

Appendix 10

Summary of Integrated Impact Assessments for the Aberdeenshire Integration Joint Board Revenue (IJB) Budget 2024/25

Title	Description
HSCP Leadership and Management Structure IIA-001611	<p>This proposal relates to the review and consolidation of the Aberdeenshire HSCP leadership and management structure, to ensure it appropriately reflects how services are delivered, to support the HSCP to be financially sustainable and ensuring there is sufficient leadership and management resource required to drive service change required.</p> <p>There is 1 negative impact identified:</p> <p>Protected Groups: Sex</p> <p>This recognises that members of the leadership team of the HSCP are predominantly female therefore any restructure proposals may have a disproportionate negative impact on female postholders. This will be mitigated by compliance with both Council and NHS policies and procedures.</p>
Care Homes IIA-001612	<p>This proposal relates to rationalisation of the number of residential care facilities for older people operated by Aberdeenshire HSCP to ensure a fit for purpose, sustainable model for the future, with the proposal to close at least one care home to achieve savings of £250,000 and continue to develop the strategic direction to maximise capacity across Aberdeenshire.</p> <p>In total there are 8 positive impacts as part of this activity across the following groups: Age (Older), Disability, Low income. There are also identified positive impacts on Mental Health, Emissions and Resources, Consumption of energy, Energy efficiency, Consumption of physical resources, Waste and circularity.</p> <p>Potential impacts include:</p> <ul style="list-style-type: none">• Where possible benefitting from buildings which are fit for purpose, accessible and sustainable which meet the Health & Social Care Standards.• Ensuring that Aberdeenshire's care sector is built on financially viable, sustainable model with an appropriate balance of inhouse and private sector provision, ensuring access and enabling people on a low income to have a choice in where they live. <p>There are 5 negative impacts as part of this activity across the following groups: Age (Older), Disability and Low income.</p>

Title	Description
	<p>There are also identified negative impacts on Mental Health, Emissions and Resources: Consumption of energy.</p> <p>Potential Impacts include:</p> <ul style="list-style-type: none"> • Increased anxiety and uncertainty with any potential move to another care home. This cannot be completely mitigated however staff and families will support residents with any transitions. • Impacts on staff travelling an increased distance to work/accessing public transport if required, may not be possible. There are policies and procedures to support staff through any potential changes. • Impacts on families travelling an increased distance to work/accessing public transport if required may not be possible. A clearer understanding of these impacts would be known through further engagement. <p>Of these negative impacts at this stage, all 5 have been mitigated.</p> <p>The IIA identifies that further work will be required including engagement with residents, families and staff, to fully understand all negative impacts and associated mitigations around individual locations. A stakeholder analysis has been completed and stakeholders identified.</p>
<p>Shared Lives Service IIA-001586</p>	<p>This proposal concerns the cessation of the Shared Lives Service and identification of alternative respite in accordance with Self-Directed Support.</p> <p>In total there are 0 positive impacts as part of this activity. There are 4 negative impacts as part of this activity across the following groups: Age (Older), Disability. There are also identified negative impacts on Mental Health (Clients and Staff).</p> <p>Impacts include:</p> <ul style="list-style-type: none"> • The cessation of a service that has been in place for many years may have a negative impact on those that use it, with many clients that use the service having long established relationships with those who provide the service. Mitigations are in place whereby alternative service provision will be sourced within the scope of care management assessment and Self Directed Support entitlement. Support to individuals and staff will be provided throughout the process. • Clients will have long established relationships with their carers and the change in provider and the process of finding a new carer may have a negative impact on their mental health and that of their family members. The

Title	Description
	<p>period of transition and forming new relationships may cause additional stress and anxiety for those affected. There will be support for individuals in place throughout the process.</p> <ul style="list-style-type: none"> • There may be a negative impact on staff members' mental health due to potential redeployment if the service is stopped. The relevant policies and procedures will be followed and employees will have access to the Employee Support Programme. <p>The IIA identifies that further work will be required including engagement with residents, families and staff, to fully understand all negative impacts and associated mitigations.</p>
<p>Mearns Counselling Service IIA-002011</p>	<p>This proposal concerns cessation of funding for the Mearns Counselling Service and utilisation of existing alternatives.</p> <p>In total there are 0 positive impacts as part of this activity. There are 4 negative impacts as part of this activity across the following groups: Age (Older), Age (Younger), and Disability. There are also identified negative impacts on Mental Health.</p> <p>Potential negative impacts include:</p> <ul style="list-style-type: none"> • As this service provides a time-limited intervention to improve individuals' mental health and wellbeing, if the service is no longer available then alternative options may have a different provision. • There may be a longer waiting time therefore there may be a delay in provision of service to positively impact mental health and wellbeing. <p>The mitigations are that support will be available to individuals and referrers to seek alternative services which are currently provided across Aberdeenshire. These include: Aberdeenshire Primary Care Psychological Therapies Service, Penumbra - WELL Aberdeenshire, Specialist Link Worker Service, Mental Health Improvement and Wellbeing Service.</p> <p>The IIA identifies that further work will be required including engagement with affected staff and stakeholders, to fully understand all negative impacts and associated mitigations.</p>
<p>Huntly Day Care IIA-001587</p>	<p>This proposal concerns the permanent closure of the Older People's Day Care service in Huntly. The centre has been closed since the pandemic and alternative provision identified for service users in accordance with Self-Directed Support.</p> <p>In total there are 0 positive impacts as part of this activity. There are 3 negative impacts as part of this activity across</p>

Title	Description
	<p>the following groups: Age (Older), Disability. There are also identified negative impacts on Mental Health.</p> <p>Potential negative impacts include:</p> <ul style="list-style-type: none"> • The effect on those in the community who may have benefitted from this service, however there would be alternative provision to meet their needs. <p>All impacts can be mitigated. All people affected will have been assessed and be allocated a budget for Self-Directed Support. Support to individuals and staff will be provided throughout the process.</p> <p>The IIA identifies that further communication and engagement will be required with affected staff and stakeholders.</p>
<p>Minor Injury Service IIA-001748</p>	<p>This proposal relates to the closure of all Minor Injury Units (MIUs) overnight (1900 – 0700) on a permanent basis.</p> <p>In total there are 8 positive impacts as part of this activity across the following groups Healthy (Children), Age (Younger), Age (Older), Disability, Low Income and Low Wealth, Area Deprivation and Socio-economic background.</p> <p>Potential positive impacts include:</p> <ul style="list-style-type: none"> • Patients will be offered an appointment when X-ray is available leading to a more robust service with the less likelihood of multiple trips. • Reduction in potential (multiple) hospital trips for patients using public transport. <p>There are 10 negative impacts as part of this activity across the following groups: Healthy (Children), Age (Older), Age (Younger), and Disability. Low Income and Low Wealth, Area Deprivation and Socio-economic background.</p> <p>Potential Negative Impacts include:</p> <ul style="list-style-type: none"> • Patients requiring a MIU service between 7pm – 7am would need to wait until the following day. If the need is assessed and urgent care is required there are alternative pathways – GMED or Accident and Emergency (A&E) as appropriate. Appointments would then be arranged for those patients with a minor injury at their nearest base the following day. • Poorer health outcomes are often shown to be faced by people living in areas of deprivation. Two of the sites proposed for overnight closure are within North Aberdeenshire where there is a higher concentration of areas of deprivation. Patients will still be able to access advice,

Title**Description**

support and an appointment, where appropriate with full minor illness cover across Grampian.

All 10 of these negative impacts at this stage can be mitigated.

The IIA identifies that further work will be required including engagement with affected staff and stakeholders, to fully understand all negative impacts and associated mitigations.

**Use of
Equivalency
Model in Care
Management
IIA-002029**

This proposal involves the review of the charging policy for non-residential services when the equivalency model is applied, with a view to reducing the level to reflect the National Care Home Contract Rate for residential care, as opposed to nursing care. This is also to consider the implementation of an equivalency model to ensure consistency in application of budgets across Aberdeenshire.

In total there are **0 positive impacts** as part of this activity. There are 4 **negative impacts** as part of this activity across the following groups: Age (Older), Disability. There are also identified negative impacts on Mental Health.

Potential negative impacts include:

- Negative perception of funding being limited or resources not being allocated where they are perceived to be required. A policy would be implemented equitably across Aberdeenshire providing clients with greater choice and control over their delivery of care.
- Potential impact on the mental health of individuals who have their funding reduced or those who cannot afford to stay in their own home and so have to choose a long-term residential care placement. Support would be provided throughout the financial assessment process and the allocation of care.
- Change and upheaval can, sometimes, be challenging for those with a learning disability so clear, concise communication and rationale will be required to ease any potential issues that may arise.

The IIA identifies that further work will be required including engagement with affected staff, finance and stakeholders, to fully understand all negative impacts and associated mitigations.

Justification Summaries of the Integrated Impact Assessments in Respect of the Revenue Budget Savings 2024-25

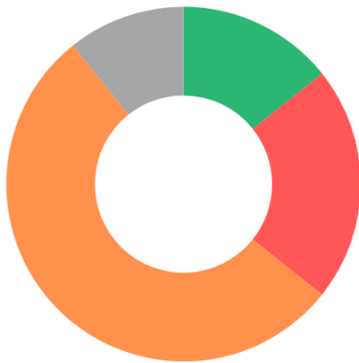
The screening section is Stage One of the Integrated Impact Assessment (IIA) process and identifies the requirement for any further detailed assessments to be undertaken. The following savings have been identified by the service to not require a detailed assessment as they did not have a differential impact on people with protected characteristics or people facing socio – economic disadvantage, or existing IIAs have been undertaken. Services have provided a Justification within the IIA for each saving identified. These are listed in the table below.

Title	Description
Cross-service savings target - North, Central, South, Business and Strategy IIA-001616	This proposal concerns the application of a percentage saving target/reduction across all appropriate HSCP budgets. At this level there would not be direct impacts to people with protected characteristics or people facing socio-economic disadvantage. Services will undertake IIAs for areas when this budget reduction may impact service delivery.
Review of External Spend	<p>Savings identified for 2024/25 for non-residential services are linked to the ordinary residence review and Coming Home agenda (cessation of out of area contracts) and the test for change activity that will reduce spend in supported living services.</p> <p>Individual IIAs have been undertaken as part of service reviews for both the Support at Home and Complex Care (Out of Area) Projects. Separate IIAs will also be implemented for specific proposals and options for out of area placements.</p> <p>Additional savings identified in-year will result from reviews of care packages (part of core practice in care management annual reviews).</p>

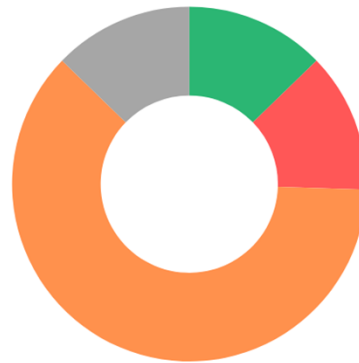
Aberdeenshire Health & Social Care Partnership Revenue Budget Socio-Economic Impacts



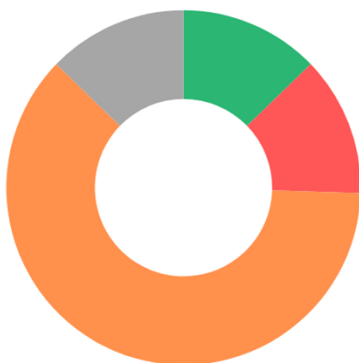
Impact of the budget overall



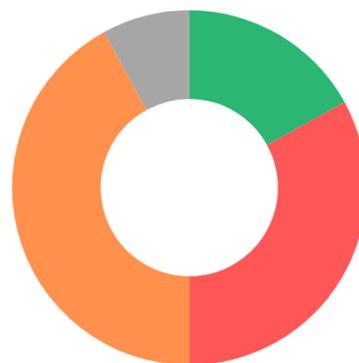
Socio-economic impacts based on where you live



Impact on social mobility



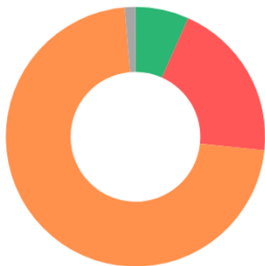
Socio-economic impacts based on low income



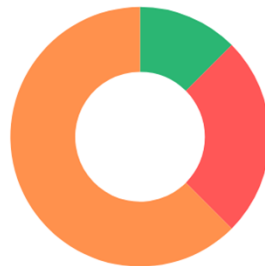
Aberdeenshire Health & Social Care Partnership Revenue Budget - Impacts on Protected Characteristics



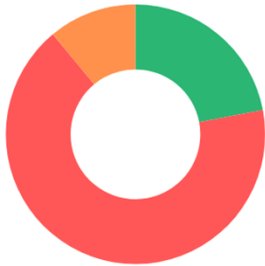
Impact of the budget overall



Age - Younger



Age - Older



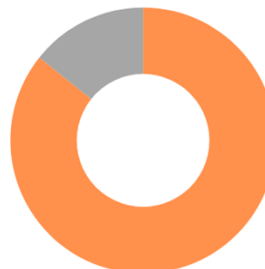
Disability



Race



Religion and Belief



Sex



Pregnancy & Maternity



Sexual Orientation



Gender Reassignment



Marriage & Civil Partnership

