

Scottish Borders Council

Stage 3 Equality Impact Assessment - Sign Off

(For use at the end of development project/proposal/policy development – prior to sign off)

3.1	Title of Proposal:	Relocation of Scottish Borders Learning Disability Intensive Support Service
3.2	Service Area: Department:	Learning Disabilities, People Department Scottish Borders Council and NHS Borders
3.3	Description:	<ol style="list-style-type: none"> 1) Relocate current Intensive Support Service from two locations: Galashiels and Hawick, to one new build block of flats in Galashiels 2) Provide a safe and robust service to people with learning disabilities who require Intensive support service 3) Have a building which is future proof for this service <p>The existing property in Galashiels provides part of the Intensive Support service with the other part being in Hawick. The accommodation in Galashiels will be handed back to the landlord within the next few years and the leases will not be renewed. The needs of the people accessing this service and living in the flats are such that they require robust support arrangements and particular details provided within the accommodation to meet needs. The care manager and others in the Learning Disability Service have been scoping out potential future options for the service and housing specification.</p> <p>Eildon Housing Association is building a block of 8 residential flats over 3 levels in Galashiels and has worked with the Learning Disability Service to ensure that the housing is sufficient for the service. They have agreed to the installation of various assistive technology elements including a fire alarm system and other assistive technology which the Learning Disability service will fund. They have engaged a main contractor who will engage the service of subcontractors required to provide the specifications needed. There is provision within the configuration for a ground floor flat next to the front door</p>

	<p>to be used as a staff base and 7 flats for tenants who will receive support from the appropriate preferred provider organisation. The whole property will be leased to the support provider who will provide the accommodation and support.</p> <p>Some of the people currently living in the flats in Hawick and Galashiels no longer require the Intensive Support service and Learning Disability Service care managers will work with these people in their future planning.</p> <p>A project group was formed with a project plan and communication strategy created with members from Eildon Housing Association, the Learning Disability Service and the support provider service.</p> <p>Some of the staff team will be required to relocate their working base.</p>
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3.4	Impact Assessment					
	Equality Characteristic	Impact			Description	Mitigation & Recommendations
		No Impact	Positive Impact	Negative Impact		
	Age, Disability, Gender, Race Groups, People with Religious or other Beliefs, Pregnancy and Maternity, Sexual Orientation		X	X	<p>There will be no discernible adverse impacts from this project on age, ethnicity, disability, gender, sexual orientation, religion or beliefs.</p> <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.</p> <p>People requiring this level of support will have access to staff support.</p>	<p>There will be appropriate staff support and supervision based from and within the one locality.</p> <p>Staff will work with individuals</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> <p>Provisions of longer term suitable accommodation provides longer term security of tenure for tenants requiring this service in new purpose built accommodation.</p> <p>1st round of consultation with affected tenants took place in July 2017 and all were happy to progress with this change. A 2nd round of involvement will take place during the transition period once properties are completed and handed over from Eildon Housing prior to tenants moving in.</p>	<p>in their personal planning.</p> <p>New tenants will be given the opportunities to see around their flats and plan their moves.</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.</p> <p>Some staff may need to travel further to work.</p> <p>Increased opportunities for employment for staff within the preferred support provider organisation will come from this new development.</p> <p>People with learning disabilities generally experience higher levels of poverty than the general population. The people who access this service may require more support to maintain their</p>	<p>Staff will provide support in a new and improved environment.</p> <p>Staff will be supported by their organisation's compensation for re-location policy of payments for 3 months.</p> <p>There will be an increase in staffing requirements to support people in this block and no expected loss of employment.</p> <p>This re-location of service ensures that the support continues for individuals who</p>

					<p>tenancies.</p> <p>Some service users may relocate and experience some additional financial expenditure.</p> <p>People with learning disabilities can be subject to negative public attitudes because of their disabilities and / or related communication or activities.</p>	<p>require it with a staff base on site to provide support as required.</p> <p>This will be monitored and support given to apply for any appropriate recompense/grants.</p> <p>Staff on site will provide support to tenants should they require it and guidance around being a good neighbour, as well as support with communication. Other agencies can be contacted for support if required as in any other potential negative neighbourhood situation.</p>
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3.5	Relevance to the Equality Duty in Summary:	
	What impact will your proposal have on the following :	
	Equality Duty	Reasoning:
	Elimination of discrimination (both direct & indirect), victimisation and harassment. Promotion of equality of opportunity	This review will not directly impact on the aims of the legislation, however it could go some way towards addressing fostering good relations by tenants being good neighbours with appropriate support

	Foster good relations	packages in place.
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3.6	Recommendations & Mitigation		
	Characteristic	Mitigation/Recommendation	Approved Yes/No
	Age, Disability, Gender, Gender, Race Groups, People with Religious or other Beliefs, Pregnancy and Maternity, Sexual Orientation	<p>Communication plan in place.</p> <p>There will be appropriate staff support and supervision based within the one locality.</p> <p>Staff will work with individuals in their personal planning.</p> <p>Individual service users' support arrangements and management of tenancies will be reviewed by the learning disability service and support provider at appropriate intervals. Initially within 3 months of moving in.</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>
	Themes: Carers, Poverty, Employees, (Communication)	<p>Staff will provide support in a new and improved environment.</p> <p>Staff will be supported by their organisation's compensation for re-location policy of payments for 3 months.</p> <p>This re-location of service ensures that the support continues for individuals who require it with a staff base on site to provide support as required.</p> <p>This will be monitored and support given to apply for any appropriate recompense/grants.</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>
		The project team will continue to meet for at least 2 months following the initial move-in of tenants to the new properties to review how the whole process has gone and if there are any areas where additional review or lessons learned need to be discussed.	Yes

Signed Off (Sign off <u>must</u> be completed by Service Manager or Director)			
Name:	Simon Burt	Directorate:	Learning Disability Service, SBC People Department, NHS Borders
Post:	General Manager Learning Disabilities and Mental Health	Date:	21 st December 2017

EIA Completed By			
Name	Susan Henderson on behalf of project group	Service Area.	Learning Disabilities
Post	Planning and development Officer	Date	21 st December 2017