



Scottish Borders
Health and Social Care
PARTNERSHIP

Reprovisioning of Night Support Service:

Equality, Human Rights and Fairer Scotland Duty Impact Assessment

Stage 1 Proportionality and Relevance

What Integration Joint Board (IJB) report or Partnership decision does this proportionality and relevance assessment relate to:

Reprovision of Night Support service:

Reduction in the number of Night Support teams and the introduction of Rapid Response roles.

Potential impact on staff with reduction of teams, introduction of Dawn and Twilight shifts and the introduction of the rapid response role. Service users may notice some changes to visit times, the introduction of TEC or removal of a visit if it's not actually required/doesn't meet the Night Support Service Criteria.

Relevant protected characteristics materially impacted, or potentially impacted, by proposals (employees, clients, customers, people using services) indicate all that apply

Age	Disability Learning Disability, Learning Difficulty, Mental Health, Physical Neurodiversity	Gender	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief (including non-belief)	Sexual Orientation
X	X	X				X		

Equality and Human Rights Measurement Framework – Reference those identified in Stage 1 (remove those that do not apply)

Living Standards	Health	Participation
Housing Social Care	Social Care Health outcomes	Family Life*

*Supplementary indicators



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Main Impacts	Are these impacts positive or negative or a combination of both	Are the impacts significant or insignificant?
Reduce overnight disruptions for service users improving quality of sleep, reducing disorientation and confusion	Positive	Significant
Providing essential support without disrupting service users in a less intrusive and person centred approach	Positive	Significant
Increase privacy	Positive	Significant
Increased choice and sense of control for service users	Positive	Significant
Reduce risks in terms of service user safety, by providing constant monitoring rather than a time limited visit which may in fact, increase confusion and disorientation	Positive	Significant
Quicker response in the event of a serious concern with a service user	Positive	Significant

Is the proposal considered strategic under the Fairer Scotland Duty?	Yes – socio-economic, but all new care packages that require TEC would be financially assessed to reduce impact. Current service users would not be impacted.
E&HRIA to be undertaken and submitted with the report – Yes If no – please attach this form to the report being presented for sign off	Proportionality & Relevance Assessment undertaken by: Name of Officers: Julie Glen (Operations Director Adult Social Care) Mark Williamson (HR Business Partner) Clare Richards (Programme Manager)



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