



**Supporting Good Decisions**  
**Promoting Equality & Human Rights, Reducing Inequality and**  
**Protecting the Environment**

**Integrated Impact Assessment Form**

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**Promoting Equality, Human Rights and Sustainability**

<b>Title of Policy/ Proposal</b>	IJB Strategic Objectives 2022-25
<b>Timescale for Implementation</b>	October 2022 – September 2025
<b>IIA Completion Date</b>	13 <sup>th</sup> September 2022
<b>Completed by</b>	Jane Ogden-Smith, Equalities and Engagement Officer, ELHSCP
<b>Lead officer</b>	Paul Currie, General Manager, Integration - ELHSCP

## **Section 1: Screening**

### **1.1 Briefly describe the policy/proposal/activity you are assessing.**

This IIA has been carried out to assess the impact of the new East Lothian Integration Joint Board (IJB) Strategic Objectives, which set the IJB's strategic priorities for the next three years. The actions underpinning the delivery of these strategic objectives will be detailed in annual delivery plans, which will also be subject to IIA. The requirement for a three-yearly review of strategic objectives is set forth in the legislation relating to the establishment of IJBs and Health and Social Care Partnerships. This is East Lothian IJB's third strategic plan.

After extensive engagement, review of data and taking into account current and future legislative imperatives, national and local priorities, the IJB has set out seven new strategic objectives, which are to:

1. develop services that are sustainable and proportionate to need
2. deliver new models of community provision, working collaboratively with local communities
3. focus on prevention and early intervention
4. enable people to have more choice and control and provide care closer to home.
5. further develop/embed integrated approaches and services
6. keep people safe from harm
7. reduce health inequalities.

### **1.2 What will change as a result of this policy?**

The application of the new strategic objectives takes a more outcomes-focused and person-centred approach to strategic planning and delivery. It underlines the aim to work with communities in developing local services, improve access to services through a range of interfaces and increase the focus on tackling health inequalities.

### 1.3 Deciding if a full Impact Assessment is needed.

Please answer the following questions:

	Yes	No
1. The policy/ proposal has consequences for or affects people e.g. how they can access a service?	X	
2. The policy/proposal has potential to make a significant impact on equality?	X	
3. The policy/proposal is likely to have a significant environmental impact?		X
4. The policy/ proposal has implications for the storage/ collection of personal data?		X

- If you have answered yes to questions 1 and 2 above, please proceed to complete the Integrated Impact Assessment. If you have answered No then an IIA does not need to be completed. Please keep a copy of the screening paperwork.
  - If you have identified that your project will have a significant environmental impact, please proceed to complete the Integrated Impact Assessment. You will also need to consider whether you need to complete a Strategic Environmental Assessment. Please contact
  - If you have answered yes to question 4, please seek further advice from the Data Protection Officer.
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## Section 2: Integrated Impact Assessment

### 2.1 Have those who are affected by the policy had the opportunity to comment on new proposals?

Yes – through representatives at IJB and Strategic Planning Group level and through the IIA carried out on the 13<sup>th</sup> September, which included a range of representatives from substance use, justice, mental health, sight impairment/veterans, the third sector interface and people with lived experience as patients, service-users and carers.

### 2.2 What information/data have you used to inform the development of the policy to date?

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- Relevant legislation (Public Bodies (Joint Working) (Scotland) Act 2014)
  - Patient and service-user data and feedback
  - Performance monitoring
  - Financial modelling
  - Benchmarking from other authorities
  - Evaluation of previous strategic plan and its objectives
  - Extensive engagement with service-users, patients, carers, third sector, staff, partners on their needs and priorities
  - Desk research and literature review

### 2.3 What does the evidence/ research suggest about the policy's actual or likely impact on equality groups and those vulnerable/ or experiencing socio-economic disadvantage?

Evidence	Comment
Which groups are in in particular need of this service?	<ul style="list-style-type: none"><li>• For primary care and access to secondary healthcare, everyone in East Lothian.</li><li>• For statutory services (for example, adult social work, social care, justice social work), service-users and carers.</li></ul>
What level of service uptake/ access is there from protected and vulnerable	<ul style="list-style-type: none"><li>• We are currently reviewing our recording procedures to record better data about the protected characteristics of our service-users and patients. We can say that our objectives</li></ul>

<p>groups?</p>	<p>will have a positive impact for older people and our renewed focus on health inequalities will make a significant impact on the most vulnerable.</p> <ul style="list-style-type: none"> <li>• We intend to use the information from the 2021 census and our improved recording of people with protected characteristics presenting for treatment or support to better identify levels of access/issues with access, which can be addressed in the IJB Strategic Plan's Annual Delivery Plans.</li> </ul>
<p>Can you identify positive outcomes for service users</p>	<ul style="list-style-type: none"> <li>• More care closer to home, increasing access to services and reducing stress and financial impact of travel.</li> <li>• Employing a range of interfaces to enable greater and faster access to services, support and information.</li> <li>• Developing service-user/patient pathways with single points of contact to ensure that when people are receiving a diagnosis or treatment, they and their families/carers understand what is happening, what happens next and where they can get help, support and information.</li> <li>• More community involvement to ensure that services meet local needs.</li> <li>• Intervening early with people to support their health and wellbeing so that they can continue to live independently at home or in their community.</li> <li>• Supporting people to have greater choice and control in the decision affecting their health and care.</li> <li>• Improving working between services, to</li> </ul>

	<p>improve the patient/service-user journey.</p> <ul style="list-style-type: none"> <li>• Focusing on areas of health inequalities to ensure better health and wellbeing.</li> <li>• Keeping people safe from harm/ensuring public protection across all services.</li> </ul>
What is the service user experience of those from protected or vulnerable groups?	<ul style="list-style-type: none"> <li>• We actively sought information from a wide range of people from/representatives of people with protected characteristics during the engagement for this work to ensure that their experience informed the development of the new Strategic Objectives. Details of this work can be found in the Feedback Report for the Strategic Objectives.</li> </ul>
What opportunity have those from protected groups had to co-produce or comment on the service/ plans?	<ul style="list-style-type: none"> <li>• The development of the Strategic Objectives were informed by the feedback from an intensive four-month engagement with a wide range of groups, including people with protected characteristics and those representing them.</li> </ul>

#### 2.4 How does the policy meet the different needs of groups in the community?

<p>We impact assessed the Strategic Objectives with a group of professionals and people with lived experience, representing substance use, mental health, sight loss/veterans, justice social work, patients, service-users, carers and third sector/communities. Their views are reflected in the observations below.</p>	
<p><b>Equality Groups</b></p> <ul style="list-style-type: none"> <li>• Older people, people in the middle years</li> <li>• Children and young people children</li> <li>• Women, men and transgender people (includes issues relating to pregnancy and maternity)</li> <li>• Disabled people (includes physical</li> </ul>	<ul style="list-style-type: none"> <li>• The Strategic Objectives do not apply to children and young people.</li> <li>• There is no disproportionate impact between the other equality groups.</li> <li>• The Strategic Objectives meet the different needs of patients,</li> </ul>

<p>disability, learning disability, sensory impairment, long-term medical conditions, mental health problems)</p> <ul style="list-style-type: none"> <li>• Minority ethnic people (includes Gypsy/Travellers, migrant workers)</li> <li>• Refugees and asylum seekers</li> <li>• People with different religions or beliefs (includes people with no religion or belief)</li> <li>• Lesbian, gay, bisexual and heterosexual people</li> <li>• People who are unmarried, married or in a civil partnership</li> </ul>	<p>service-users and carers in East Lothian.</p>
<p><b>Those vulnerable to falling into poverty</b></p> <ul style="list-style-type: none"> <li>• Unemployed</li> <li>• People on benefits</li> <li>• Lone Parents</li> <li>• Care experienced children and young people</li> <li>• Carers (including young carers)</li> <li>• Homeless people</li> <li>• Those involved in the community justice system</li> <li>• People with low literacy/numeracy</li> <li>• Families with 3 or more children</li> <li>• Those with a child/ children under 1</li> </ul>	<ul style="list-style-type: none"> <li>• All Strategic Objectives were regarded by the IIA group as being positive for patients, service-users and carers, apart from potential negative impacts in relation to increasing digital access to services. This is due to people on low incomes having difficulty in accessing/affording personal computers, smart phones, tablets, broadband and/or data for phones.</li> <li>• There may also be issues around digital literacy amongst some older people and people with learning disabilities.</li> <li>• It was also noted that some patients (old and young) disliked telephone triage and preferred face-to-face appointments with a GP.</li> </ul>

<p><b>Geographical communities</b></p> <ul style="list-style-type: none"> <li>• Rural/ semi rural communities</li> <li>• Urban Communities</li> <li>• Coastal communities</li> <li>• Those living in the most deprived communities (bottom 20% SIMD areas)</li> </ul>	<ul style="list-style-type: none"> <li>• All strategic objectives were regarded by the IIA group as being positive for patients, service-users and carers apart from potential negative impacts in relation to digital access to services in terms of being able to afford personal computers, smart phones, tablets, broadband and/or data for phones for people in bottom 20% SIMD areas.</li> <li>• Access to broadband/expense of broadband in rural areas might be an issue for digital access.</li> <li>• Transport was also noted as an issue for people accessing services from rural and peripheral areas of towns but in this case, that may be mitigated by digital (broadband permitting) and telephone access.</li> </ul>
<p><b>Communication Needs:</b></p> <ul style="list-style-type: none"> <li>• Gaelic Language Speakers</li> <li>• BSL users</li> <li>• English as a Second Language</li> <li>• Other e.g. DeafBlind, Plain English, Large Print</li> </ul>	<ul style="list-style-type: none"> <li>• The focus on health inequalities will ensure a greater focus on the needs of people in these groups.</li> </ul>

**2.5 Are there any other factors which will affect the way this policy impacts on the community or staff groups?**

- Continuing staff recruitment and retention issues.
- Impact of the cost of living crisis on the public, service-users, providers and staff.



## **2.6 Is any part of this policy/ service to be carried out wholly or partly by contractors?**

- Some aspects of the delivery of primary care are the responsibility of General Practitioners, who as private contractors, control access to/interface with their services to some extent. ELHSCP has sought to mitigate this by the provision of self-referral MSK/Physio, Mental Health, Care When it Counts, and Community Treatment and Care services, as part of the Primary Care Improvement Plan, which seek to relieve pressure on GP practices and offer faster access for patients to specialist and generalist support and treatment.

## **2.7 Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?**

- Plain English service leaflets, service posters, letters, information on ELC website will all be available in accessible formats. The IJB Strategic Plan and the Strategic Objectives it delivers will be published on the ELC website, as will the Annual Delivery Plans associated with the Strategic Plan.
- Website information can be accessed in various languages through an online translation engine and is accessible for people using screen readers.
- A new Interpretation and Translation policy is being developed to ensure appropriate provision and use of interpretation and translation services, including BSL and Braille, and Easy Read for people with mild to moderate communication difficulties.
- ELHSCP is developing a new communications strategy which will place greater emphasis on public information and promotion of services using a wide range of media.

## **2.8 Please consider how your policy will impact on each of the following?**

### **Equality and Human rights**

- Promotes / advances equality of opportunity e.g. improves access to and quality of services
- Promotes good relations within and between people with protected characteristics and tackles harassment
- Promotes participation, is inclusive and gives people control over decisions which affect them
- Preserves dignity and self-respect of individuals (does not lead to degrading treatment or stigma)

- Builds support networks, resilience, community capacity

Comments:

- **Promotes / advances equality of opportunity e.g. improves access to and quality of services** – greater emphasis on a wide range of interfaces with services to improve access; bringing more secondary health services closer to home; a renewed focus on tackling health inequalities, and working with communities to develop services that meet local needs.
- **Promotes good relations within and between people with protected characteristics and tackles harassment** – although not specifically outlined in the Strategic Objectives, they have been developed in line with our commitments under our Public Sector Equalities Duty; our HR policies and systems for monitoring racist incidents and hate crimes.
- **Promotes participation, is inclusive and gives people control over decisions which affect them** – this is embodied in Strategic Objective 4 – see above.
- **Preserves dignity and self-respect of individuals (does not lead to degrading treatment or stigma)** – dignity and respect are enshrined in our Vision and Values statements and are monitored through our internal feedback and patient experience systems, and the inspection regimes under which we work.
- **Builds support networks, resilience, community capacity** – this is embodied Strategic Objective 2 that commits us to delivering new models of community provision and working collaboratively with local communities.

#### Reduces Poverty

- Maximises income and/or reduces income inequality
- Helps young people into positive destinations
- Aids those returning to and those progressing within the labour market
- Improves employability skills, including literacy and numeracy
- Reduces the costs of taking part in activities and opportunities
- Reduces the cost of living

Comments :

- **Maximises income and/or reduces income inequality** – this is not something in which that the IJB can play a direct role, beyond working with those organisations that assist service-users and carers to maximise their income.
- **Helps young people into positive destinations** – this is not something directly within the IJB’s remit, although we are committed to supporting young people through the Modern Apprenticeship Scheme.
- **Aids those returning to and those progressing within the labour market** – this would be covered in our Workforce Development Strategy and falls outwith the scope of these Strategic Objectives.
- **Improves employability skills, including literacy and numeracy** – this falls outwith the IJB’s remit.
- **Reduces the costs of taking part in activities and opportunities** – we provide specialist activities through our resource centres and through partner organisations. Charges for ELHSCP activities are set as part of our charging policy. The charging policy is impact assessed separately. Wider community and leisure activities are outwith the IJB’s remit.
- **Reduces the cost of living** – this is outwith the IJB’s remit.

**Protecting the Environment and Improving Sustainability:**

- Reduces the need to travel or increases access to sustainable forms of transport
- Minimises waste / encourages resource efficiency / contributes to the circular economy
- Ensures goods / services are from ethical, responsible and sustainable sources
- Improves energy efficiency / uses low carbon energy sources
- Protects and/or enhances natural environments / habitats / biodiversity
- Promotes the transition to a low carbon economy
- Prepares and/or adapts communities for climate change impacts

Comments:

- **Reduces the need to travel or increases access to sustainable forms of transport** - this is addressed in the Strategic Objectives that commit to providing digital access and care closer to home.
- **Minimises waste / encourages resource efficiency / contributes to the circular economy** – these are not addressed directly in the IJB Strategic Objectives, but do inform the IJB’s overall thinking.
- **Ensures goods / services are from ethical, responsible and sustainable sources** – this is bound by the arrangements in place at East Lothian Council and NHS Lothian, which the IJB is supportive of and is not addressed directly in the Strategic Objectives.
- **Improves energy efficiency / uses low carbon energy sources** - this is bound by the arrangements in place at East Lothian Council and NHS Lothian which the IJB is supportive of and is not addressed directly in the Strategic Objectives.
- **Protects and/or enhances natural environments / habitats / biodiversity** - this is bound by the arrangements in place at East Lothian Council and NHS Lothian which the IJB is supportive of and is not addressed directly in the Strategic Objectives.
- **Promotes the transition to a low carbon economy** - this is bound by the arrangements in place at East Lothian Council and NHS Lothian which the IJB is supportive of and is not addressed directly in the Strategic Objectives. The IJB is in the process of developing a statement on how it will align with Local Authority/NHS net zero targets.
- **Prepares and/or adapts communities for climate change impacts** - this is bound by the arrangements in place at East Lothian Council and NHS Lothian which the IJB is supportive of, and is not addressed directly in the Strategic Objectives.

### Section 3.Action Plan

What, if any changes will be made to the proposal/ policy as a result of the assessment?

Changes to be	Expected outcome of the	Resources	Timeline	Responsible
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made	change	Required		person
These will emerge through the development of the annual delivery plans	To be considered over 2022 – 2025 and will be informed by evaluation of impact of the delivery plans over the next three years	Change Boards, Strategic Planning Group, IJB	2022/2025	Paul Currie

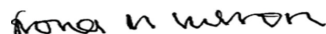
**For consideration of the Head of Service**

Can you identify any cumulative impacts on equality groups or vulnerable people arising from this policy, when considered alongside other changes across other services?

Over the period it operates, the IJB Strategic Plan 2022-25 and its associated Annual Delivery Plan will be continuously monitored for any negative effects for equality groups or vulnerable people, with action taken to respond accordingly.

The Strategic Plan ensures that services overseen by East Lothian IJB and delivered by East Lothian Health and Social Care Partnership and partners, identify and act on the needs of all client groups, patients and citizens, while delivering service innovation, improvements and efficiencies and reducing inequalities.

**Sign off by Head of Service**



Date: 4<sup>th</sup> October 2022