

Section 4 Integrated Impact Assessment

Summary Report Template

Audit Risk level

(Risk level will be added by Equalities Officer)

Each of the numbered sections below must be completed

Interim report		Final report	✓	(Tick as appropriate)
----------------	--	--------------	---	-----------------------

1. Title of plan, policy or strategy being assessed

Midlothian Health and Care Strategic Plan 2016-19

2. What will change as a result of this proposal?

People in Midlothian will lead longer and healthier lives by getting the right advice, care and support in the right place at the right time

3. Briefly describe public involvement in this proposal to date and planned

Extensive public engagement programme throughout the development of the Plan including the establishment of the Community Care Collaborative-a user group monitoring the extent to which public concerns are reflected in the Plan

1. Date of IIA

8th February 2016

5. Who was present at the IIA? Identify facilitator, Lead Officer, report writer and any partnership representative present and main stakeholder (e.g. NHS, Council)

Name	Job Title	Date of IIA training	Email
Tracy McLeod	Senior Health Promotion Specialist	Updated 2014	Tracy.McLeod@nhslothian.scot.nhs.uk
Catherine Evans	Public Involvement Officer		Catherine.Evans@nhslothian.scot.nhs.uk
Allister Short	Head of Health		Allister.Short@nhslothian.scot.nhs.uk
Tom Welsh	Integration Manager		Tom.welsh@midlothian.gov.uk

6. Evidence available at the time of the IIA

Evidence	Available?	Comments: what does the evidence tell you?
Data on populations in need	Other than “young people and children” who are not in the remit of this plan the majority of the protected groups are explicitly covered by the Plan. The exceptions are “people with different religions” for which the Plan has no impact and “refugees” which will now be included. The needs of minority ethnic groups could be strengthened.	The Plan has been developed to ensure a stronger person-centred approach to the delivery of health and social care. This in turn should strengthen the likelihood of addressing the needs of people with protected characteristics.

Evidence	Available?	Comments: what does the evidence tell you?
	The issues facing people falling into poverty are explicitly addressed in the Plan other than “children and young people”. Domestic Abuse needs to be more clearly recognised	There is a strong emphasis on health inequalities and a recognition that poverty is pivotal
	There are two locality plans and a section on area targeting in relation to areas of multiple deprivation	The ethos and approach to working with communities is described in Section 2 of the Plan
	There is a stand-alone section (11.2) on “Workforce “ issues in the Plan	It is worth reviewing the extent to which staff working out of hours have been fully engaged and able to influence the development of the Plan
Data on service uptake/access	Detailed in a comprehensive Joint Needs Assessment (JNA)	
Data on equality outcomes	JNA provides a range of data on inequalities	
Research/literature evidence	Guidance on integration and strategic planning related to the Public Bodies Act 2014	
Public/patient/client experience information	Annual surveys and Health and Wellbeing Experience Survey as well as continual individual user feedback	There is a need to take an overview of this feedback
Evidence of inclusive engagement of service users and involvement findings	Comprehensive Public Engagement –See Summary of Public Feedback	Wide ranging programme of user engagement and feedback e.g. Hot Topics Group
Evidence of unmet	Not captured systematically but continually informs our approach	

Evidence	Available?	Comments: what does the evidence tell you?
need	to service design and delivery	
Good practice guidelines	Guidance on integration and strategic planning related to the Public Bodies Act 2014	
Environmental data	N/A	
Risk from cumulative impacts	N/A	
Other (please specify)	N/A	
Additional evidence required	N/A	

7. In summary, what impacts were identified and which groups will they affect?

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>Positive</p> <p>Strong emphasis on addressing discrimination and inequality; encouraging partnership approaches with the public; and promoting healthier lifestyles</p> <p>In other regards while the IJB has not primary responsibility it will make a positive impact in building resilience and reducing crime.</p> <p>Negative</p> <p>None</p>	<p>All protected characteristics apart from children</p>

Environment and Sustainability	Affected populations
<p>Positive</p> <p>Issues relating to public safety and the physical</p>	<p>The primary responsibility for ensuring a sustainable</p>

<p>environment are addressed in the Plan</p> <p>There are no planned environmental measures but some policy directions such as increased Local Access to services, will have a positive effect i.e. less travel</p> <p>Negative None</p>	<p>approach does not rest with the IJB but it is clearly a guiding principle to which the IJB will seek to make a contribution where it can.</p>
--	--

<p>Economic</p> <p>Positive</p> <p>Issues relating to income maximisation and access to employment are addressed in the Plan. Other issues such as equal pay and support local business are not a primary responsibility of the IJB.;</p> <p>Negative None</p>	<p>Affected populations</p>
--	------------------------------------

8. Is any part of this policy/ service to be carried out wholly or partly by contractors and how will equality, human rights including children’s rights , environmental and sustainability issues be addressed?

The delivery of the Strategy will be undertaken to a significant degree by independent and voluntary sector organisations. Their adherence to issues of equality and human rights will be monitored by the parent bodies, particularly the Council through quality assurance and contract compliance.

9. Consider how you will communicate information about this policy/ service change to children and young people and those affected by hearing loss, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.

A Communications and Engagement Plan has been compiled and approved by the Joint Management Team. This has a strong emphasis on providing “easy read” material.

As a result of this IIA we will review accessibility for people with sensory impairment and ensure we advertise that we are “Happy to Translate”.

10. Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005? (see Section 4)

No

11. Additional Information and Evidence Required

If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.

None

12. Recommendations (these should be drawn from 6 – 11 above)

1. The Partnership will review the extent to which staff working out of hours have been fully engaged and are able to influence the implementation of the Plan
2. The Partnership should determine a process for summarising the patient/service user experience of services
3. The Strategic Planning Group should consider how to quantify and summarise unmet need
4. NHSL and Midlothian Council should be reminded of the IJB's expectation that third party providers should ensure full compliance with the Equalities Act
5. The Partnership will review accessibility of the Plan for people with sensory impairment and ensure we advertise that we are "Happy to Translate".

13. Specific to this IIA only, what actions have been, or will be, undertaken and by when? Please complete:

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and contact details)	Deadline for progressing	Review date
Review whether effective systems are in place for the engagement of staff working out of hours	A White A Short	31 st March 2016	

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and contact details)	Deadline for progressing	Review date
Construct a process for compiling a summary of User experience	T Welsh C Evans R Fairnie	31 st March 2016	
Determine a process for summarising unmet need	M Curl T Welsh Public Health	30 June 2016	
Check that contract arrangements are robust in ensuring issues of equality are fully addressed	T Welsh to Procurement and Commissioning Leads	1 st March 2016	
Ensure the Plan is available in a range of formats	C Evans S Barclay (Communications Manager)	31 st march 2016	

14. How will you monitor how this policy, plan or strategy affects different groups, including people with protected characteristics?

A performance monitoring framework is being developed in collaboration with NHS Lothian and neighbouring IJBs with support from ISD (Information Services Division).

An annual performance report will be compiled by the IJB which will include progress in the delivery of the strategic plan

15. Sign off by Head of Service

Name 

Date 31 March 2016

Publication

Send completed IIA for publication on the relevant website for your organisation. [See Section 5](#) for contacts.

Section 5 Contacts

- **Midlothian Council**

Please send a completed copy of the IIA to zoe.graham@midlothian.gov.uk and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via

http://www.midlothian.gov.uk/downloads/751/equality_and_diversity

- **NHS Lothian**

Completed IIAs should be forwarded to impactassessments@nhslothian.scot.nhs.uk to be published on the NHS Lothian website and available for auditing purposes. Copies of previous impact assessments are available on the NHS Lothian website under Equality and Diversity.