

Equality & Poverty Impact Assessment (EPIA)

Information

Name of EPIA: Falkirk Health and Social Care Partnership Strategic Plan	EPIA Reference No. (if applicable):
Division/Department/Service/Team Lead: Falkirk Integration Joint Board	Contact details: Patricia Cassidy, Chief Officer

1.0 Identify the main aims and projected outcomes of the proposal / policy / project outline:

The Falkirk Health and Social Care Partnership Strategic Plan describes why, what and how health and social care services will be delivered for all adults aged over 18 years. This plan presents a framework to deliver the agreed strategic vision over the following three years and will be reviewed each year. A number of key outcomes and priorities have been identified. These outcomes are:

- **Self-Management** - Individuals, carers and families are enabled to manage their own health, care and wellbeing
- **Autonomy and Decision-making** - Where formal support is needed people should be able to exercise as much control and choice as possible over what is provided
- **Safe** - Health and social care support systems are in place, to help keep people safe and live well for longer
- **Service user experience** - People have a fair and positive experience of health and social care
- **Community based support** – Informal supports are in place, which enable people, where possible, to live well for longer at home or in homely settings within their community.

This Strategic Plan is the first plan to be developed by the HSCI Partnership. The outcomes and priorities will provide a direction and focus for service change and improvement that will enable service users, carers and the community to promote and maintain their health and well-being and independence.

The local outcomes and priorities are aligned to the national health and well-being outcomes and local plans for example the Falkirk Community Planning Partnership Strategic Outcomes and Local Delivery (SOLD) Plan.

The Strategic Plan takes account of the legislative strategic planning requirements and how future local plans must align with the integration agenda and a whole system approach. The Plan is supported by key documents as follows:

- Joint Strategic Needs Assessment
- Financial Plan
- Participation and Engagement Strategy
- Integrated Workforce Plan
- Clinical and Care Governance Framework
- Risk Management Strategy
- Performance Management Framework
- Housing Contribution Statement
- Market Facilitation Plan.

2.0 For budget changes ONLY please include information below:		Total	Benchmark e.g. Scottish Average
Current spend on this service – (£,000's)	Total		
Reduction / increases to this service budget (£,000's)	Per annum		
Is this a change e.g. to introduce a new Charge or Concession	Expected annual income total		
	Current cost per person		
When will the saving be achieved	Start date for savings		
	End date – if any		

Equality Protected Characteristics:

3.0 Which individuals / staff are likely to be affected by the proposal / policy / project? (please score)										
Equality protected characteristics	(A) Age	(D) Disability	(G) Gender	(E) Ethnicity	(R) Religion	(SO) Sexual orientation	(TG) Transgender	(P&M) Pregnancy & Maternity	(M&CP) Marriage & Civil Partnership	
Insert X where appropriate	X	X	X	X	X	X	X	X	X	
Please summarise the POSITIVE impact for each <u>affected</u> protected characteristic using appropriate initial:	Please summarise the NEGATIVE impact for each <u>affected</u> protected characteristic using appropriate Initial				Please summarise the NEUTRAL impact for each <u>affected</u> protected characteristic using appropriate Initial					
Age, Disability The Strategic Plan is for all adults aged 18+ years, with the aim to deliver better outcomes for all of these protected characteristics. It is acknowledged there is strong links with relevant strategic and operational planning arrangements and partnership working, for example with children and young people, community	none				Gender, Ethnicity, Religion Sexual Orientation, Transgender, Pregnancy & Maternity, Marriage & Civil Partnership There is not a specific focus in the plan on these groups, however it is intended that all people can access the health and social care services they need, and that a holistic approach to assessment and provision of services will be taken. This is in line with ensuring					

<p>justice.</p> <p>In response to the national and legislative drivers for health and social care integration, this will ensure that health and social care provision is more joined-up and seamless, especially for people with long term conditions and disabilities.</p> <p>The Joint Strategic Needs Assessment and consultation and engagement activities have identified that these would be the partnership priority categories for significant change and improvement.</p>		<p>individual's needs, circumstances and views are taken into consideration and meet their identified outcomes.</p>
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Wider inequality issues / cross cutting themes

<p>3.1 Are there any cross cutting themes or poverty indicators which when combined with equality protected characteristics could increase the level of inequality for individuals / groups with protected characteristics.</p>	
<p>Poverty / Inequality indicator</p> <p>This list is not exclusive. Please add in categories or delete as necessary</p>	<p>Description of impact - <i>will the proposal / policy / project have an impact on e.g. standard of living covering a person's ability to be independent, to feel safe, to be able to stay well fed, to have a house, to keep warm, to gain skills; to have a job and have access to other basic services to enhance well-being and reduce inequality.</i></p>

<p>Wealth, income, poverty and welfare reform</p>	<p>The Integration Joint Board is a member of the Community Planning Partnership and therefore has a shared responsibility to deliver the Strategic Outcomes and Local Delivery (SOLD) Plan priorities and outcomes. These are:</p> <p><u>Priorities</u></p> <ul style="list-style-type: none"> ▪ Improving mental health and wellbeing ▪ Maximising job creation and employability ▪ Minimising the impact of substance misuse on communities, families and individuals ▪ Tackling the impact of poverty on children <p><u>Outcomes</u></p> <ul style="list-style-type: none"> ▪ Our Area Will Be a Fairer and More Equal Place to Live ▪ We Will Grow Our Local Economy to Secure Successful Businesses, Investment & Employment ▪ Children Will Become Adults Who Are Successful And Confident ▪ Our Population Will Be Healthier ▪ People live full, independent and positive lives within supportive communities ▪ Our area will be a safer place to live.
<p>Health inequalities; physical / emotional / behavioural</p>	<p>The Strategic Plan has 5 key outcomes and aligning priorities (see section 1). These aim to address the combined impact of equality protected characteristics, including the issues that impact on individuals beyond their health and social care needs.</p>
<p>Physical security; homelessness; criminal justice;</p>	<p>The Integration Joint Board is a member of the Community Planning Partnership and this will therefore ensure links with a number of relevant plans, including:</p> <ul style="list-style-type: none"> ▪ Community Safety Plan ▪ Community Justice Transition Plan ▪ Local Housing Strategy – through the Housing Contribution Statement ▪ Integrated Children’s Services Plan ▪ Falkirk Alcohol and Drugs Partnership Development Plan
<p>Social responsibility / caring</p>	<p>The Strategic Plan addresses these issues in a number of ways. For example, supporting carers is a cross cutting priority identified within the Strategic Plan. The outcome relating to <i>Community based supports</i> recognises the importance of supporting individuals and communities and that community engagement and empowerment is key.</p> <p>The Integration Joint Board, through the Council and NHS will act in accordance with respective policies and procedures in relation to environmental impacts and sustainability.</p>

<p>Influencing ability and participation; literacy / numeracy / language / rural</p>	<p>The Strategic Plan and associated documents - the Participation and Engagement Strategy and the Communications Framework – will ensure a focus on enabling participation, access to information and services across all groups, particularly those noted as hard to reach. The partnership will ensure that information will be available in suitable formats to meet the needs of a range of audiences.</p> <p>The Integration Joint Board, as a member of the Community Planning Partnership, will work with Community Learning and Development services.</p>
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Partners / other Stakeholders

3.2 Which sectors are likely to have an interest in or be affected by the proposal / policy / project?							
Partners / Stakeholders	Business	Councils	Education Sector	FIRE	NHS	Police	Third Sector
Insert X where appropriate:	X	X	x	x	x	x	x
Describe the interest / affect:							
<p>Business (including the Independent sector and others eg supported employment) - The Strategic Plan will be underpinned by a Market Facilitation Plan. The plan will give the Partnership a good understanding of the current levels of need and demand for health and social care services. This will then help us to identify what the future demand for care and support might look like and help support and shape the market. This will ensure there is a diverse, appropriate and affordable provision available to deliver effective outcomes and to meet needs. The plan will represent the dialogue with service providers, service users, carers and other stakeholders about the future shape of our local social care and support market. By implementing the plan, we can ensure that we are responsive to the changing needs and aspirations of Falkirk's residents.</p> <p>Council and NHS Forth Valley – the Integration Joint Board through the Integration Scheme and the Strategic Plan will direct those health and social care functions delegated from the parties. In the Forth Valley area, there has been the development of shared services across NHS FV and the 3 Local Authorities, which will be considered through the Integration Joint Board and the Strategic Plan. In relation to specialist health services there will be engagement for regional services where required.</p> <p>Education – there are a number of areas where the education sector will have an interest and where the IJB will actively engage with partners. These include:</p> <ul style="list-style-type: none"> ▪ Children and young people at points of transition from children's to adult services ▪ Community based learning opportunities ▪ Workforce and availability of appropriate further and higher education courses and training ▪ Routes into employment for service users <p>Fire and Rescue and Police services – the IJB as a community planning partner will work with these services in relation to Outcome 3 (Safe) around areas of adult support and protections issues and wider community safety work.</p> <p>Third sector – the sector is integral to the delivery of the Strategic Plan and has a role in contributing to the partnership's five local Outcomes. The Third sector is represented on the Integration Joint Board and the Strategic Planning Group, and will be involved as locality planning develops over the period of the plan.</p>							
Other interested parties (please list):	Describe the nature of the relationship / impact:						
	<p>Other – includes organisations directly contributing to health and social care for example the Scottish Ambulance Service, NHS 24 and organisations indirectly contributing to health and social care for example Falkirk Community Trust. There will be an interest in our regulators, for example Care Inspectorate, Health Improvement Scotland, Audit Scotland.</p>						

Quantitative and / or qualitative evidence

3.3 Please include any evidence or relevant information that has influenced the decisions contained in this EPIA (this could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements)	
Quantitative evidence:	Describe type; where accessible and key findings if not covered elsewhere in this assessment
Social data: Service and workforce equality profile; Census information, Customer / staff survey etc.	The Joint Strategic Needs Assessment has been prepared and provides a comprehensive description of health and social care data relevant to the partnership. This brings together demographic data about the local population, including information about deprivation, housing and lifestyle factors and data about the needs of the local population describing the current pattern and level of services, and where possible identifies the extent of the gap between need and supply.
Environmental data: Research; Geographic / location information; crime rates; crime types;	<p>The Integration Joint Board, as a member of the Community Planning Partnership, will work with partners to contribute, where required, to Strategic Environmental Assessments and as a partner to strategic plans, for example the Falkirk Open Space Strategy and Parks Development Plan.</p> <p>The NHS Forth Valley Clinical Services Review plan and HMYOI Polmont Health Services Plan provide relevant information.</p>
Financial data: Procurement / budget; welfare benefits; welfare reform	<p>As noted at 3.2 Business the Market Facilitation Plan will give the partnership a good understanding of the current levels of need and demand for health and social care services.</p> <p>The IJB will work within the commissioning and procurement arrangements of NHS FV and Falkirk Council to ensure consistency in commissioning services in line with the Strategic Plan priorities.</p> <p>The Strategic Plan has a financial statement prepared by the Chief Finance Officer.</p> <p>Within Falkirk Council a Welfare Reform Governance Group has been established, which has a remit to oversee the Council's response to the impact that welfare reform has on our services, employees and importantly, our communities. The group is responsible for gathering and reviewing data and then developing mitigating actions to ensure the significant risks to those in poverty are identified and that the necessary appropriate and integrated response is put in place. A welfare reform scorecard is used to track the impact of any changes on the Council's communities and services.</p>
Health data: ageing; well-being;	The Joint Strategic Needs Assessment is the underpinning document supporting the Strategic Plan and provides evidence in support of the

	<p>outcomes and priorities.</p> <p>The NHS FV Case for Change is the underpinning document supporting the NHS Forth Valley Clinical Services Review and provides evidence in support of the NHS Local Delivery Plan.</p>
Qualitative evidence:	Describe type; where accessible and key findings
Social - case studies; personal /group feedback / other:	The Consultation and Engagement report provides information on the consultation process to develop the Strategic Plan and the feedback received. There were also a number of staff engagement sessions held and a report on this was considered.

Best judgement over hard evidence

3.4 (a) Has 'best judgement' been used in place of data/research/evidence? YES / NO	3.3(b) Who provided the 'best judgement'	3.3cWhat gaps in data/information were identified?
Both – There has been a range of information available from different sources and informed judgement to assess and analyse this.	<ul style="list-style-type: none"> ▪ Integration Joint Board ▪ Strategic Planning Group ▪ Strategic Planning Co-ordinating Group ▪ Staff engagement groups ▪ Consultees 	
3.4(d) Is further research necessary? YES / NO		
If NO – please say why:		

Consultation

4.0 Has the proposal / policy / project been subject to involvement/consultation? If YES - state which individuals and organisations were involved / consulted; what form the involvement / consultation took and outcome.	
Who was involved/consulted: Please indicate if it was active involvement or consultation	List: The Health and Social Care Integration (HSCI) Partnership set out to involve key stakeholders during the production of the Strategic Plan. Service users, carers, health and social care staff, the public and key partners have had various opportunities to tell us what they think and participate in the production of the Strategic Plan. This was done

	<p>through a series of information and consultation methods.</p> <p>The list of prescribed stakeholders for the Strategic Plan is set out in the Public Bodies (Joint Working)(Scotland) Act 2014:</p> <ul style="list-style-type: none"> ▪ Users of health care ▪ Users of social care ▪ Carers of users of social care ▪ Carers of users of health care ▪ Commercial providers of social care ▪ Non-commercial providers of social care ▪ Commercial providers of health care ▪ Non-commercial providers of health care ▪ Non-commercial providers of social housing ▪ Health professionals ▪ Social care professionals ▪ Staff of the Health Board and local authority who are not health professionals or social care professionals ▪ Third sector bodies carrying out activities related to health or social care other local authorities operating within the area of the Health Board preparing the integration scheme or the revised integration scheme. ▪ Residents of the locality <p>An equalities monitoring proforma was distributed as part of the consultation document and the on-line survey. The return was low however the profile of respondents was considered in the Consultation and Engagement report.</p>
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<p>How was the involvement/consultation carried out?</p> <p>For other – describe:</p> <p>The communications to raise awareness of the consultation included:</p> <ul style="list-style-type: none"> ▪ wide distribution of posters in public spaces, including GP surgeries, libraries, Council premises. ▪ active Twitter campaign co-ordinated through both HND FV and Falkirk Council comms team ▪ articles in the Falkirk Herald and Falkirk Council News. 	Focus group	Survey	Display / exhibitions	Users panels	Public event	Other
	x	x		x	x	x

<p>What were the results from consultation?</p>	<p>List:</p> <p>Please see the attached Consultation and Engagement Report prepared on the consultation carried out in the development of the Strategic Plan.</p> <p>In summary, engagement and consultation has highlighted:</p> <p>People generally see the integration of health and social care as an opportunity to improve care and support provided, however some feel</p>
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	<p>the cultural differences between agencies will present a challenge that must be addressed.</p> <p>People feel that a joined process and procedure will allow effective integration, but that the focus should be on service improvement, effective use of resources and avoiding bureaucracy.</p> <p>Improved communication with people who receive services and between agencies was consistently highlighted as important, as were accessible services with well trained and engaged staff.</p>	
4.1	Has the proposal / policy / project been reviewed / changed as a result of consultation?	YES / NO
4.2	Have the results of the consultation been fed back to the consultees?	YES / NO
4.3	Is further consultation recommended	YES / NO
4.4	If <u>no</u> consultation has taken place. Please say why:	

Assessment outcome

5.0 Which of the following outcomes best matches your assessment of this proposal / policy / project?			
No major change required	Adjust the proposal	Continue with the proposal	Stop and remove the proposal
The EPIA demonstrates that the proposal is robust; there is no potential for discrimination and opportunities to promote equality have been taken.	The EPIA identifies some potential impact or missed opportunities. Adjustments can be made to remove barriers / promote opportunities.	The EPIA identifies adverse impact / missed opportunities. Adjustments cannot be identified. You must set out reasons for continuing with this proposal:	The proposal demonstrates actual / potential unlawful discrimination. Stop; remove and / or make changes.
<p>No major change required – the EQIA has identified either positive or neutral impact on the equality protected characteristic groups, including poverty. The Plan will be subject to annual review and will continue to be informed with relevant data. The Partnership will encourage all staff and partners to have a human rights approach and complete all required fields on client based records, to ensure there is robust monitoring of all protected characteristics over the period of the plan.</p> <p>The IJB will consider any emerging impacts as required. Equalities consideration is a standing requirement in all reports to the IJB.</p>			

Mitigating actions to minimise any negative impact

5.1 Have mitigating actions been identified? YES / NO. If YES outline below:				
Issue	Action	Lead officer	Evaluation and Review date:	Strategic reference to Corporate Plan / Service Plan / Equality Outcomes

No mitigating actions

5.2 Where a negative impact on diverse communities has been identified and no mitigation actions have been put forward; what is the justification for continuing with the proposal / policy / project?
Please outline:

EPIA Equality commentary

5.3 Equality commentary		
Comments:	Signature:	
	Date:	

Sign off

5.4 Sign off by Division / Department / Service / Team EPIA assessment officer			
Date of sign off:	24 March 2016	Signature:	Falkirk Integration Joint Board

5.5 Sign off by Head of Service / Service Director			
Date of sign off:		Signature:	