

Integrated Impact Assessment – Stage 2 Assessment and Action Plan

Project Details

Name of project or policy:	
Home First Service	
Directorate:	Senior Officer responsible for policy/service:
Operations Adult Social Care	Amanda Evans
Service:	Lead Officer responsible for EIA:
Intermediate Care	David MacDonald
Specific Service Area/Policy:	Date of EIA (Stage 1):
STUST	12/11/2019
EIA (Stage 1) reference number:	Date of EIA (Stage 2):
	20/11/2019

Stage 1 Assessment Summary

Theme	Calculated Scores						Stage 2 Assessment Required
	Proposal	Impact	P + I	Mitigation	Evidence	Overall	
Equalities	6	4.2	10.2	0	0	0	Yes
Environment		5	5	5	10	15	Yes

A) Equalities Impact – Evidence from Engagement

CONSULTATION WITH KEY STAKEHOLDERS				COMPLETE THIS DETAIL WHEN YOU HAVE DONE YOUR CONSULTATION	
REF No.	Which key stakeholders have you/are you consulted/ing with?	Why have you/are you consulted/ing them (or not?) and what were you/are you looking to find out?	How did you/are you planning to consult them? Date and method of planned consultation	Actual Date of Consultation	Outcome of consultation What have you learned? Do you have actions to complete that will help mitigate any unnecessary negative impact on groups? [move to section B if you do]
1	Engagement through CCGs engagement team with <ul style="list-style-type: none"> ➤ patient / carers with direct experience of intermediate care services ➤ voluntary and community groups with interest ➤ key partners and stakeholders ➤ staff 	As part of the development of the service we needed to understand the needs of our local population, particularly those who are seldom heard and those within protected groups. The aim of engagement process is to find out how we can improve intermediate care services and inform the future service model.	Engagement surveys through the CCGs engagement team	7 th July – 19 th August 2018	Engagement report produced which included key messages following the process. The key messages were fed into the development of the model.
2	Staff – Kirklees Council and Locala	For KILT to be successful it requires teams from both health and social care to work closely together on an integrated approach	Workshops undertaken with staff around culture change to support the development of KILT		Some anxiety from staff around the change

3		To gain views from staff on the ground on the design of the triage element of the model	Design sprints		Staff involved and empowered to support the design of the model
4		To improve efficiency within the intermediate care bed bases and identify how this can be done in order to reduce variation	Rapid Improvement Workshop	Week commencing 14th October	Various ideas discussed and implemented to improve efficiencies and reduce wastage and variation
5	Primary Care	To seek views and experiences of current provision in order to support the development of the KILT	GP survey	June 2019	Incorporated suggestions into the design of the new model.
6	Locala	Locala support delivery of intermediate care services jointly with Kirklees Council	Locala are key members of the monthly KILT design meetings	Monthly and on-going	Supporting the development of the model
7	Patients/service users	To gain service users views on the service and areas for improvement	Joint Intermediate Care meetings – patient rep	Attended monthly from May 2018 to Feb 2019	Providing a service user perspective in the development of the new model
8	Senior management	To gain support on the business cases for specific elements of the model	Presentation at governance meetings	ICB: July 2019 ICB: November 2019	Support gained

B) Equalities Impact – Action Planning

Equalities Impact - ACTION PLAN			Complete this section when you have actually carried out some actions		
REF.No [from section A]	What actions are you going to do as a result of carrying out your consultation?	What do you think these actions will achieve? Will they mitigate any adverse impact on protected groups? Will they foster good relations between people? Will they promote equality of opportunity?	What did you actually do?	When did you do this?	What was the actual outcome? Have you mitigated any negative impact? Have you ensured good relations exist? Have you promoted equality of opportunity?
1	Use the feedback to inform the development of the model	Ensures the model has been developed through an integrated approach with all stakeholders, including service users. This will help ensure any specific needs are met.			
2,3,4	Consultations with unions and individual staff	Support staff through any change in order to reduce the anxiety. Ensure staff views are fed into ways of working which will empower them to have control over the changes that may occur			
5	Use the feedback to inform the development of the model	Ensures the model has been developed through an integrated approach with all stakeholders, including service users			

6	Jointly develop the “on the ground” model with Locala as a key delivery partner	Support successful delivery of the model			
7	Listen to the patient voice through discussions at the meetings	Helps to ensure the model meets the needs of the population			

C) Environmental Impact – Evidence from Engagement

CONSULTATION WITH KEY STAKEHOLDERS				COMPLETE THIS DETAIL WHEN YOU HAVE DONE YOUR CONSULTATION	
REF No.	Which key stakeholders have you/are you consulted/ing with?	Why have you/are you consulted/ing them (or not?) and what were you/are you looking to find out?	How did you/are you planning to consult them? Date and method of planned consultation	Actual Date of Consultation	Outcome of consultation What have you learned? Do you have actions to complete that will help mitigate any unnecessary negative impact on groups? [move to section D if you do]
1	No engagement undertaken around environment and no future engagement is planned.	As this proposal is around an increase in service provision, this may lead to an increase in staff and activity. Therefore more cars on the road in order to respond to a crisis. This has an impact on the environment			
2					
3					

4					
5					

D) Environmental Impact – Action Planning

Environmental Impact - ACTION PLAN			Complete this section when you have actually carried out some actions		
REF.No [from section C]	What actions are you going to do as a result of carrying out your consultation?	What do you think these actions will achieve? Will they mitigate any adverse impact on protected groups? Will they foster good relations between people? Will they promote equality of opportunity?	What did you actually do?	When did you do this?	What was the actual outcome? Have you mitigated any negative impact? Have you ensured good relations exist? Have you promoted equality of opportunity?
	Cluster working	It was highlighted through the IIA assessment that due to increasing service provision, there may potentially be more cars/transport on the road therefore having a negative impact on the environment. Through cluster worker and cutting down as much travel as possible will help reduce this impact			