

AssessmentNo	719	Owner	schatfield
Resource	HSCP		Service/Establishment Joint
	First Name	Surname	Job title
Head Officer	Sylvia	Chatfield	Head of Mental Health, Learning Disability and Addictions
	(include job titles/organisation)		
Members	Sylvia Chatfield, Head of Mental Health, Learning Disability and Addictions Gillian Gall, Head of HR Julie Slavin, Chief Financial Officer		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	Acquired Brain Injury service savings option		
	The aim, objective, purpose and intended outcome of policy		
	<p>The ABI service provides community based assessment and psychological rehabilitation for people with brain injury their families. This helps facilitate individual's transition back into their community, and to consider returning to their work, education, and social activities. It works with service users over 16 who live in West Dunbartonshire and who has received a brain injury which is the main issue affecting their quality of life. This service also supports the BIEN which is the Brain Injury Experience Network. This is a user-led group, which means that people with a brain injury decide what the group does. At present the service is made up of one Senior Social Worker, one Social Worker and a Rehabilitation Worker, as well as a part time Neuropsychologist. This team currently sits as a stand alone team and has been impacted on by the long term absence of the Senior. It is recommended that the ABI service is incorporated into the Adult Community Team to provide better governance and maximise the development of skills within the workforce. At present the GG&CNHS Acquired Brain Injury Service provides support to West Dunbartonshire, only up to Clydebank, so as part of this review, it is recommended that discussion takes place around this team covering the whole of West Dunbartonshire to maximise West Dunbartonshire residents access to a specialist multi agency team. Any savings will be via turnover.</p>		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	HSCP staff, Council staff and Trade Unions		
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?			

HSCP staff Service users and carers

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

1. Joint staff forum and individual Unions in relation to consultation as part of Organisational Change policies. 2. IJB and Council 3. Consultation with individual service users and their families.

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	Neutral		Neutral
Cross Cutting	Neutral		Neutral
Disability	Service users and carers may be concerned that they will not be able to access services which they previously attended.	There are a number of service users who do not meet the eligibility criteria but who continue to receive support from ABI service. The integration of the ABI team into a wider team may have positive impacts on those with disabilities as some may have multiple disabilities. Equally the discussion around the NHS GG&C team covering all of West Dunbartonshire may be beneficial for those in areas currently not covered for health inequalities.	There may be a reduction in service users receiving ABI services but it will be more targeted and ensure that those attending meet eligibility criteria, or are signposted to community supports.
Social & Economic Impact	Neutral		Neutral
Sex	Neutral		Neutral
Gender Reassign	Neutral		Neutral
Health	Neutral		Neutral
Human Rights	Neutral		Neutral
Marriage & Civil Partnership	Neutral		Neutral
Pregnancy & Maternity	Neutral		Neutral
Race	Neutral		Neutral
Religion and Belief	Neutral		Neutral
Sexual Orientation	Neutral		Neutral

Actions

Policy has a negative impact on an equality group, but is still to be implemented,

please provide justification for this.

There is potential for staff to be displaced as part of ABI review. A fair process will be undertaken in line with Council's policies. Service users and their carers will be reviewed and signposted to appropriate services, as required

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

This stand alone service has been impacted on by staff absence and by amalgamating into an adult disability team, this will ensure sharing of skills and knowledge, governance and reduce the impact of further absences. The impact of current service users is partly due to the Council's eligibility criteria not being fully implemented. Also the postcode dependent access to a specialist multi disciplinary support gives part of West Dunbartonshire with a different service. This work will ensure that all West Dunbartonshire service users with acquired brain injury will receive an equitable service.