

## Stage 1 Equality Impact Assessment – Start Up

(For Early Proposals, Project Initiation, Start Up)

1.	<b>Title of Proposal:</b>	Relocation of Scottish Borders Learning Disability Intensive Support Service
2.	<b>Service Area: Department:</b>	Learning Disabilities, People Department Scottish Borders Council and NHS Borders
3.	<b>Description:</b>	The lease on one of the project’s properties in Galashiels will end and a new location is required. The whole service will relocate to a new build property in Galashiels.
4.	<b>Relevance to the Equality Duty.</b>  <b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b>	
	<b>Duty</b>	<b>Yes/No</b>
	Elimination of discrimination (both direct & indirect), victimisation and harassment.	YES
	Promotion of equality of opportunity	YES
	Foster good relations	YES

5. Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?				
Equality Characteristic	Impact			Description
	No Impact	Possible Positive Impact	Possible Negative Impact	
Age, Disability, Gender, Race Groups, People with Religious or other Beliefs, Pregnancy and Maternity, Sexual Orientation		X	X	<p>The service will continue to be for adults with learning disabilities requiring support from the Learning Disability service Intensive Support Service.</p> <p>The location of the service is nearer the town centre providing easier access to amenities. People requiring this level of support will have access to staff support.</p> <p>Provisions of longer term suitable accommodation provides longer term security of tenure for tenants requiring this service in new purpose built accommodation. There will be appropriate staff support and supervision based within the one locality.</p> <p>One tenant will move from their current town in Scottish Borders into Galashiels and this may impact upon their day time activities at first.</p>
Themes: Carers, Poverty, Employees, (Communication)		X	X	<p>The location of 1 staff base within one location may support increased communication within the staff team. Some staff may need to travel further to work. Staff will be supported by their organisation's compensation for re-location policy of payments for 3 months. Staff will provide support in a new and improved environment.</p>

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress.	
	<b>Characteristic</b>	<b>Mitigation</b>
	<b>Age, Disability, Gender, Gender, Race Groups, People with Religious or other Beliefs, Pregnancy and Maternity, Sexual Orientation</b>	Staff support will be given pre and post the move to the re-located service to all people affected.
<b>Themes: Carers, Poverty, Employees, (Communication)</b>	Staff provider will communicate widely with their staff team and will provide travelling compensation for 3 months according to their policies.	

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	<b>X</b>
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Simon Burt	General manager	Learning Disability Service
	Camilla Fowler	Group Manager	Learning Disability Service
	Susan Henderson	Planning and Development Officer	Learning Disability Service
	Julie Seymour	Nurse care manager	Learning Disability Service
	Stephen Oathamshaw	Consultant Clinical Psychologist	Learning Disability Service
	Niall Hay	Manager	The Richmond Fellowship Service
	Jim Heron	Area Manager	The Richmond Fellowship Service
	Peter MacDonald	Manager	The Richmond Fellowship Service
	Bernadette Jordan	Property, Facilities and Contracts Manager	The Richmond Fellowship Service
	Vivienne Kennedy	Contracts officer	Scottish Borders Council
	Val Shields	Advocate	Borders Independent Advocacy Service
	Kevin Scott	Assistant Development Manager	Eildon Housing Association
	<b>Consultation with the following people in addition</b>		
	Cathy Fancy	Group Manager (Housing Strategy)	Scottish Borders Council

	Councillors Sandy Aitchison, Tom Weatherston, Kris Chapman, Andy Anderson	Local councilors	Scottish Borders Council
	2 family carers of people with learning disabilities affected by this change	Family carers	
	4 people with learning disabilities affected by this change		

Dates 22<sup>nd</sup> March 2016, 5<sup>th</sup> July 2017, 15<sup>th</sup> August 2017, 26<sup>th</sup> September 2017 and 12<sup>th</sup> December 2017.