

AssessmentNo	452	Owner	jcarson2
Resource	HSCP		Service/Establishment Joint
	First Name	Surname	Job title
Head Officer	Jacqueline	Carson	Service Improvement Lead
	(include job titles/organisation)		
Members	Jacqueline Carson Service Improvement lead, Joan Fraser LAAS, Craig Campbell Champions Board and Corporate Parenting Manager, Margaret Reid SDS Officer, Vicky McKenzie SDS Officer, Joanne McGinley Operations Manager WD Carers Centre, Alison Scott SDS Officer, Sarah Louise Fleming Project Worker Children with Disabilities team, Yvonne Muirhead project worker SDS Ideas.		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	Health and Social care Partnership Self-directed Support(SDS) Policy		
	The aim, objective, purpose and intended out come of policy		
	This Policy will outline the intent and commitment for the HSCP to fully implement Self Directed Support for all children and adults eligible for any health and social care services, in line with Self Direct Support Act (Scotland) 2013 and the Self Directed Strategy. The policy will support the implementation of the new national self-directed support principals. The policy will be implemented within the HSCP with clear practitioner's guidance to ensure consistency in practice across the service and within teams. The policy will support the individuals and/or representative rights to be fully involved in the decisions relation to any social care arrangements as much as they wish to be. It will also support the person's rights to access an individual budget in form of a direct payment to enable them to fully manage their own care package inclusive of employing their own staff.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Jacqueline Carson Service Improvement lead, Joan Fraser LAAS, Craig Campbell Champions Board and Corporate Parenting Manager, Margaret Reid SDS Officer, Vicky McKenzie SDS Officer, Joanne McGinley Operations Manager WD Carers Centre, Alison Scott SDS Officer, Sarah Louise Fleming Project Worker Children with Disabilities team, Yvonne Muirhead project worker SDS Ideas.		
Does the proposals involve the procurement of any goods or services?	Yes		
If yes please confirm that you have contacted our procurement services to discuss your requirements.	No		
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes		
Relevance to Human Rights (HR)	Yes		
Relevance to Health Impacts (H)	Yes		
Relevance to Social Economic Impacts (SE)	Yes		

Who will be affected by this policy?

This policy will inform HSCP staff, citizens eligible for social care, carers, and partners

Who will be/has been involved in the consultation process?

Jacqueline Carson Service Improvement lead, Joan Fraser LAAS, Craig Campbell Champions Board and Corporate Parenting Manager, Margaret Reid SDS Officer, Vicky McKenzie SDS Officer, Joanne McGinley Operations Manager WD Carers Centre, Alison Scott SDS Officer, Sarah Louise Fleming Project Worker Children with Disabilities team, Yvonne Muirhead project worker SDS Ideas.

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age	Self-directed Support legislation and the duties placed on the local Authority is for all individuals regardless of age that are eligible for social care. Having a policy in place will support the HSCP's commitment to the implementation of the Act and associated principles.	Self-Directed Support legislation and the introduction of a local policy is for all individuals assessed of requiring social care, there are no age restrictions. Locally the numbers of children under the age of 16 and adults 65+ who take up option 1 & 2 of Self-directed Support is Low, but not absent	Self-Directed Support legislation seeks to reduce inequalities of those in need of social care. The four options support the individual to have more choice and control over their care and support.
Cross Cutting			
Disability	Self-directed Support legislation and the duties placed on the local Authority is for all individuals regardless of disability that are eligible for social care. Having a policy in place will support the HSCP's commitment to the implementation of the Act and associated principals. Having the four options available provide the individual with multiple ,accessible, ways of having more choice and control	Locally the number of those taking up options 1 ,2 & 4 are higher within the disability service user group. Option 3 remaining the highest across all groups. There is however evidence throughout the pandemic that there has been an increase of those taking up option 1 ,2 & 4 because of the reduction in service delivery. Self-direct support has enabled people more choice and control around their support arrangements	Individuals throughout the pandemic have been able to adjust their support arrangements using the guidance and principles of SDS.

	over their support.	during this time.	
Social & Economic Impact	Self-directed Support legislation and the duties placed on the local Authority is for all individuals regardless of age that are eligible for social care. Having a policy in place will support the HSCP's commitment to the implementation of the Act and associated principles.	Skills to manage an individual budget, financial compliance. Requiring separate bank accounts (no homeless or gypsy travelling community . . . Poor literacy skills can be restrictive. The option of using a managed account removes this for Direct Payments as does Option 2	Having support to manage a direct payment would reduce the negative impact. This policy is inline with WDC mainstreaming and outcomes reports 2021-2025 we will continue to take a locality based approach to ensure that needs are met and inequalities are reduced.
Sex	In an attempt to give people greater choice and control over how their social care needs are met, and how they receive social care services and support, the Scottish Government introduced new options for Self-directed Support (SDS) in 2012. The overarching purpose was to foster better outcomes for Individuals, while promoting dignity and independent living.	http://www.alliance-scotland.org.uk/download/library/lib_5926d6e2977e1/ A troubling trend identified by the ALLIANCE's research is that women were significantly less likely than men to use SDS for respite. Locally there is more women than men who take up any of the 4 options. More females deifying as carers	That women are disadvantaged, and female carers maybe less likely to take the support they need to support their caring role. Self-Directed Support legislation seeks to reduce inequalities of those in need of social care. The four options support the individual to have more choice and control over their care and support.
Gender Reassign	There is a need for improved awareness of the LGBTQIA+ community and how this impacts on their social care needs	My Support, My Choice: National Report Highlights that people from the LGBTQIA+ community with additional support needs find it difficult to employee PA's as well as finding it difficult to find activities etc. within their local community that support the LGTBQ+	Self-Directed Support legislation seeks to reduce inequalities of those in need of social care. The four options support the individual to have more choice and control over their care and support.

		<p>community. West Dunbartonshire will address inequalities and seek to reduce these through the West Dunbartonshire Equality and Diversity Working Group. There is no evidence that Self Directed Support contributes to inequalities.</p>	
Health	<p>In an attempt to give people greater choice and control over how their social care needs are met, and how they receive social care services and support, the Scottish Government introduced new options for Self-directed Support (SDS) in 2012. The overarching purpose was to foster better outcomes for Individuals, while promoting dignity and independent living.</p>	<p>Having a personalised plan and approach to a person's social care package will enable them to manage this in a way that makes sense to them. For those with mental ill health it enables them to have a more responsive and pragmatic approach to their care, i.e using their individual budget in times that it is needed and reduce their support when they are well.</p>	<p>Positive impact</p>
Human Rights	<p>Self-directed support, empowers and individual to have as much choice and control over their support as they would like to have. Human Rights is now included in the Scottish Government's National Performance Framework</p>	<p>Both Children and adult social care needs assessments are human rights based. This policy and procedure adheres to legislative requirements. Young people at Transition stage: Refer Pam Duncan Glancy MSP "Give Us A Fighting Chance: (2020) During Covid times LAAS has become more aware of scenarios which</p>	<p>Risk of a negative impact – principals of the policy and legislation require to be embedded in the process of transition from children services to adult services</p>

		<p>impact negatively on entire families when a young person reaches transition. We also find young adults in their 20s (several with ASD diagnosis) who are disadvantaged due to poor or any linked up support or guidance on leaving school, which can be construed as limiting Human Rights of this cohort. Not having access to a Social Worker for Review or Assessment. Once again this might be considered as limiting opportunities and contravening Human Rights/Equalities legislation</p>	
Marriage & Civil Partnership	<p>This policy and procedure adheres to legislative requirements, protecting the reputation of West Dunbartonshire HSCP, and responding to COSLA Protocols and best practice</p>		<p>No Impact</p>
Pregnancy & Maternity	<p>This area cross cuts significantly with considerations under sex</p>	<p>This policy and procedure adheres to legislative requirements, protecting the reputation of West Dunbartonshire HSCP, and responding to COSLA Protocols and best practice</p>	<p>No Impact</p>
Race	<p>Consistent with human rights principles</p>	<p>Those from the Gypsy travelling community are less likely to engage with statutory services</p>	<p>Maybe restrictive to the travelling community. Each case would have to be considered on an</p>

		for prolonged periods of time. Therefor having SDS under options 1 &2 may not be conducive	individual bases and in collaboration.
Religion and Belief	Consistent with human rights principles	Trafficked population is increasing amongst young people in West Dunbartonshire along with immigration. Information will require to be in accessible in various languages.	Policy and legislation is supportive of employing family due to cultural and religious reasons – positive impact
Sexual Orientation	There is a need for improved awareness of the LGBTQIA+ community and how this impacts on their social care needs	My Support, My Choice: National Report Highlights that people from the LGBTQIA+ community with additional support needs find it difficult to employee PA's as well as finding it difficult to find activities etc. within their local community that support the LGTBQ+ community. West Dunbartonshire will address inequalities and seek to reduce these through the West Dunbartonshire Equality and Diversity Working Group. There is no evidence that Self Directed Support contributes to inequalities.	Self-Directed Support legislation seeks to reduce inequalities of those in need of social care. The four options support the individual to have more choice and control

Actions

Issue Description	Action Description	Actioner Name	Due Date
more women than men are accessing SDS options , this may be due	The SDS team will review this issue and action within their annual	Jacqueline.carson@west-dunbarton.gov.uk	01-Jan-1900

to more women are contacting HSCP for assistance.	workplan on how they will connect with hard to reach groups.		
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Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

There are actions which are detailed within the EIA which will remove or reduce the negative impact. Overall the legislation and policy will give people greater choice and control over how their social care needs are met, and how they receive social care services. The overarching purpose will foster better outcomes for Individuals, while promoting dignity and independent living.

Will the impact of the policy be monitored and reported on an ongoing bases?

yes

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

The legislation was introduced in 2014 and although the HSCP have adhered to the duties within the legislation, it has to date never taken a formal policy position on its intent to successfully embed SDS across the service and those who require social care support.