

**Supporting Good Decisions**

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

**Integrated Impact Assessment Form**

**Integrated Impact Assessment Form**

**Promoting Equality, Human Rights and Sustainability**

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| --- | --- |
| **Title of Policy/ Proposal** | East Lothian Health and Social Care Partnership Strategic Workforce Development Plan 2022 - 2025 |
| **Timescale for Implementation**  | 2022-2025 |
| **IIA Completion Date** | May 2022 |
| **Completed by** | Nikki Donald |
|  **Lead officer** | Alison MacDonald |

**Section 1: Screening**

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

Set out a clear understanding of the purpose of the policy/ proposal/ activity being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

The Workforce Plan highlights the challenges faced by our workforce and sets out an agenda which has been designed to address these challenges and to capitalise on existing strengths and opportunities.

* 1. **What will change as a result of this policy?**

The Plan provides a framework which supports the development of flexible and sustainable staffing models with increased working with the third and education sector, to support and increase our own workforce. We must focus on building a suitably experienced, skilled, resourced and professional workforce to meet the significant challenges that exist in health and social care within East Lothian.

* 1. **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 |  |
| 1. The policy/proposal has potential to make a significant impact on equality?
 |  | X |
| 1. The policy/proposal is likely to have a significant environmental impact?
 |  | X |
| 1. 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**

* 1. **Have those who are affected by the policy had the opportunity to comment on new proposals?**

Yes

* 1. **What information/data have you used to inform the development of the policy to date?**

Existing workforce data and National Records of Scotland.

* 1. **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? | All groups who currently need and use our services will continue to receive these services.Improved staff numbers and staff development will enable us to provide these services more efficiently and to the increasing/aging population within East Lothian.This plan has more of an impact on staff than our service users. |
| What level of service uptake/ access is there from protected and vulnerable groups? |
| Can you identify positive outcomes for service users |
| What is the service user experience of those from protected or vulnerable groups? |
| What opportunity have those from protected groups had to co-produce or comment on the service/ plans? |

* 1. **How does the policy meet the different needs of groups in the community?**

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| --- | --- |
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| **Equality Groups*** Older people, people in the middle years

 * Children and young people children
* Women, men and transgender people (includes issues relating to pregnancy and maternity)
* Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems)
* Minority ethnic people (includes Gypsy/Travellers, migrant workers)
* Refugees and asylum seekers
* People with different religions or beliefs (includes people with no religion or belief)
* Lesbian, gay, bisexual and heterosexual people
* People who are unmarried, married or in a civil partnership
 | Our services focus on older adults and people with disabilities and an improved workforce will ensure that we can meet their increasing needs. |
| **Those vulnerable to falling into poverty*** Unemployed
* People on benefits
* Lone Parents
* Care experienced children and young people
* Carers (including young carers)
* Homeless people
* Those involved in the community justice system
* People with low literacy/numeracy
* Families with 3 or more children
* Those with a child/ children under 1
 | Providing employment opportunities to unemployed people. |
| **Geographical communities*** Rural/ semi rural communities
* Urban Communities
* Coastal communities
* Those living in the most deprived communities (bottom 20% SIMD areas)
 | Improved technology will ensure that we can reach all areas virtually. |
| **Communication Needs:*** Gaelic Language Speakers
* BSL users
* English as a Second Language
* Other e.g. DeafBlind, Plain English, Large Print
 |  |

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

It will have a positive impact on staff by increasing development opportunities and ensuring correct staffing levels.

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

If yes, how have you included equality and human rights considerations into the contract?

No

* 1. **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?**

 The plan can be viewed on our website – it can be translated or transferred to speech as required.

* 1. **Please consider how your policy will impact on each of the following?**

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| --- |
| **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:For staff, it improves their development and opportunities regardless of their background. |
| **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 :Increasing employment opportunities to the local community. |
| **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:Provide virtual meetings with clients rather than one or other party having to travel if not necessary. |

**Section 3.Action Plan**

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

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| --- | --- | --- | --- | --- |
| **Changes to be made** | **Expected outcome of the change** | **Resources Required** | **Timeline** | **Responsible person** |
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**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?

**Sign off by Head of Service**

Name Alison MacDonald

Date 18.05.2022