

Scottish Borders Health and Social Care Partnership



Equality, Human Rights and Fairer Scotland Duty Impact Assessment (IA) – Stage 1 Proportionality and Relevance

Completion of the template below will give senior officers the confidence that the Equality Duty, the Scottish Specific Public Sector Equality Duties, Human Rights and the Fairer Scotland Duty have been considered at the beginning of and throughout the proposal development and that action plans are in place to identify relevant stakeholders, undertake robust consultation to deliver a collaborative approach to co-producing the Impact Assessment.

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

Reprovision of the night support service;

The reprovision of the night support service with the 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 Autism/Asperger's	Gender	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief (including non-belief)	Sexual Orientation
X	X	X				X		

Human Rights (enhancing or infringing)

Life	Degrading or inhumane treatment	Free from slavery or forced labour	Liberty	Fair Trial	No punishment without law	Respect for private and family life	Freedom of thought, conscience and religion	Freedom of expression	Freedom of assembly and association	Marry and found a family	Protection from discrimination
x	x					x		x			x

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

<p>Is the proposal considered strategic under the Fairer Scotland Duty?</p>	<p>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.</p>
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IA 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:

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Daniel Smyth (Service Manager Adult Social Care)

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