

EQUALITY, HEALTH & HUMAN RIGHTS IMPACT ASSESSMENT

This template is to be used in conjunction with the Equality, Health & Human Rights Impact Assessment Guidelines.

Section 1: Policy Details A policy is understood in the broad sense including the full range of functions, activities and decisions the council is responsible for, i.e. everything it does. This includes both current policies and new policies under development. This guidance is also relevant for assessing the impact of financial decisions.	
Name of Policy:	West Dunbartonshire Health and Social Care Partnership Integration Scheme
Lead Department & other departments/ partners involved:	West Dunbartonshire Council NHS Greater Glasgow and Clyde Third Sector – WD CVS Independent Sector – Scottish Care
Responsible Officer	Soumen Sengupta Head of Strategy, Planning and Health Improvement – Community Health & Care Partnership
Impact Assessment Team	Keith Redpath Interim Chief Officer Soumen Sengupta Head of Strategy, Planning and Health Improvement Jackie Irvine Chief Social Work Officer Kevin Fellows Clinical Director Chris McNeill Head of Community Health and Care John Russell Head of Mental Health, Learning Disability and Addictions Serena Barnett Head of People and Change Wendy Jack Strategy and Policy Manager Selina Ross CVS Brian Polding-Clyde Scottish Care
Is this a new or existing policy/function?	New
Start date: (the assessment should be started prior to policy development or at the early stages of review): October 2014	
End date (this should allow for the assessment to inform decision-making): December 2014	
What are the main aims of the policy?	This Integration Scheme describes the joint working is to be achieved for West Dunbartonshire. It details the body corporate arrangement by which the NHS Greater Glasgow & Clyde Health Board and West Dunbartonshire Council have agreed to delegate a comprehensive range of health and social care services for adults and children to a third body, described in the Joint Bodies Act as an Integration Joint Board.
Who are the main target groups/ who will be affected by the policy?	West Dunbartonshire Health & Social Care Partnership Board will be responsible for the

	strategic planning and delivery of a range of health and social care adult and children services functions delegated to it.
What does the policy aim to achieve?	The Integration Scheme has already been informed by considerable local experience of developing and delivering integration in practice; and also benefitted from a considerable amount of ongoing dialogue and positive interaction with a range of stakeholders over the years since the legislation was first announced right up to now. NHS Greater Glasgow and Clyde Health Board and West Dunbartonshire Council are committed to continuing that constructive arrangement.
Relevance (relevance of the policy, service, function to the general equality duties and equality groups, also record where there is no relevance giving reasons and evidence)	
Yes Reasons: This Integration Scheme affects the delivery of services provided to vulnerable children, young people, adults and older people in West Dunbartonshire	
	If yes, complete all sections, 2-9
	If no, complete only sections 8-9
	If don't know, complete sections 2& 3 to help assess relevance
Section 2: Evidence Please list the available evidence used to assess the impact of this policy, including the sources listed below. Please also identify any gaps in evidence and what will be done to address this.	
Available evidence:	
Consultation/ Involvement with community, including individuals or groups or staff as relevant	The Integration Scheme has been widely circulated to statutory, third and independent sector partners and forums; consulted on with representatives of the Third and Independent sectors; and developed in a Community Planning Partnership in practice manner.
Research and relevant information	The Integration Scheme is based in response to the requirements of the Public Bodies (Joint Working) (Scotland) Act. It is supported by national statutory guidance
Officer knowledge	The Integration Scheme was developed by a wide range of professions, representing senior management level within West Dunbartonshire Council and NHS Greater Glasgow and Clyde Health Board.
Equality Monitoring information – including service and employee monitoring	The policies and plans referenced in the Integration Scheme have existing EIAs.
Feedback from service users, partner or other organisation as relevant	The extensive consultation undertaken adopted a multi-modal approach, incorporating electronic material promoted and accessible via the Council and the Health Board intranet and internet

	websites; circulation of both paper and electronic copies of material to mailing lists; discussions at staff team meetings; participation at external forums and invited groups; and specially organised meetings. Comments from across all these consultation vehicles was captured, collated and then considered within the final preparation of this Scheme. The response to the consultation from across stakeholder groups was substantively positive and encouraging.
Other	

Are there any gaps in evidence? Please indicate how these will be addressed

Gaps identified	Nil
Measure to address these	

Note: Link to Section 6 below Action Plan to address any gaps in evidence

Section 3: Involvement and Consultation

Include involvement and consultation relevant to this policy, including what has already been done and what is required to be done, how this will be taken and results of the consultation.

Please outline details of any involvement or consultation, including dates carried out, protected characteristics. Also include involvement or consultation to be carried out as part of the developing and implementing the policy.

Details of consultations	Date	Findings	Characteristics
Proposed distribution			
Scottish Government	4.11.14 – 5.12.14		Race
CHCP Public Partnership Forum	4.11.14 – 5.12.14		Sex
CHCP Professional Advisory Group	4.11.14 – 5.12.14		Gender Reassignment
CHCP Joint Staff Consultative Forum	4.11.14 – 5.12.14		Disability
Community Planning West Dunbartonshire Children and Family Delivery and Implementation	4.11.14 – 5.12.14		Age
Community Planning West Dunbartonshire Safe and Stronger Delivery and Implementation Group	4.11.14 – 5.12.14		Religion/ Belief
Community Planning West Dunbartonshire Older People Delivery and Implementation Group	4.11.14 – 5.12.14		Sexual Orientation

Community Planning West Dunbartonshire Alcohol and Drug Partnership	4.11.14 – 5.12.14		Civil Partnership/ Marriage
Community Planning West Dunbartonshire Criminal Justice Partnership	4.11.14 – 5.12.14		Pregnancy/ Maternity
West Dunbartonshire Council – Education Services and Housing Environmental and Economic Development Services	4.11.14 – 5.12.14		Health
NHS Greater Glasgow and Clyde Health Board	4.11.14 – 5.12.14		Other
West Dunbartonshire Leisure Trust	4.11.14 – 5.12.14		
Housing Providers Forum	4.11.14 – 5.12.14		

Note: Link to Section 6 below Action Plan

Section 4: Analysis of positive and Negative Impacts

Protected Characteristic	Positive Impact	Negative Impact	No impact
Race	<p>The Integration Scheme provides a framework to support the integration of health and social care services to improve the quality and consistency of services and to ensure resources are used effectively and efficiently.</p> <p>In West Dunbartonshire all adult, older people and children's services are included within the Integration Scheme</p>		
Sex	<p>The Integration Scheme provides a framework to support the integration of health and social care services to improve the quality and consistency of services and to ensure resources are used effectively and efficiently.</p> <p>In West Dunbartonshire all adult, older people and</p>		

	children's services are included within the Integration Scheme		
Gender Re-assignment	<p>The Integration Scheme provides a framework to support the integration of health and social care services to improve the quality and consistency of services and to ensure resources are used effectively and efficiently.</p> <p>In West Dunbartonshire all adult, older people and children's services are included within the Integration Scheme</p>		
Disability	<p>The Integration Scheme provides a framework to support the integration of health and social care services to improve the quality and consistency of services and to ensure resources are used effectively and efficiently.</p> <p>In West Dunbartonshire all adult, older people and children's services are included within the Integration Scheme.</p> <p>As the Integration Scheme focuses on the needs and health and wellbeing outcomes it is likely to have a positive effect on disability as services will less likely to be age specific.</p>		
Age	<p>The Integration Scheme provides a framework to support the integration of health and social care services to improve the quality and consistency of services and to ensure resources are used effectively and efficiently.</p> <p>In West Dunbartonshire all adult, older people and</p>		

	<p>children's services are included within the Integration Scheme</p> <p>As the Integration Scheme focuses on the needs and health and wellbeing outcomes it is likely to have a positive effect on age as criteria for access will less likely to be age specific.</p>		
Religion/ Belief	<p>The Integration Scheme provides a framework to support the integration of health and social care services to improve the quality and consistency of services and to ensure resources are used effectively and efficiently.</p> <p>In West Dunbartonshire all adult, older people and children's services are included within the Integration Scheme</p>		
Sexual Orientation	<p>The Integration Scheme provides a framework to support the integration of health and social care services to improve the quality and consistency of services and to ensure resources are used effectively and efficiently.</p> <p>In West Dunbartonshire all adult, older people and children's services are included within the Integration Scheme</p>		
Civil Partnership/ Marriage	<p>The Integration Scheme provides a framework to support the integration of health and social care services to improve the quality and consistency of services and to ensure resources are used effectively and efficiently.</p> <p>In West Dunbartonshire all adult, older people and</p>		

	children's services are included within the Integration Scheme		
Pregnancy/ Maternity	<p>The Integration Scheme provides a framework to support the integration of health and social care services to improve the quality and consistency of services and to ensure resources are used effectively and efficiently.</p> <p>In West Dunbartonshire all adult, older people and children's services are included within the Integration Scheme</p>		
Socio- economic	<p>The Integration Scheme provides a framework to support the integration of health and social care services to improve the quality and consistency of services and to ensure resources are used effectively and efficiently.</p> <p>In West Dunbartonshire all adult, older people and children's services are included within the Integration Scheme</p>		
Human Rights	<p>The Integration Scheme provides a framework to support the integration of health and social care services to improve the quality and consistency of services and to ensure resources are used effectively and efficiently.</p> <p>In West Dunbartonshire all adult, older people and children's services are included within the Integration Scheme</p>		
Health	The Integration Scheme provides a framework to support the integration of health and social care		

	<p>services to improve the quality and consistency of services and to ensure resources are used effectively and efficiently.</p> <p>In West Dunbartonshire all adult, older people and children's services are included within the Integration Scheme</p> <p>The continued role of the Health and Social Care Partnership within community planning will continue to have a positive effect on the health and wellbeing of the population.</p>		
Other Public Protection	<p>The Integration Scheme provides a framework to support the integration of health and social care services to improve the quality and consistency of services and to ensure resources are used effectively and efficiently.</p> <p>In West Dunbartonshire all adult, older people and children's services are included within the Integration Scheme</p>		
<p>Note:</p> <p>The Integration Scheme commits the new Health & Social Care Partnership Board to ensuring that its Participation and Engagement Strategy (as required by the legislation) will promote the requirements of the Equalities Act (Scotland) 2010, taking appropriate account of the eight protected characteristics of people who use services, i.e.: disability; sex (gender); gender reassignment; pregnancy and maternity; race; religion or belief; sexual orientation; and age.</p>			

Section 5: Addressing impacts

Select which of the following apply (use can choose more than one) and give a brief explanation – to be expanded in Section 6: Action Plan

1. No major change	X
2. Adjust the policy	
3. Continue the policy	
4. Stop and remove the policy	

Give reasons:

The development of the Integration Scheme supports West Dunbartonshire Council's and NHS Greater Glasgow and Clyde Health Board's agreed strategic priorities; following on the from establishment of the Community Health and Care Partnership in 2010.

Section 6: Action Plan

Please describe the action which will be taken following on from the assessment of impact above in order to reduce or remove any negative impacts, promote any positive impacts, gather further information or evidence or further consultation required

Action	Responsible person (s)	Intended outcome	Date for completion	Protected Characteristic
				Race
				Gender
				Gender Reassignment
				Disability
				Age
				Religion/ Belief
				Sexual Orientation
				Civil Partnership/ Marriage
				Pregnancy/ Maternity
				Socio- economic
				Human Rights
				Health
				Other

Are there any negative impacts which cannot be reduced or removed? If so, please outline the reasons for continuing with the policy

No

Section 7: Monitoring and review

Please detail the arrangements for review and monitoring of the policy

How will the policy be monitored? What equalities monitoring will be put in place?	The Integration Scheme is being widely consulted upon before being signed off by Government Ministers. Ongoing monitoring of issues relating to the Integration Scheme would be carried out as part of the functions of the Integrated Joint Board and through the delivery of the Strategic Plan.
When will the policy be reviewed?	Once the Integration Scheme is signed off, ongoing monitoring of the Integration Scheme will be carried out as part of the functions of the Integrated Joint Board and through the delivery of the Strategic Plan.

Section 8: Signatures

The following signatures are required:

Lead/ Responsible Officer:	S Sengupta	22/12/2014
Equality Impact Assessment Trained Officer:	S Sengupta	22/12/2014