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| Assessment No | 1138 | Owner | rickeera.kaur |
| Resource | HSCP | Service | Joint |
| | FirstName | Surname | Job Title |
| Head Officer | Rickeera | Kaur | Contracts & Commissioning Officer |
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| Members | Neil McKechnie - Contracts, commissioning and quality manager - West Dunbartonshire HSCP Anne Kane - Social work manager - WD HSCP John White - Operations director - Stepping Stones | | |
| | <i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i> | | |
| Policy Title | Stepping Stones | | |
| | The aim, objective, purpose and intended out come of policy | | |
| | A contract is being developed to award continued funding to Stepping Stones, as a commissioned Provider of community based mental health support services. The service has operated in West Dunbartonshire for a number of years. | | |
| | Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy. | | |
| | As above. Stepping Stones have embedded policy of ensuring the inclusion of people with lived experience of ill mental health, throughout their service, including on their board. | | |
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| 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. | | | Yes |
| 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? | | | |
| People who use the Stepping Stones service, currently and in future People who may be referred to, or on the waiting list for this service, over the contract term - 2024-2026 Stepping Stones workforce | | | |
| Who will be/has been involved in the consultation process? | | | |
| Anne Kane, HSCP Neil MCKechnie, HSCP John White, Stepping Stones | | | |
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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.

| Specific group to consider | Needs | Evidence | Impact |
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| Age | <p>The service is offered to adults age 16+</p> <p>There are specialist services for children and young people locally.</p> <p>There is no proposed change to this.</p> | The Scottish Health Survey 2023 - Volume 2: Technical Report; Scot Gov 2023 | Neutral - no change |
| Cross Cutting | As a service that supports health and wellbeing, there are several cross-cutting considerations. These should be captured within the initial assessment and ongoing care plans coproduced with each person accessing support. | NA | Neutral - no change |
| Disability | The service will continue to undertake individual assessment of need, that will ensure that support is accessible to those affected by disability. | https://www.stepstones.org.uk/f-or-support-agencies/ | Neutral - no change. |
| Social & Economic Impact | The service continues to have an embedded understanding of local social issues, and works with each individual to understand their own unique circumstances. The service can include support to manage financial hardship or support to overcome barriers to accessing financial support. This may be direct or through signposting to welfare rights services or similar. | The Poverty Alliance 2022 - Tackling poverty for good mental health Scot Gov 2023 - Mental health and wellbeing strategy | Neutral - no change |

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| Sex | <p>The service is offered to all people who need support.</p> <p>The service will operate from a trauma informed perspective and therefore understand that women are more likely than men to have experienced: enduring poverty GBV sexual violence Caring roles & duties that impact on their ability to access support.</p> <p>Similarly, the service must recognise local need and reflect that WD has higher than the national average numbers of men ending their own lives. The service continues to require this specialist knowledge and ability to analyse data in order to build nuanced and specific risk assessments and aims and outcomes.</p> | <p>Mental wellbeing is lower in West Dunbartonshire than in both the NHSGGC area and Scotland as a whole, with women reporting poorer mental wellbeing than men (WD HSCP Strategic Plan 23-26)</p> | Neutral - no change |
| Gender Reassign | <p>The service will continue to support any person who meets the criteria and is assessed as in need of this level of support, by professionals within Stepping Stones during. People from the LGBTQI+ community are more likely to have struggles with ill mental health and therefore individual assessment of need should consider this.</p> | <p>LGBT+ health inequalities persist in Scotland: BMJ: 2022, shows inequity in access to services persists</p> | Neutral - no change |
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| Health | <p>The service aims to support people to manage and alleviate health issues. Therefore the service must operate from a foundation of understanding local health issues, health inequalities and individual need. Poor mental health is correlated with poor physical health and wellbeing outcomes and therefore both are a priority for this service, including supporting access and uptake of universal services. Stepping Stones evidence this local knowledge through previous years of service delivery, inclusion in local partnerships and outcomes detailed within their quarterly reports.</p> | <p>Scot Gov 2018 - Mental Health in Scotland: Improving the Physical Health and Well Being of those Experiencing Mental Illness</p> | <p>Neutral - no change</p> |
| Human Rights | <p>The service continues to be based on a rights led model of practice. Stepping Stones has a number of policies, processes and working practices in place to ensure that people who use the service are heard, included and their rights promoted.</p> | <p>GOOD PRACTICE GUIDE MAY 2017 Human Rights in Mental Health Services, Mental Welfare Commission. West Dunbartonshire Health and Social Care Partnership Participation and Engagement Strategy 2020 - 2023</p> | <p>Neutral - no change</p> |
| Marriage & Civil Partnership | <p>No relevant impact</p> | | |
| Pregnancy & Maternity | <p>The service will continue to undertake individualised assessment, at the point of referral and ongoing. This means that the service can continue to monitor whether they are the right support at the right time, and can liaise with or signpost to other services as required</p> | <p>Scot Gov 2019 - Perinatal mental health services: needs assessment and recommendations</p> | <p>Neutral - no change</p> |
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| Race | <p>The service should continue to recognise the needs of individuals they support, and of the wider community in which they are based. It is recognised that people from minority ethnic backgrounds have more challenges in accessing health and social care support.</p> | <p>Improving the Lives of Scotland's Gypsy/Travellers 2: action plan 2024-2026; Scot Gov 2024</p> <p>Mental Welfare Commission for Scotland- 'Racial inequality and mental health services in Scotland: A call for action' - details priority areas including racial equality in that workforce, and recording and reporting of ethnicity across mental health services.</p> <p>Scot Gov 2021 : Tackling mental health stigma and discrimination</p> | Neutral - no change |
| Religion and Belief | <p>The service will continue to take into account each individual's religious and cultural needs, in order to provide person-centered support.</p> | <p>Scot Gov 2023 - Core mental health standards</p> | Neutral - no change |
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| Sexual Orientation | <p>Research indicates the people from the LGBTQI+ community are more likely to struggle with their mental health and less likely to be able to access or uptake intensive support</p> <p>However evidence also shows that the same people are not equally in need of intensive services such as inpatient treatment, suggesting that early intervention or community supports may be sufficient to promote resilience and coping. The service should be aware and attuned to how mental health issues impact LGBTQI+ individuals and make person based assessments and care plans to support health and holistic wellbeing.</p> | <p>LGBT+ health inequalities persist in Scotland: BMJ: 2022, shows inequity in access to services persists.</p> | <p>Neutral - no change</p> |
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Actions

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

NA

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

Yes. Data reporting should consider how to measure equality issues and continue to aim to reduce barriers to accessing support.

Q7 What is your recommendation for this policy?

Introduce

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

This is a continuation of an existing service, therefore there are no changes to current systems.