

<b>AssessmentNo</b>	980	<b>Owner</b>	levans
<b>Resource</b>	HSCP		<b>Service/Establishment</b> Joint
	First Name	Surname	<b>Job title</b>
<b>Head Officer</b>	Fiona	Taylor	Head of service for Health and Community Care
	(include job titles/organisation)		
<b>Members</b>	HR – Leeanne Galasso and Catherine Hughes • Equality Team – Ailsa King and Karen Marshall • IOM of service – Jacqueline Carson • Coordinator – Yvonne Allan • Organiser – Aimee McGowan and Sara Miller • Team Leads – Jane Gray, Louise Crockett and Ann Marie Lennox • Admin Officer – Suzann Alexander • Finance – Terry Wall and Julie Slavin • Head of HR – Gillian Gall • Head of Service – Fiona Taylor West Dunbartonshire Carers		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
<b>Policy Title</b>	Care at Home Re-design – Service User Changes		
	<b>The aim, objective, purpose and intended out come of policy</b>		
	<p>Aims • Ensuring the outcomes for Care at Home are met; • Ensuring the service is delivered within the agreed budget; • Focusing on driving care using the internal Care at Home service; • Reducing the amount of agency spend; • Reducing the amount of spend on enhanced overtime; • Ensuring reviews take place every six months as per Care Inspectorate guidance; • Providing choice for the service user on how they would like their care to be delivered as per Self-directed support (SDS) legislation; and • Signposting and directing families and service users to all offerings which are available to support daily living as an alternative method of care e.g. day service, social support. Purpose The purpose of re-design is to meet the aims and objectives of the project but also to follow the Scottish approach to re-design to gain the data required to ensure this service is fit for the future. The evaluation and engagement to date has taken into account both lessons learned and feedback from stakeholders. The project team have been working in close collaboration with employees, managers and key stakeholders since the start of this project, January 2022. Outcomes Three of the outcomes which the Care at Home service strives to meet are: 1. People, including those with disabilities or long term conditions, or who are frail, are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community; 2. People are able to look after and improve their own health and wellbeing and live in good health for longer; and 3. Health and social care services are centred on helping to maintain or improve the quality of life of people who use the service. Proposed changes after consultation ended on the 18th December 2023 Service User changes • The service will be moving to a 7 day service from 7.30am to 10pm; o Currently the service operates from 7am to 5am. o There 113 care hours required between 10pm and 7.30am o Service users with an outcome for night time support will be provided care via their SDS package. This could be via technology, continence care or an alternative supplier. • The service will only provide personal care tasks to service users . • The definition of personal care tasks will be provided by COSLA guidance; •</p>		

	<p>Chargeable services such as domestic tasks and shopping, will no longer be provided as a service via the HSCP Care at Home Service; o Service users with an outcome for domestic and shopping requirements will be able to get support via their SDS package. o There is currently 52 service users receiving this service.</p>
	<p><b>Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.</b></p>
	<p>A variety of communication methods were utilised to engage and update a range of stakeholders in the development of the proposed changes in the redesign document. Examples include:</p> <ul style="list-style-type: none"> <li>• All employee survey. All employees, circa 750, within Care at Home were sent this survey;</li> <li>• Organisers Survey. All organisers, circa 18 were sent this survey;</li> <li>• Ideation sessions, designed to solicit thoughts and ideas were made available on topics such as scheduling, agency staff use, overtime, assessments, reviews, referrals and processes. These sessions included ten organisers, two service managers, two co-ordinators, one Care at Home Accountant and one admin supervisor. At these sessions, problem statements were written and ideas were produced on how to respond to these problems;</li> <li>• Seven online and face to face workshops with home carers and Trade Union colleagues. On average, ten Home Carers attended each workshop;</li> <li>• Monthly project update meetings with all office employees, estimated to have engaged with 37 employees Those who cannot attend have access to the project board reports on MS Teams;</li> <li>• Quarterly project update sessions with home carers. On average 180 Home Carers would attend each session.</li> <li>• A dedicated mailbox for employees to submit questions;</li> <li>• A text telephone number to text questions;</li> <li>• All service 1430 service users were sent a survey via postal mail with over 600 responses;</li> <li>• Unpaid carers via Survey Monkey with over 100 responses. 73% of respondents were female;</li> <li>• Regular meetings with the Care at Home management team.</li> </ul> <p>• Leeanne Galasso - HR • Catherine Hughes - HR • Victoria Rogers - Chief Officer - People and Technology • John Duffy Job evaluation • West Dunbartonshire HSCP Senior Management • Jacqueline Carson - Integrated Operations Manager • Jane Gray, Anne Marie Lennox, Louise Crockett - Service managers • Yvonne Allan, Lisa Auchterlonie, Gordon Martin Coordinators • Employees were involved in revising the relevant job profile All of the feedback via the various meetings has been incorporated into the project scope. During Consultation the following communication methods were used to gain feedback.</p> <ul style="list-style-type: none"> <li>• All Home Carers were asked to complete a preference form, detailing what preferred work pattern they would move to and their opinion on the changes. 335 preference forms were returned;</li> <li>• 213 121s took place with Care at Home managers. 121s were open to all employees within the Care at Home service;</li> <li>• 3 x ZOOM sessions with Home Carers for Group Communication;</li> <li>• 5 x face to face sessions with Home carers for Group Communication;</li> <li>• 1 x session with service managers;</li> <li>• 1 x session with coordinators;</li> <li>• 2 x session with admin employees;</li> <li>• 2 x session with admin officer;</li> <li>• 3 x sessions with Organisers;</li> <li>• 2 x session with assistant Organisers;</li> <li>• Weekly meetings with Care at Home Management Team • MS Teams channel for questions • Care at Home mailbox for additional questions • JTU engagement through JCC and JSF meetings • Project updates via Project</li> </ul>

	Management Officer • Survey sent to all Carers of service users • All service users were sent a letter to provide feedback		
<b>Does the proposals involve the procurement of any goods or services?</b>	<b>Yes</b>		
<b>If yes please confirm that you have contacted our procurement services to discuss your requirements.</b>	<b>No</b>		
<b>SCREENING</b>			
<i>You must indicate if there is any relevance to the four areas</i>			
<b>Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)</b>	<b>Yes</b>		
<b>Relevance to Human Rights (HR)</b>	<b>Yes</b>		
<b>Relevance to Health Impacts (H)</b>	<b>Yes</b>		
<b>Relevance to Social Economic Impacts (SE)</b>	<b>Yes</b>		
<b>Who will be affected by this policy?</b>			
All citizens of West Dunbartonshire who could be prospective users of Care at Home, current users of Care at Home, Care at Home staff and other HSCP staff will be affected by this policy.			
<b>Who will be/has been involved in the consultation process?</b>			
<p>The below list are people who have been involved in creating the redesign report which staff and Trade Union Colleagues consulted on during the period between 19th September 2023 and the 18th December 2023. • Leanne Galasso – HR • Catherine Hughes – HR • Victoria Rogers - Chief Officer - People and Technology • John Duffy - Job evaluation • West Dunbartonshire HSCP Senior Management • Jacqueline Carson - Integrated Operations Manager • Jane Gray, Anne Marie Lennox, Louise Crockett - Service managers • Yvonne Allan, Lisa Auchterlonie, Gordon Martin Coordinators • Laura Evans – Service Improvement Lead • Employees were involved in revising the relevant job profile • Organisers involved in working groups. The following boards approved the initial EIA and re-design report before consultation began on the 19th September 2023. • West Dunbartonshire HSCP Senior Management – 22/06/2023 • Recovery and review meeting – 02/08/2023 • SSRG – 16/08/2023 • IJB members session – 01/09/2023 • IJB – 19/09/2023 During Consultation the following communication methods were used to gain feedback. • All Home Carers were asked to complete a preference form, detailing what preferred work pattern they would move to and their opinion on the changes. 335 preference forms were returned; • 213 121s took place with Care at Home managers. 121s were open to all employees within the Care at Home service; • 3 x ZOOM sessions with Home Carers for Group Communication; • 5 x face to face sessions with Home carers for Group Communication; • 1 x session with service managers; • 1 x session with coordinators; • 2 x session with admin employees; • 2 x session with admin officer; • 3 x sessions with Organisers; • 2 x session with assistant Organisers; • Weekly meetings with Care at Home Management Team • MS Teams channel for questions • Care at Home mailbox for additional questions • J TU engagement through JCC and JSF meetings • Project updates via Project Management Officer • Survey sent to all Carers of service users • All service users were sent a letter to provide feedback</p>			
<b>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.</b>			
	<b>Needs</b>	<b>Evidence</b>	<b>Impact</b>
<b>Age</b>	A high percentage of Care at home packages of care are	The Adult Strategic Needs assessment <a href="http://www.wdhscp">http://www.wdhscp</a>	Positive - the proposed use of Provider's will

	<p>delivered to older people. Therefore older people in WD are more likely to be affected by changes of service provider. Older people are more likely to need a support for longer durations due to enduring vulnerabilities in relation to long term illness, disability, or frailty.</p>	<p><a href="https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2022/06/national-care-service-adult-social-care-scotland-equality-evidence-review/documents/adult-social-care-scotland-equality-evidence-review/govscot%3Adocument/adult-social-care-scotland-equality-evidence-review.pdf">.org.uk/media/2521/sna-aop-june-2022.pdf</a>  <a href="https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2022/06/national-care-service-adult-social-care-scotland-equality-evidence-review/documents/adult-social-care-scotland-equality-evidence-review/govscot%3Adocument/adult-social-care-scotland-equality-evidence-review.pdf">https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2022/06/national-care-service-adult-social-care-scotland-equality-evidence-review/documents/adult-social-care-scotland-equality-evidence-review/govscot%3Adocument/adult-social-care-scotland-equality-evidence-review.pdf</a></p>	<p>increase consistency and quality of care for people using the service - by reducing the likelihood of them having a number of different staff from different services visiting to deliver their care. Use of the Providers also allows people choice in the care they receive.</p>
<p>Age</p>	<p>There is a clear relationship between long-term health conditions or disability and increasing age. In 2020, the Scottish Health Survey found that the prevalence of any long-term condition increased with age, from 32% among those aged 16-44, to 68% among those aged 75 and over. The ageing population nationally and within West Dunbartonshire mean that there will be expected increase in demand on care at home services and also given the age composition of the workforce a need to consider how to</p>	<p>The Adult Strategic Needs assessment  <a href="http://www.wdhscp.org.uk/media/2521/sna-aop-june-2022.pdf">http://www.wdhscp.org.uk/media/2521/sna-aop-june-2022.pdf</a>  <a href="https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2022/06/national-care-service-adult-social-care-scotland-equality-evidence-review/documents/adult-social-care-scotland-equality-evidence-review/govscot%3Adocument/adult-social-care-scotland-equality-evidence-review.pdf">https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2022/06/national-care-service-adult-social-care-scotland-equality-evidence-review/documents/adult-social-care-scotland-equality-evidence-review/govscot%3Adocument/adult-social-care-scotland-equality-evidence-review.pdf</a></p>	<p>Service Users - Negative • The service will be stopping from 10pm, and there will be no internal night time service made available. This will have an impact on 2% of the service users who currently require night time support who are either over 65 or have a disability. • Personal Care tasks will only be provided going forward. The care at home service will not provide domestic and shopping tasks. Currently 52 service users use this service and are over 65. • Those with no family/friends,</p>

	make care at home work a fulfilling career		support, knowledge of how to get support for shopping via technology. The skills may not be there for those who are older.
<b>Cross Cutting</b>			
<b>Cross Cutting</b>	Impacts on all protected characteristics and external impacts.	The adult Strategic needs assessment - <a href="http://www.wdhsc.org.uk/media/2521/sna-aop-june-2022.pdf">http://www.wdhsc.org.uk/media/2521/sna-aop-june-2022.pdf</a>	Positive – service user • Employees will be on a standardized Rota, which will meet the times services users require a service with consistent Home Carers. That may well particularly benefit clients with dementia and mental health disabilities - people who would benefit from consistent relationships. Positive Impact service user • 95% of service user feedback stated the would like consistent times for visits and regular Home Carer to provide their care. Standardised rota will provide this to service users by providing a 7 day service. • With the focus on compliance for Home Carers clocking in and out at service users homes, this will provide data to Organisers to ensure care visits are being provided and the schedule is being followed. • New review paperwork is

			<p>being implemented to ensure the reviews are person centered. • People will be positively impacted by increased signposted to services via SDS options and service user assessment. Research by the ALLIANCE and Self Directed Support Scotland (SDSS) highlighted particular barriers to accessing information about Self-directed Support for older people, and suggested actions to address these barriers, including: increasing professional knowledge and awareness; streamlining and signposting; and ensuring people can access information in a range of formats. • There will be a focus on reviews and having regular contact with service users and Home Carers to update care plans. The reviews will allow for better informed of individual needs/outcomes, improved quality of service and person centered approach. • All service users will be required to have an eligibility assessment in place</p>
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			<p>so the service can focus on those who need it. • There will be management cover out of hours and at the weekend. This means service users will be able to speak to a manager in unsociable hours. Negative – service users • No night time service will be provided due to a lesser demand of service. Those who currently receive the service, will be provided an alternative option, if eligible. • Personal Care tasks will be provided going forward. The care at home service will not provide domestic and shopping tasks. Those who currently receive the service, will be provided an alternative option, if eligible</p>
<p><b>Disability</b></p>	<p>In 2019 29% of West Dunbartonshire adults had a limiting long-term physical or mental health Condition. Learning disability rates are above the Scottish Average. Individuals with learning disabilities have some of the poorest health outcomes of any group in Scotland. A large proportion of the current service users would be classified as having a disability There is limited</p>	<p>The adult Strategic needs assessment - <a href="http://www.wdhscp.org.uk/media/2521/sna-aop-june-2022.pdf">http://www.wdhscp.org.uk/media/2521/sna-aop-june-2022.pdf</a></p>	<p>Service user – negative • Personal Care tasks will only be provided going forward. The care at home service will not provide domestic and shopping tasks directly however will signpost to other supports. • 2% of the service users require night time support. There is a high probability those who have been assessed as requiring night time service may require</p>



	<p>available local and national data about disability and social care workers, which relies on individual workers to disclose this information.</p> <p>Whilst Scottish Social Services Council (SSSC) data show that at least 2% of the overall social care workforce reported having a disability, this is likely to be an undercount, because disability information was unknown for a further 17% of the social care workforce.</p>		<p>support from Care at home during the night are disabled people which may affect their right to independent living particularly if combination of service providers</p> <p>Service User - Positive</p> <ul style="list-style-type: none"> <li>• Look at using assisted technology at night time for example assisted mattress equipment.</li> <li>• No service will be removed until there is a plan in place for an alternative.</li> <li>• Training to employees on how to assess service users especially if there are barriers to communication. For example, BSL training and awareness.</li> </ul>
<p><b>Disability</b></p>	<p>The majority of people utilising Care at Home services are affected by disability or illness.</p>	<p>The Adult Strategic Needs assessment  <a href="http://www.wdhscp.org.uk/media/2521/sna-aop-june-2022.pdf">http://www.wdhscp.org.uk/media/2521/sna-aop-june-2022.pdf</a>  <a href="https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2022/06/national-care-service-adult-social-care-scotland-equality-evidence-review/documents/adult-social-care-scotland-equality-evidence-review/adult-social-care-scotland-equality-evidence-review/govscot%3A">https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2022/06/national-care-service-adult-social-care-scotland-equality-evidence-review/documents/adult-social-care-scotland-equality-evidence-review/adult-social-care-scotland-equality-evidence-review/govscot%3A</a></p>	<p>Positive - there should be improved consistency of care by allocating support to one Provider to assess, monitor and review. Therefore there should be more personalised, person centered care in place.</p>



		document/adult-social-care-scotland-equality-evidence-review.pdf	
<b>Social &amp; Economic Impact</b>			
<b>Social &amp; Economic Impact</b>	Overall, substantially higher proportions of people in the most deprived areas in Scotland receive home care support; 26% of people receiving home care lived in the most deprived areas, compared to 13.9% in the least deprived. However, this varies by age; 36.2% of those aged 16-64 receiving home care lived in the most deprived areas, compared to 7.5% in the least deprived, while there was little difference in the age 85 and over age group	The adult Strategic needs assessment - <a href="http://www.wdhsc.org.uk/media/2521/sna-aop-june-2022.pdf">http://www.wdhsc.org.uk/media/2521/sna-aop-june-2022.pdf</a>	Positive impact – service users Personal care is a free service within Scotland. Personal care will continue to be provided and be free to all ages and to service users who are eligible for the service.
<b>Sex</b>			
<b>Sex</b>	Life expectancy is lower than the Scottish average for both men and Women within WDC. it is recognised there will be an impact on a primarily female work force who may have caring responsibilities. Research by the ALLIANCE and Self Directed Support Scotland (SDSS), which explored people's experience of Self-directed Support and social care in Scotland. found some variation in men and	Impact group meeting 26/08/2023 Information on service users sex can be found on CM2000 via an Organisers assessment. The adult Strategic needs assessment - <a href="http://www.wdhsc.org.uk/media/2521/sna-aop-june-2022.pdf">http://www.wdhsc.org.uk/media/2521/sna-aop-june-2022.pdf</a>	Service users – positive Service users can choose if they would prefer a female or male Home Carer. There are many reasons why service users would prefer a female or male Home Carer, but this option is important, especially in West Dunbartonshire, which has the highest rates of domestic Violence in Scotland. Also, for cultural reasons, a service user may prefer a female or male Home Carer.

	women's experiences. For participants in this study, women had generally received less information about Self-directed Support options and budgets than men, and were less content with the quality of information that they received		
<b>Gender Reassign</b>	There are no current statistics regarding delivery of care at home services to people who have changed gender, however this is likely to be reflective of the wider population in WD as the service delivers to any person needing support with personal care due to ill health or infirmity.	The 2021 census for England and Wales found 0.5% of respondents had changed their gender from that which was assigned at birth, which could be used to give a tentative indication of local need.	Positive - as above. A wider range of staff, experience, and more personalised care is available by utilising a contract with Provider's to manage packages of care and support.
<b>Gender Reassign</b>	There is no national data about gender reassignment and people who access social care. However, given the prevalence of social care needs in the population and across the life course, it is likely that some trans people will require social care support.	The adult Strategic needs assessment <a href="http://www.wdhscp.org.uk/media/2521/sna-aop-june-2022.pdf">http://www.wdhscp.org.uk/media/2521/sna-aop-june-2022.pdf</a>	Positive and negative impact - included in cross cutting section. Positive impact Service Users – The updated review and assessment form for Care at Home service users now asks if the service user has had gender reassignment. Knowing this will allow the service to have awareness, and ensure the Home Carers providing the care have been trained.
<b>Health</b>			
<b>Health</b>	The longstanding impacts of poverty,	The adult Strategic needs assessment -	Positive and negative impact -

	poor employment and multiple deprivation have led to a less healthy population in West Dunbartonshire.	<a href="http://www.wdhscp.org.uk/media/2521/sna-aop-june-2022.pdf">http://www.wdhscp.org.uk/media/2521/sna-aop-june-2022.pdf</a>	included in cross cutting section.
<b>Human Rights</b>			
<b>Human Rights</b>	Right to equality FREDA' principles: Fairness Respect Equality Dignity Autonomy The right for respect for private and family life, dignity and autonomy protected by the HRA (Article 8 of the European Convention on Human Rights) autonomy protected by Article 8 of the ECHR and by Article 19 of the Convention on the Rights of Persons with Disabilities	Human Rights Act	Positive and negative impact - included in cross cutting section.
<b>Marriage &amp; Civil Partnership</b>			
<b>Marriage &amp; Civil Partnership</b>	Those who are married or in a civil partnership may be a service user of the HSCP Care at Home service.	Evidence of relationship status can be found on CM2000 via assessments undertaken by Organisers.	Positive and negative impact - included in cross cutting section. Positive impact Service Users – The updated review and assessment form for Care at Home service users now asks if the service user marriage and civil partnership status. Knowing this will allow the service to have awareness, and ensure the Home Carers providing the care have been trained.
<b>Pregnancy &amp; Maternity</b>			
<b>Pregnancy &amp; Maternity</b>	There is no national data about	Evidence of pregnancy and	Positive impact Service Users – The

	<p>pregnancy and maternity and social care. However, there is a substantial cohort of women of child-bearing age who are receiving social care, and many of this group are likely to experience pregnancy and maternity. There are 22,710 women aged 18-64 receiving social care in Scotland. Within the general population, there are around 50 live births per 1,000 women of childbearing age 79 in Scotland.</p>	<p>maternity can be found on CM2000 via assessments undertaken by Organisers.</p>	<p>updated review and assessment form for Care at Home service users now asks the service user pregnancy and maternity status. Knowing this will allow the service to have awareness, and ensure the Home Carers providing the care have been trained.</p>
<b>Race</b>			
<b>Race</b>	<p>Research by the ALLIANCE and Self Directed Support Scotland (SDSS), which explored people's experience of Self-directed Support and social care in Scotland, highlighted barriers to support for Black and minority ethnic people, including: access to information and advice; and cultural awareness and understanding. This was particularly the case for Black and minority ethnic women, and the report suggests that this could be associated with women having less fluency in English in some communities Minority ethnic</p>	<p><a href="https://www.gov.scot/publications/race-equality-framework-scotland-2016-2030/documents/">https://www.gov.scot/publications/race-equality-framework-scotland-2016-2030/documents/</a></p>	<p>Positive impact – service users Reviewing the training frame work for employees within Care at Home will have a positive impact on the service if there is a good understanding of issues around racial inequality and racism to deal with any incidents which may occur within the service. Both service users and employees from minority ethnic backgrounds are at risk of facing both direct and subtle forms of racism; public service organisations need to be able to take appropriate action where this occurs. It is important</p>

	<p>groups are also less likely to report health damaging behaviours such as smoking, excessive alcohol consumption and drug misuse. Health and social care workers are required to understand the importance of a flexible, person-centred approach; no two people are exactly the same, and service provision must reflect this. Where service users have additional requirements linked to language, culture or understanding of services, these need to be met effectively. Local authorities for which many social care staff work generally have very low numbers of minority ethnic staff.</p>		<p>employees participate in training on equality, diversity and human rights, including race equality and intercultural competency training. Reviewing recruitment strategies to encourage a greater representation of the minority ethnic population within the Care at Home service.</p>
<b>Religion and Belief</b>			
<b>Religion and Belief</b>	<p>Working shifts could impact to attend religious services There is no national data on religion or belief for people who access social care, although NRS analysis of population data suggests that Scotland is becoming more ethnically and religiously diverse.</p>	<p>Impact group meeting 26/08/2023</p>	<p>Service Users - positive Service users can request adjustments to their care visit suitable to the service.</p>
<b>Sexual Orientation</b>			
<b>Sexual Orientation</b>	<p>LGBTQI+ identities are associated with poorer health and wellbeing and</p>	<p>The adult Strategic needs assessment - <a href="http://www.wdhscp.org.uk/media/2521/sna-aop-june-">http://www.wdhscp.org.uk/media/2521/sna-aop-june-</a></p>	<p>Positive and negative impact - included in cross cutting section. Positive impact</p>

		2022.pdf	Service Users – The updated review and assessment form for Care at Home service users now asks the service users sexual orientation. Knowing this will allow the service to have awareness, and ensure the Home Carers providing the care have been trained.
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**Actions**

Issue Description	Action Description	Actioner Name	Due Date
Removing providing a Care at Home service after 10pm	Those who have an identified outcome via the My Life Assessment will receive support for night time. This can be via a supplier, technology, or a direct payment.	Jacqueline.Carson@west-dunbarton.gov.uk	31-Dec-2024
Personal Care tasks will only be provided going forward. The care at home service will not provide domestic and shopping tasks.	Those who have an identified outcome via the My Life Assessment will receive for domestic and shopping tasks. If not eligible the service user will be signposted to a supplier..	Jacqueline.Carson@west-dunbarton.gov.uk	31-Dec-2024

**Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.**

The service is £2million over spend. These changes are required to ensure there is a continuous internal Care at Home service and to provide the service, service users have requested and are required to have as a registered service and via SDS legislation.

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

Assessment of its effectiveness will be monitored via the HSCP Project Management Board and Care at Home project board. Strategically its governance and any issues raised by protected characteristics will be managed via the HSCP Board, Project Management office

**Q7 What is your recommendation for this policy?**

Introduce

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

Commence implementation of the redesign after JCC has approved the feedback on consultation report. this is the next step of the project plan.