home care staff from Deanfield Monitor outcomes and care package reductions Evaluate at 8 weeks and decide on future model and possible integration with Home First</p>
Service Area: Department:	SBCares & Social Work
Lead Officer: (Name and job title)	Julie Glen – Operations Director
Other Officers/Partners involved: (List names, job titles and organisations)	Julie Glen (Operations Director SBCares) Daniel Smyth (Service Manager SBCares) Susan Davidson (Operations Manager SBCares) Nicki Reid (Team Leader START) Jillian Higgins (Group Manager SW) John Yallop (Business Partner Finance)

	Mark Williamson (Business Partner HR) Angela Webster (CCRT) Clare Richards (Programme Manager) Suzanne Hislop (Project Support Officer)
Date(s) IIA completed:	11.05.22

2 Will there be any cumulative impacts as a result of the relationship between this proposal and other policies?

Yes / No <i>(please delete as applicable)</i>
If yes, - please state here:

3 Legislative Requirements

3.1 Relevance to the Equality Duty: No	
Do you believe your proposal has any relevance under the Equality Act 2010? <i>(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter “No” and go to Section 3.2.)</i>	
Equality Duty	Reasoning:
Elimination of discrimination (both direct & indirect), victimisation and harassment. <i>(Will the proposal discriminate? Or help eliminate discrimination?)</i>	All SW and SBCares staff will be given an introduction to reablement session and Staff will have the opportunity to participate in the new team if they are keen to be involved. If we have more staff that required we can work staff on rotation.

	Services will not be removed from service users, support will just be provided in different ways. The new provision will be more dignified and respectful, promote independence and enable people to remain in their own homes.
Promotion of equality of opportunity? <i>(Will your proposal help or hinder the Council with this)</i>	All SW and SBCares staff will be given an introduction to reablement session and Staff will have the opportunity to participate in the new team if they are keen to be involved. If we have more staff that required we can work staff on rotation. Services will not be removed from service users, support will just be provided in different ways. The new provision will be more dignified and respectful, promote independence and enable people to remain in their own homes.
Foster good relations? <i>(Will your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	Good communication, consultation and engagement will support good relations.

3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal? (You should consider employees, clients, customers / service users, and any other relevant groups)				
Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.				
	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	
Age Older or younger people or a specific age grouping		Y		The reablement approach will have a positive impact, promoting independence, improving confidence and wellbeing and allowing older people to remain in the own homes.
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability,		Y		The reablement approach will have a positive impact, promoting independence, improving confidence and wellbeing and allowing people to

visible/invisible, progressive or recurring				remain in the own homes.
Gender Reassignment Trans/Transgender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth	Y			
Marriage or Civil Partnership people who are married or in a civil partnership	Y			
Pregnancy and Maternity (refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth),	Y			
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	Y			
Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)	Y			
Sex women and men (girls and boys)	Y			
Sexual Orientation , e.g. Lesbian, Gay, Bisexual, Heterosexual	Y			
<p>3.3 Fairer Scotland Duty</p> <p>This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions.</p> <p>The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.</p>				

Strategic decision to make financial savings based on the 22/23 budget.

Is the proposal strategic?

Yes / No *(please delete as applicable)*

If No go to Section 4

If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:

	Impact			State here how you know this
	No Impact	Positive Impact	Negative Impact	
Low and/or No Wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.	Y			SW financial assessment in place.
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies	Y			SW financial assessment in place.
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)	Y			
Socio-economic Background – social class i.e. parents' education, employment and income	Y			
Looked after and accommodated children and	Y			

young people				
Carers paid and unpaid including family members	Y			
Homelessness	N/A			
Addictions and substance use	Y			
Those involved within the criminal justice system	Y			

4 Full Integrated Impact Assessment Required

Select No if you have answered “No” to all of Sections 3.1 – 3.3.

Yes / No (please delete as applicable)

If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.

Any impact identified is positive for staff and service users. Therefore there is no need to complete a full assessment

Signed by Lead Officer:	Julie Glen
Designation:	Operations Director
Date:	11.05.22
Counter Signature Service Director	Jen Holland
Date:	11.05.22

Part 2 Full Integrated Impact Assessment

5 Data and Information

What evidence has been used to inform this proposal?

(Information can include, for example, surveys, databases, focus groups, in-depth interviews, pilot projects, reviews of complaints made, user feedback, academic publications and consultants' reports).

Please state your answer here

Describe any gaps in the available evidence, then record this within the improvement plan together with all of the actions you are taking in relation to this (e.g. new research, further analysis, and when this is planned)

Please state your answer here

6 Consultation and Involvement

Which groups are involved in this process and describe their involvement

Please state your answer here

Describe any planned involvement saying when this will take place and who is responsible for managing the process

Please state your answer here

Describe the results of any involvement and how you have taken this into account.

Please state your answer here

What have you learned from the evidence you have and the involvement undertaken? Does the initial assessment remain valid?

What new (if any) impacts have become evident?

(Describe the conclusion(s) you have reached from the evidence, and state where the information can be found.)

Please state your answer here

7 Mitigating Actions and Recommendations

Consider whether:

Could you modify the proposal to eliminate discrimination or reduce any identified negative impacts?
(If necessary, consider other ways in which you could meet the aims and objectives of the proposal.)

Could you modify the proposal to increase equality and, if relevant, reduce poverty and socioeconomic disadvantage?

Describe any modifications which you can make without further delay (e.g. easy, few resource implications)

Mitigation Please summarise all mitigations for approval by the decision makers who will approve your proposal			
Equality Characteristic/Socio economic factor	Mitigation	Resource Implications (financial, people, health, property etc)	Approved Yes/No

8 Recommendation and Reasoning *(select which applies)*

- Implement proposal with no amendments
- Implement proposal taking account of mitigating actions (as outlined above)
- Reject proposal due to disproportionate impact on equality, poverty, health and Socio-economic disadvantage

Reason for recommendation:

Signed by Lead Officer:	
Designation:	
Date:	
Counter Signature (Service Director):	
Date:	

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This assessment should be presented to those making a decision about the progression of your proposal.

If it is agreed that your proposal will progress, you must send an electronic copy to corporate communications to publish on the webpage within 3 weeks of the decision.

Complete the below two sections. For your records, please keep a copy of this Integrated Impact Assessment form.

Action Plan (complete if required)

Actioner Name:	Action Date:
What is the issue?	
What action will be taken?	
Progress against the action:	
Action completed:	Date completed:

Monitoring and Review

State how the implementation and impact of the proposal will be monitored, including implementation of any amendments? For example what type of monitoring will there be? How frequent?

Please state your answer here

What are the practical arrangements for monitoring? For example who will put this in place? When will it start?

Please state your answer here

When is the proposal due for review?

Please state your answer here

Who is responsible for ensuring that this happens?

Please state your answer here