

South Ayrshire Council
Equality Impact Assessment including Fairer Scotland Duty

Section One: Policy Details*

Name of Policy	South Ayrshire Health and Social Care Partnership LD Commissioning Plan: Equality Impact Assessment
Lead Officer (Name/Position)	Tim Eltringham, Director, South Ayrshire Health and Social Care Partnership
Support Team (Names/Positions) including Critical Friend	Sandra Rae, Senior Manager Learning Disability Mark Milligan, Procurement Officer John Deans, Contract and Commissioning Officer Julie Phair, Contract and Commissioning Co-ordinator Susan McCardie, SAC Equalities Team

*The term Policy is used throughout the assessment to embrace the full range of policies, procedures, strategies, projects, applications for funding or financial decisions.

What are the main aims of the policy?	To provide Learning Disability services for the following groups: <ul style="list-style-type: none"> • Adults with a learning disability • Adults with a learning disability with complex care needs • Adults with a learning disability with physical disability • Adults with a learning disability with dementia • Adults with a learning disability who are frail and/or vulnerable • Adults with a learning disability with addiction issues • Adults with a learning disability with sensory impairment
What are the intended outcomes of the policy?	<ul style="list-style-type: none"> • Individuals are able to live well at home for longer • More Individuals live safely at home for longer • More Individuals live safely in their community • Individuals' particular preferences are more likely to be accommodated • Service Providers strive to offer a consistent support service • The LD Commissioning Plan seeks to continue to deliver safe effective and improved outcomes to improve the lives of people with learning disabilities and their carers' in the four

	following areas: Health and Wellbeing, Choice, and Control, Living Independently and Active Citizenship
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Section Two: What are the Likely Impacts of the Policy?

Will the policy impact upon the whole population of South Ayrshire and/or particular groups within the population? (please specify)	<p>The LD Commissioning Plan shall have a positive impact on the following groups:</p> <ul style="list-style-type: none"> • Adults with a Learning Disability • Adults with a learning disability with complex care needs • Adults with a learning disability with physical disability • Adults with a learning disability with dementia • Adults with a learning disability who are frail and/or vulnerable • Adults with a learning disability with addiction issues • Adults with a learning disability with sensory impairment
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Considering the following Protected Characteristics and themes, what likely impacts or issues does the policy have for the group or community?

List any likely positive and/or negative impacts.

Protected Characteristics	Positive and/or Negative Impacts
Age: Issues relating to different age groups e.g. older people or children and young people	In relation to people with a learning disability, South Ayrshire Health and Social Care Partnership shall seek to make a positive impact on this protected characteristic, through the use of its integrated resources to make it possible for people with a learning disability to live at home within their communities and to provide appropriate care in these settings rather than within a hospital or other institutional setting.
Disability: Issues relating to disabled people	The LD Commissioning Plan shall ensure early interventions to prevent crisis and meet the needs of Individuals with a learning disability, to be supported to live, as far as reasonably practicable, independently and at home or in a homely setting in their community, which will have a positive impact on this protected characteristic.
Gender Reassignment – Trans/Transgender: Issues relating to people who have proposed, started or completed a process to change his or her sex	The LD Commissioning Plan is fully inclusive and is unlikely to have a disproportionate impact on a person's status, irrespective of a person's proposed, started or has completed a process to change their sex.

<p>Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership</p>	<p>The LD Commissioning Plan shall ensure early interventions to prevent crisis and meet the needs of Individuals with a learning disability, to be supported to live, as far as reasonably practicable, independently and at home or in a homely setting as part of their community, which will have a positive impact on this protected characteristic.</p>
<p>Pregnancy and Maternity: Issues relating to woman who are pregnant and/or on maternity leave</p>	<p>It is expected that the provisions of the LD Commissioning Plan are unlikely to have a disproportionate impact on women relating to the condition of being pregnant or expecting a baby and the period after the birth. Therefore, it is unlikely there will be a positive/negative impact on this protected characteristic.</p>
<p>Race: Issues relating to people from different racial groups,(BME) ethnic minorities, including Gypsy/Travellers</p>	<p>The LD Commissioning Plan shall have a positive impact and apply equally to Individuals of all racial groups and where information is required to be translated or provided in alternative formats it shall be provided upon request.</p>
<p>Religion or Belief: Issues relating to a person's religion or belief (including non-belief)</p>	<p>South Ayrshire Health and Social Care Partnership is committed to mainstreaming equalities and ensuring sensitivity to the cultural and religious beliefs of people across South Ayrshire. The LD Commissioning Plan is fully inclusive to all religions and beliefs (including non-belief) and in this way have a positive impact on this protected characteristic.</p>
<p>Sex: Issues specific to women and men/or girls and boys</p>	<p>It is expected that the provisions of the LD Commissioning Plan shall lead to the provision of more efficient and effective services for both women, and men through an improved utilisation of resources, which is likely to have a positive impact on this protected characteristic.</p>
<p>Sexual Orientation: Issues relating to a person's sexual orientation i.e. LGBT+, heterosexual / straight</p>	<p>The LD Commissioning Plan is fully inclusive to all irrespective of a person's sexual orientation and will therefore have a positive impact on this particular protected characteristic.</p>

<p>Equality and Diversity Themes Relevant to South Ayrshire Council</p>	<p>Positive and/or Negative Impacts</p>
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<p>Health Issues and impacts affecting people's health</p>	<p>It is expected that the provisions of the LD Commissioning Plan shall have a positive impact on the health of Individuals with a learning disability. As part of the assessment process, the South Ayrshire Health and Social Care partnership and Service Providers shall work together to improve the health of individual with a learning disability and their carer, in both their physical and mental health and shall enhance the health of individuals through maintaining a healthy diet, meeting friend, being part of the community and ensuring attendance at GP and Hospital appointments, etc.</p>
<p>Human Rights: Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.</p>	<p>The right to be treated with dignity and respect is a principle incorporated in the 2014 Public Bodies (Joint Working) (Scotland) Act and human rights form a central part of the LD Commissioning Plan, along with reducing stigma and discrimination and therefore have a positive impact on this particular characteristic. Human Rights shall also be a contractual requirement of commissioned Service Providers who work on this Service.</p>

Socio-Economic Disadvantage	Positive and/or Negative Impacts
<p>Low Income/Income Poverty: Issues: cannot afford to maintain regular payments such as bills, food and clothing.</p>	<p>There will be a positive impact for those who have a low income or are living in income poverty. The LD Commissioning Plan shall offer all individual service users and their carers a benefit maximisation check, to ensure they are receiving all the benefits and grants they are entitled to, with the aim to reduce poverty and inequality.</p>
<p>Low and/or no wealth: Issues: enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future</p>	<p>There will be a positive impact for those who have a low income or are living in income poverty. The LD Commissioning Plan shall offer all individual service users and their carers a benefit maximisation check, to ensure they are receiving all the benefits and grants they are entitled, with the aim to reduce poverty and inequality.</p>
<p>Material Deprivation: Issues: being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure / hobbies</p>	<p>There will be a positive impact for those who have a low income or are living in income poverty. The LD Commissioning Plan shall offer all individual service users and their carers a benefit maximisation check, to ensure they are receiving all the benefits and grants they are entitled, with the aim to reduce poverty and inequality.</p>

<p>Area Deprivation: Issues: where you live (rural areas), where you work (accessibility of transport)</p>	<p>As part of the introduction of the LD Commissioning Plan, an equal level of service shall be provided in rural areas. A rurality enhancement shall also be paid to Service Providers to cover the additional costs of working in identified rural locations.</p>
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Section Three: Evidence Used in Developing the Policy

<p>Involvement and Consultation In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? Who did you involve, when and how?</p>	<p>There is on-going consultation with Individuals through local and national surveys. Service Providers are engaged and consulted on an on-going basis through Service Providers Forums and Quality Assurance visits link in with individuals/Guardians who use services to understand their views on the service provided.</p>
<p>Data and Research In assessing the impact set out above what evidence has been collected from research or other data. Please specify what research was carried out or data collected, when and how this was done.</p>	<p>Research has been carried out through the Integration Joint Board (IJB) Strategic Needs Assessment process into the likely demand for learning disability provision in the period to 2030.</p> <p>There is on-going consultation with Individuals through local and national surveys. Service Providers are engaged and consulted on an on-going basis through Service Providers Forums and Quality Assurance visits. Consultation took place with Service Providers and service users and carers/Guardians/Social Workers.</p> <p>The draft Commissioning Plan for Learning Disability was shared with the following Service providers, Enable Scotland, Hansel Alliance, Key Housing, Turning Point Scotland, Partners for Inclusion, Quarriers, Blackwood Care, Richmond Fellowship Scotland, SA HSCP In-house Learning Disability Chalmers Road Team, SA HSCP In-house Learning Disability/Mental Health Community Team, SAC Procurement and Sandra Rae, SA HSCP Senior Manager Learning Disability and Sensory Impairment, at an MS Teams meeting on the 26th May 2023, the document was subsequently sent out to allow these organisations to provide their comments and suggested feedback on the Commissioning Plan and feedback has informed the current document.</p> <p>Quality Assurance visits also informed the LD Commissioning Plan and Quality Assurance visits to the following organisations, Hansel Alliance, Key Housing, Quarriers, Partners for Inclusion, Turning Point Scotland and Richmond Fellowship Scotland</p>

	<p>also informed the consultation, along with approximately 24 face-to-face or telephone consultation with Individuals / Guardians / Carers and Social Worker on the service being received by individuals, this informed the development of the LD Commissioning Plan.</p>
<p>Partners data and research In assessing the impact(s) set out in Section 2 what evidence has been provided by partners? Please specify partners</p>	<p>Information on numbers of Individuals being supported has been provided by the inhouse LD Service and current Service Providers.</p> <p>Information from NHS Ayrshire and Arran partly informs the demand for learning disability services.</p> <p>Research has been carried out through the Integration Joint Board (IJB) Strategic Needs Assessment process into the likely demand for learning disability provision in the period to 2030.</p> <p>The LD Commissioning Plan has been designed to deliver the strategic outcomes set out in the South Ayrshire Health and Social Care Partnership Integrated Joint Board Strategic Plan 2021 – 2030 ¹ and the ‘South Ayrshire Wellbeing Pledge’.</p> <p>Services provided through this LD Commissioning Plan and delivered through the Flexible Framework Agreement shall be developed and delivered in ways that are in accordance with the following Integration Planning Principles as set out in the Public Bodies (Joint Working) (Scotland) Act Public Bodies (Joint Working) (Scotland) Act 2014 .</p> <p>The delivery of choice and control shall be through the Social Care (Self-directed Support) (Scotland) Act 2013 (SDS) Social Care (Self-Directed Support) (Scotland) Act 2013 which is the mainstream approach to delivering social care in Scotland.</p> <p>Services commissioned through this LD Commissioning Plan and the FFA shall require to be compliant with the provisions of the Equality Act 2010 Equality Act 2010 the Equality Act (Specific Duties) (Scotland) Regulations 2012 Equality Specific Duty Scotland 2012 and the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 and 2016.</p> <p>Services commissioned through this LD Commissioning Plan and delivered through the FFA shall comply with the National Health and Social Care Standards - My Support, My Life. Service Providers shall embrace the five principles: dignity and respect; compassion; be included; responsive</p>

	<p>care; and support and wellbeing, in the delivery of services and demonstrate that these principles are embodied in the practice of their organisations and staff.</p> <p>Services shall be commissioned in accordance with the Council’s eligibility criteria that is in effect.</p> <p>The Service to be delivered by Service Providers shall be aligned to the Scottish Government Free Personal Care Policies for adults and older people and shall support Individuals to meet their personal outcome needs through the delivery of the support tasks outlined at Appendix 2.</p> <p>Service Level Outcomes and Indicators.</p> <p>Service Providers shall be expected to work in collaboration with the Partnership to promote the use of TEC and Telehealth.</p> <p>Service Providers engaged under the terms of this LD Commissioning Plan and the FFA shall be required to agree and adhere to the South Ayrshire Council Adult Support and Protection Procedures.</p> <p>South Ayrshire Health and Social Care Partnership LD Strategy 2022 – 2027 .</p>
<p>Gaps and Uncertainties Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	<p>Not in relation to the protected characteristics or to the equality and diversity issues that is relevant to South Ayrshire Health and Social Care Partnership.</p>

8 [Methods and Tools Methodologies](#)

9 [Telecare](#)

10 [Adult Support and Protection](#)

11 [South Ayrshire Health and Social Care Partnership LD Strategy 2022 – 2027](#)

Section Four: Detailed Action Plan to address identified gaps in:

- a) evidence and
- b) to mitigate negative impacts

No.	Action	Responsible Officer(s)	Timescale
1	None to all.		

2			
3			

Section Five - Performance monitoring and reporting

Considering the policy as a whole, including its equality and diversity implications:

When is the policy intended to come into effect?	1 April 2024
When will the policy be reviewed?	The LD Commissioning Plan shall be reviewed after two years and shall be renewed at the end of four years.
Which Panel will have oversight of the policy?	Integration Joint Board (IJB)

Section 6

South Ayrshire Council

Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Policy: South Ayrshire Health and Social Care Partnership LD Commissioning Plan: Equality Impact Assessment

This policy will assist or inhibit the Council's ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<p>Eliminate discrimination</p> <p>South Ayrshire Health and Social Care Partnership through the LD Commissioning Plan shall work to support the elimination of discrimination as it applies equally to Individuals across all protected characteristics.</p>
<p>Advance equality of opportunity</p> <p>The Integration Joint Board (IJB) shall actively promote equality through its plans, policies and procedures and by ensuring that South Ayrshire Health and Social Care staff are appropriately trained and knowledgeable in this regard.</p>
<p>Foster good relations</p>

South Ayrshire Health and Social Care Partnership shall foster good relations across all protected characteristics by working with its stakeholders on an ongoing basis, to meet its primary purpose of improving wellbeing for all its communities.

Consider Socio-Economic Disadvantage (Fairer Scotland Duty)

South Ayrshire Health and Social Care Partnership shall work to eradicate Socio-Economic Disadvantage within the population of South Ayrshire, wherever it is found, through its plans, policies and procedures and by ensuring that South Ayrshire Health and Social Care staff are appropriately trained and knowledgeable in this regard.

Summary of Key Action to Mitigate Negative Impacts	
Actions	Timescale
None at all	

Signed:  **Tim Eltringham, Service Lead**

Date: **10/01/2024**