

# Integrated Impact Assessment : Summary Report Template

Each of the numbered sections below must be completed

Interim report		Final report	√
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(Tick as appropriate)

**1. Title of plan, policy or strategy being assessed**

Extra Care Housing Plan 2019-22

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

This plan will support people to maintain their independence, continuing to live in their communities and participate in community life. The provision of additional Extra Care Housing (ECH) in Midlothian will provide greater availability, choice and geographical spread of this housing type.

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

Tenants of Cowan Court ECH have been extensively involved in the planning and design of the various ECH projects to date, utilising feedback from them re their experiences within ECH to inform design of the new facilities. A number of public events have been attended to promote the model of Extra Care Housing and planned new build schemes and to provide updates and information to local communities – to date: Gorebridge over 55s club, SKIP Community Café, Midlothian Council Tenants' Participation event; MVA Older Peoples' Consultation event 2018; MVA Disabled Peoples' Consultation Event 2018; Newmills Road site Public Consultation event; Gore Avenue Consultation event. There is also public representation on the Extra Care Planning Group which oversees the plan.

**4. Date of IIA**

**3/2/20**

**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)**

<b>Name</b>	<b>Job Title</b>	<b>Date of IIA training</b>	<b>Email</b>
<b>Tracy McLeod (Lead IIA)</b>	<b>Senior health promotion specialist</b>	<b>2007</b>	<b>Tracy.mcleod@nhslothian.scot.nhs.uk</b>
<b>Fiona McNally</b>	<b>Community health specialist</b>		<b>Fiona.mcnally@midlothian.gov.uk</b>
<b>Margaret McGillivray</b>	<b>Manager Cowan Court</b>		<b>Margaret.mcgilliuray@midlothian.gov.uk</b>
<b>Gillian Chapman</b>	<b>Extra care planning officer</b>		<b>Gillian.chapman@midlothian.gov.uk</b>
<b>Marlene Gill</b>	<b>Public Representative</b>		
<b>Catriona Luff</b>	<b>OT Team Lead</b>		<b>Catriona.luff@midlothian.gov.uk</b>
<b>Rebecca Hilton</b>	<b>Public Health Practitioner</b>		<b>Rebecca.Hilton@midlothian.gov.uk</b>

## **6. Evidence available at the time of the IIA**

<b>Evidence</b>	<b>Available?</b>	<b>Comments: what does the evidence tell you?</b>
Data on populations in need	Housing waiting lists; Midlothian population statistics; Information Services Division Scotland statistics; South East of Scotland Housing Need and Demand Assessment	Numbers of individuals who have applied and been assessed as suitable for Extra Care Housing. Also, numbers of applicants over the age of 60 on retirement housing waiting lists. Provides information on needs per area to enable to identify priority locations where demand is greatest.

<b>Evidence</b>	<b>Available?</b>	<b>Comments: what does the evidence tell you?</b>
Data on service uptake/access	Midlothian Council housing data; Midlothian Council Strategic Housing Investment Plan 2019/20 – 2023/24 (SHIP); Midlothian Local Housing Strategy (LHS); South East of Scotland Housing Need and Demand Assessment	Provides information on length of wait for vacancies, and can also provide data on length of stay within ECH for comparison purposes with other types of accommodation eg Care Home.
Data on equality outcomes	Equality Outcomes and Mainstreaming Report 2019 – Scot Gov	Provides comparative information on length of stay vs other types of accommodation.
Research/literature evidence	Housing LIN; Chartered Institute of Housing	Research supports the model being rolled out.
Public/patient/client experience information	Cowan Court tenants' feedback; Midlothian H&SCP Joint Needs Assessment	Provides a first hand account of the experience of Extra Care Housing, and provides us with detail on what people feel works well, what doesn't work and where gaps are for them, to enable us to develop and improve on existing services.
Evidence of inclusive engagement of service users and involvement findings	Cowan Court questionnaires / meetings; tenants participation events; Extra Care Planning	All feedback from Cowan Court tenants has influenced a significant amount of the design work process.

<b>Evidence</b>	<b>Available?</b>	<b>Comments: what does the evidence tell you?</b>
	Group meetings	
Evidence of unmet need	Midlothian Council Housing waiting lists; NHS Delayed Discharge lists; Midlothian H&SCP Strategic Plan 2019 -22	Provides evidence that there is requirement for additional Extra Care Housing and in which areas there is greatest demand.
Good practice guidelines	Social Housing Allocations Practice Guide 2019; Health & Social Care Standards 2018	Provides guidance and framework to the plan.
Environmental data	Energy Efficiency Standard for Social Housing 2019 (Scot Gov); Midlothian Council housing data; Midlothian Council Strategic Housing Investment Plan 2019/20 – 2023/24; Midlothian Council Climate Change Strategy	Provides minimum standard requirements.
Risk from cumulative impacts		None
Other (please specify)		No
Additional evidence required		No

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

Equality, Health and Wellbeing and Human Rights	Affected populations
<p><b>Positive</b></p> <ul style="list-style-type: none"> <li>Improved equity in availability of extra care housing accommodation. The plan extends the geographical reach to cover East and West localities, enabling people to remain within existing communities.</li> <li>Amended eligibility removes age restrictions. Eligibility is determined by need and there is an established panel system to allocate voided properties.</li> <li>Equity of cost regardless of previous tenure type.</li> <li>Barrier free buildings which are able to meet the needs of wheelchair dependant residents.</li> <li>Flexible onsite 24/7 care and meal services (latter is optional and at an additional cost, former is based on agreed assessed need), provide for a range of requirements and means most people are able to remain within their own tenancy with changing and progressing needs.</li> <li>Choice and control over how and when support is received and whether people join activities and meals services. Computer access and courses to enable people to connect virtually and to order online goods and groceries.</li> <li>Choice of accommodation for couples and single occupants which can be used flexibly to best meet needs, including twin and single rooms (large enough to accommodate 2 hospital beds).</li> <li>Extra Care Housing is community based. Locations have been chosen to promote inclusion and easy access into local communities, including consideration of walkable bus stops, access to health facilities and local shops. There are facilities within the complex to encourage communities to reach into the complex.</li> <li>Private and communal space is ample and flexible enough to allow for social, spiritual and individual needs.</li> </ul>	<p>Older people and people in their middle years</p> <p>Unemployed, those in receipt of benefits, homeless, low income families</p> <p>Disabled people and older people with additional needs</p> <p>All groups</p> <p>Individuals and couples irrespective of marital status or sexuality.</p> <p>All groups</p> <p>All groups</p> <p>All groups</p>

<ul style="list-style-type: none"> <li>• Tenants forums (6 weekly) allow for activity planning and participation in decision making.</li> <li>• Links considered to reduce barriers to communication and navigation including hearing loops, hearing aid clinics, welfare rights drop ins, dementia friendly spaces and signs which meet the needs of people with low literacy numeracy or for whom English is not their first language includes colour coded spaces and pictorial signs.</li> <li>• Secure tenancy agreements</li> </ul> <p><b>Negative</b></p> <ul style="list-style-type: none"> <li>• Eligible individuals may have their move delayed in order to meet safe care provision and fair allocation of care policies (mix of low, medium and high need).</li> <li>• Communication connections and appeal/reach with Minority ethnic people including gypsy travellers needs further consideration.</li> </ul>	<p>Minority ethnic people, Refugees and asylum seekers, older people with additional needs and disabled people.</p> <p>People with high needs including disabled people, older people, people with substance misuse issues, complex homeless needs and criminal justice needs.</p>
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<p><b>Environment and Sustainability</b></p> <p><b>Positive</b></p> <ul style="list-style-type: none"> <li>• Electric car charging points are included in the design</li> <li>• Location of the properties has been decided to promote active and accessible travel by tenants, visitors and staff.</li> <li>• Scooter storage built into designs.</li> <li>• Greener technologies.</li> <li>• Higher insulated levels and PV panels being evaluated along with alternatives for heating eg District heating system.</li> <li>• Plans for future climate change as per Council and Government directives.</li> <li>• Landscaping plan ongoing to ensure protection of existing habitats and enhancement of biodiversity.</li> <li>• Properties will meet Council's minimum standard for insulation.</li> <li>• Physical environment standards set as 'Housing for Varying Needs' including Bariatric.</li> </ul>	<p><b>Affected populations</b></p> <p>All tenants and their visitors</p> <p>And staff.</p>
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**Negative**

- No bicycle storage for visitors / staff.

**Economic**

**Positive**

Local businesses involved wherever possible in service delivery including care workers, hairdressing services, trades people, treatment room including podiatry, groceries and food supplies.

Permanent contracts with good terms and conditions including living wage employers. Flexible work patterns to suit different lifestyles and needs including full time, part time, shift work and overnight work. Career opportunities offered through progression pathways including local apprenticeships linked to local education facilities including SVQ 2 and 3 qualifications. Opportunities for volunteering and giving back to the community.

Joint working with Care at Home Services, local education facilities and the Independent Sector to minimise the impact of additional job opportunities on a limited market. Also opportunity to role model good employment and increase the security and prosperity of local workers.

**Negative**

Impact of local authority recruitment on the Independent Sector. Close joint working and pathways agreed to manage the impact of additional local authority employment opportunities.

**Affected populations**

Tenants, staff, visitors, local businesses.

Staff & Tenants. Local Education Providers

Midlothian H&SCP / Council teams other employers/ care providers

**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?**

In part. Contracted agencies ie Architects, Builders and other tradespersons must comply with Midlothian Council's Equal Rights Policy, and meet the Council's Environmental and Sustainability requirements as written into all contracts as standard. Midlothian Council's Building Services Team oversees the design and construction element of projects.

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

Will be on the Council Intranet. Communications plan to be completed and approved by the Planning Group. There will continue to be a strong emphasis on providing "easy read" material and information in other formats where necessary, for example in other languages.

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". Communication with services working with vulnerable groups will also be included, such as homeless, veterans, adult literacy, gypsy traveller and other services. A series of roadshow events will also be planned to go out to local communities to provide information re the various new build projects. A social media and press campaign is also currently being developed with Communications.

**10. Does the policy concern agriculture, forestry, fisheries, energy, industry, transport, waste management, water management, telecommunications, tourism, town and country planning or land use? If yes, an SEA should be completed, and the impacts identified in the IIA should be included in this.**

Whilst the various new build projects identified in the plan are all subject to Planning Consent, there is no requirement for an SEA to be completed as this is addressed within Midlothian's Strategic Housing Investment Plan.

**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.**

Follow-up actions will be progressed as per report (section 13).

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

Follow-up actions will be progressed as per report (section 13).

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

<b>Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)</b>	<b>Who will take them forward (name and contact details)</b>	<b>Deadline for progressing</b>	<b>Review date</b>
Bike Racks	Gillian Chapman	<b>05/02/2020</b>	6/12
Communication Plan	Gillian Chapman	<b>May 2020</b>	6/12
Align plan with Midlothian Council Climate emergency plan and strategy	Gillian Chapman	<b>Ongoing</b>	6/12

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

Extra Care Housing Planning Group monthly meetings.

**15. Sign off by Head of Service/ Project Lead**

**Name : Gillian Chapman**

**Date : 6/2/19**

## 16. Publication

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