

Equality, Human Rights and Fairer Scotland Duty Impact Assessment

Stage 3



Analysis of findings and recommendations

Permanent Closure of Gala Resource Centre

Please detail a summary of the purpose of the proposal being developed or reviewed including the aims, objectives and intended outcomes

The Gala Resource Centre is a building-based day service for adults 18 and over with mental health problems. It offers building and community based leisure, interest and skills-based activities to support improvements in mental health and wellbeing.

Covid-related restrictions on face-to-face service delivery, and a need to re-deploy staff to alternative roles elsewhere, resulted in the temporary closure of the Gala Resource Centre in early 2020. Existing clients and new referrals were directed to alternative sources of mental health support, mainly from the Borders-wide Local Area Coordinating Team.

In 2017, an independent evaluation of the Gala Resource Centre undertaken highlighted concerns over 'the lack of a clear, agreed service model' and called for 'improvements in the structure, management, delivery and monitoring of the service over the next 3-5 years' together with a need to review joint working arrangements with other services. These recommendations were not actioned, and although there were numerous developments in local mental health services over the following years, the Gala Resource Centre was not included in that process.

A more recent Gala Resource Centre service review (2021) found that a centralised, building-based service no longer meets the needs of people with longer-term mental health needs in the Borders. It recommended that proposals be developed that offer locality-based supports and address the long-term mental health needs of the two groups identified (those with severe mental illness, and those with Emotionally Unstable Personality Disorder).

An Option Appraisal considered whether to re-open the Gala Resource Centre, or to make the closure permanent and re-focus resources on developing services to address the gaps identified. As staff had now either left their posts or been re-allocated to alternative roles, they were no longer available to re-open the original service. The building had also now been unoccupied for more than 2 years and would have needed refurbishment. Those in need of services had been accessing alternative services for support, and people with lived experience and ex-service users had contributed their thoughts on how future services might be strengthened. The Option Appraisal therefore concluded that the Gala Resource Centre should remain closed, and proposals developed that would address the gap in services identified by stakeholders.

Equality Act 2010 – Relevant Protected Characteristics as identified in Stage 1

Protected Characteristic	Equality Duty	What impact and or difference will the proposal have	Measures to evaluate/mitigating actions
Age	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	None identified at the time of undertaking the impact assessment	
	Advancing equality of opportunity	<p>Significant alternative services have been developed since the opening of GRC. All these services are accessible to the same age group as GRC was. All services gather data on attendance by age.</p> <p>For example, for DBI approximately 50% of referrals are from those aged 16 – 34 with those over 65 making up less than 5% of referrals.</p>	<p>Services are collecting data upon attendance including by age.</p> <p>All Mental Health Services are currently being reviewed or scheduled to be reviewed. We will be ensuring that accessibility across the age groups is analysed and when under representation, positive action is taken.</p> <p>Scottish Government have announced an intention to provide additional funding to ensure that mental health primary care services are</p>

		<p>Previous scoping exercise in Primary care have recognised a need to develop suitable therapeutic services that adults receive from Renew for under 18s. There is less of a take up of services by older adults in general.</p>	<p>“ageless”. We have scoped with partners the priority age group will be under 18s. This will enhance the additional funding made available to CAMHS to deliver the CAMHS standards.</p> <p>We have expanded our DBI service to 17 year olds. There is a Scottish Government pilot to expand further to 16 year olds. We will monitor the results of this pilot and consider for further service development going forward.</p> <p>Involving people with lived experience in developing new arrangements</p> <p>Monitoring of referrals to the Community Mental Health Teams in terms of protected characteristics, activity, outcomes and experience.</p>
	Fostering good relations by reducing prejudice and promoting understanding	None identified at the time of undertaking the impact assessment	
Disability	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	None identified at the time of undertaking the impact assessment	
	Advancing equality of opportunity	<p>People who may previously have been referred to Gala Resource Centre are already now accessing other mental health services that can act as a gateway to a range of information, advice and supports.</p> <p>These include Renew, Peer Support Workers within Community Mental Health Teams,</p>	In addition, mental health residential rehabilitation services will be enhanced through a move to improved accommodation and the development of new facilities at “Millar House” for people with severe mental illness.

		Wellbeing College, Local Area Coordination Team, Advanced Nurse Practitioner role with Border Crisis team, pre diagnostic support for adults who may have/have Autism, Perinatal pathway and additional support, addictions services, and the Distress Brief Intervention Service.	<p>A proposal has also been developed that will enhance existing supports for people with an Emotionally Unstable Personality Disorder.</p> <p>This new proposal will allow the reinvestment of some resources to develop interventions and address a gap in supports for people with Emotionally Unstable Personality Disorder. The proposal will provide:</p> <ul style="list-style-type: none"> • dedicated time, training and agreed protocols • build capacity across all Community Mental Health Services • improve geographical equality of access across the Borders
	Fostering good relations by reducing prejudice and promoting understanding	None identified at the time of undertaking the impact assessment	
Gender Reassignment	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	None identified at the time of undertaking the impact assessment	
	Advancing equality of opportunity	As it stands the closure of GRC will have no impact upon people who have undergone gender reassignment. However, we are aware that we need to ensure that we pay attention to any accessibility and inclusion issues that there may be across our services.	We have already completed the self-assessment audit tool contained within the MWC Good Practice Guide "LGBT Inclusive Mental Health Services (August 2022)" and will be looking to deliver improvements. NHS Borders are looking to pilot training in this area for which Mental Health services have agreed to be early adopters.
	Fostering good relations by reducing prejudice and promoting understanding	None identified at the time of undertaking the impact assessment	

Marriage and Civil Partnership	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	None identified at the time of undertaking the impact assessment	
	Advancing equality of opportunity	None identified at the time of undertaking the impact assessment	
	Fostering good relations by reducing prejudice and promoting understanding	None identified at the time of undertaking the impact assessment	
Pregnancy and Maternity	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	None identified at the time of undertaking the impact assessment	
	Advancing equality of opportunity	None identified at the time of undertaking the impact assessment	
	Fostering good relations by reducing prejudice and promoting understanding	None identified at the time of undertaking the impact assessment	
Race	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	None identified at the time of undertaking the impact assessment	
	Advancing equality of opportunity	As it stands, we do not believe that the closure of GRC in itself will adversely impact upon racial equality.	<p>Mental Health services are actively looking at how we can implement the Mental Welfare Commissions Racial Inequality and Mental Health in Scotland (Sept 2020) recommendations across all services. This should go some way to ensure that our services are accessible and inclusive. As mentioned earlier, we will be ensuring that these recommendations are included within service reviews.</p> <p>Some data is gathered in this area but it's fair to say that we do not adequately utilise this to monitor and ensure representative accessibility and inclusivity. We will look to proactively</p>

			monitor accessibility and inclusivity, utilising available published research in this area. Again, this will be covered within our service reviews.
	Fostering good relations by reducing prejudice and promoting understanding	None identified at the time of undertaking the impact assessment	
Religion & Belief including non-belief	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	None identified at the time of undertaking the impact assessment	
	Advancing equality of opportunity	As it stands, we do not believe that the closure of GRC in itself will adversely impact upon people's religion, beliefs including non-beliefs.	
	Fostering good relations by reducing prejudice and promoting understanding	None identified at the time of undertaking the impact assessment	
Sex (Gender)	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	None identified at the time of undertaking the impact assessment	
	Advancing equality of opportunity	Referrals over 2019/20 roughly 2:1 female to male reflecting common trends amongst mental health services. In relation to the new services in place, referral by gender is gathered and shows on average a similar gender balance on average as for GRC when it was in operation. For example, the DBI service receives 58% of its referrals from women.	Services are collecting data upon attendance including by gender. All Mental Health Services are currently being reviewed or scheduled to be reviewed. We will be ensuring that accessibility across the protected groups are analysed and where under represented, positive action is taken.
	Fostering good relations by reducing prejudice and promoting understanding	None identified at the time of undertaking the impact assessment	

Sexual Orientation	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	None identified at the time of undertaking the impact assessment	
	Advancing equality of opportunity	None identified at the time of undertaking the impact assessment	We have already completed the self-assessment audit tool contained within the MWC Good Practice Guide “LGBT Inclusive Mental Health Services (August 2022)” and will be looking to deliver improvements. NHS Borders are looking to pilot training in this area for which Mental Health services have agreed to be early adopters.
	Fostering good relations by reducing prejudice and promoting understanding	None identified at the time of undertaking the impact assessment	

Equality and Human Rights Measurement Framework Human– Reference those identified in Stage 1

Article	Enhancing or Infringing	Impact and or difference will the proposal have	Measures to evaluate/mitigating actions
Health	Social Care Health outcomes Access to health care Mental health	Proposal will have a positive impact on enhancing the quality and range of supports for people with Emotionally Unstable Personality Disorder - currently not available across the Borders, and only to a limited extent when the Gala Resource Centre was operational.	Involving people with lived experience in developing new arrangements Capturing and evidencing participation of people by protected characteristic Monitoring of referrals to the Community Mental Health Teams in terms of activity, outcomes and experience.

Living Standards	Enhancing <ul style="list-style-type: none"> Poverty 	People will be able to access services in their local community reducing the requirement to travel and the associated costs of travelling to building based services	Number of people, by protected characteristic, accessing community based services
Participation	Enhancing <ul style="list-style-type: none"> Participation and representation Access to services Family Life 	<p>Services co-produced with those currently using and future users of services</p> <p>Increased access to locally community based services</p> <p>Reduction on the dependency on carers or family members to support travel to building based services</p> <p>Reduction in carer stress</p>	<p>Involving people with lived experience in developing new arrangements</p> <p>Capturing and evidencing participation of people by protected characteristic</p> <p>Monitoring of referrals to the CMHTs in terms of protected characteristic, activity, outcomes and experience.</p>

Fairer Scotland Duty

Identify the opportunities the strategic programme/proposal/decision provides to reduce or further reduce inequalities of outcome	Permanent closure of the GRC and reallocation of resources (staff and some funding) will support the reduction in hospital-based care and treatment and an increase in the delivery of care closer to people's home and family. Adopting such an approach will enhance the right to family life and reduce any unnecessary travel expenses and associated costs for those on low income. It will also reduce any unnecessary impact on the demands placed on unpaid carers.
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Are there any negative impacts with no identified mitigating actions? If yes, please detail these below: not applicable

Equality, Human Rights & Fairer Scotland Duty Impact Assessment Recommendations

What recommendations were identified during the equality and human rights impact assessment process:

Recommendation	Recommendation owned by:	Date recommendation will be implemented by	Review Date
Ensure the continued active involvement of people with lived experience all of the relevant protected characteristics identified in the co design, coproduction and monitoring of the proposal.	Simon Burt General Manager Mental Health and Learning Disability Services	End March 2023	End March 2024
Continue to work collaboratively with Borders Care Voice to ensure that we continue to adhere to the agreed principles in the Co-Production Charter	Service manager	Ongoing	March 2024
Work with Borders Care Voice to ensure representation of people with lived experience and the relevant protected characteristics continue to participate in, influence and inform future service developments including outcome evaluation.	Julie Waddell Borders Care Voice	Ongoing	March 2024
Consult with the Border Care Voice Mental Health & Wellbeing Forum and the Providers Forum about the creation of a Co-Production Steering Group involving people with lived experience in the creation,	Julie Waddell	April 2023	March 2024

implementation and monitoring of services that address identified gaps.			
All communications coming through the above Steering group will be made available in all appropriate formats to ensure accessibility.	Mental Health & Wellbeing Forum Steering Group	April 2023	March 2024
Ensure that services and staff are trauma informed this to include staff awareness training and ensuring that services and environments are appropriate and provide a safe and supportive space.	Mental Health & Wellbeing Forum Steering Group	April 2023	March 2024

Monitoring Impact – Internal Verification of Outcomes

How will you monitor the impact this proposal affects different groups, including people with protected characteristics?

<p>Monthly reporting to the Emotionally Unstable Personality Disorder Steering Group Monthly reporting to the Health and Social Care Partnership’s Strategic Planning Group’s Equality and Human Rights Subgroup The 6 monthly Risk Committee Report The Annual Equality and Human Rights Integration Joint Board Report</p>

Procured, Tendered or Commissioned Services (SSPSED)

Is any part of this policy/service to be carried out wholly or partly by contactors and if so, how will equality, human rights including children’s rights and the Fairer Scotland duties be addressed?

<p>No, although commissioned services and people with lived experience will be stakeholders in the development, implementation and monitoring of the proposal – see above re the Border Care Voice Mental Health & Wellbeing Forum and Providers Forum.</p>

Communication Plan (SSPSED)

Please provide a summary of the communication plan which details how the information about this policy/service to young people, those with a visual or hearing sensory impairment, difficulty with reading or numbers, learning difficulties or English as a second language will be communicated.

An information leaflet will be drafted in partnership with Border Care Voice and their forum members following the principals in the Co-Production Charter. This will set out any changes in service provision, what supports, and services are available, and how these may be accessed. This will be shared with all stakeholders on-line, in person at forum meetings, and in paper format. It will be made available in other languages and formats such as large print, audio and braille. Contact details will be provided for accessing information.

Signed Off by: Simon Burt, General Manager Mental Health and Learning Disability Services

Date: 24th March 2023