



Areas for Consideration of Impact

Protected Characteristics

Age: older people; middle years; early years; children and young people.
Disability: physical impairments; learning disability; sensory impairment; mental health conditions; long-term medical conditions.
Gender Reassignment: people undergoing gender reassignment
Marriage & Civil Partnership: people who are married, unmarried or in a civil partnership.
Pregnancy and Maternity: women before and after childbirth; breastfeeding.
Race and ethnicity: minority ethnic people; non-English speakers; gypsies/travellers; migrant workers.
Religion and belief: people with different religions or beliefs, or none.
Sex: men; women; experience of gender-based violence.
Sexual orientation: lesbian; gay; bisexual; heterosexual.

Fairer Scotland Duty

Low income – those who cannot afford regular bills, food, clothing payments
Low Wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future.
Material Deprivation – those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies
Area of Deprivation/Communities of Place - consider where people live and where they work (accessibility and cost of transport)
Socio-Economic Background - social class, parents' education, employment, income.

Health Inequality (those not already covered in the Fairer Scotland Duty)

Low literacy / Health Literacy includes poor understanding of health and health services (health literacy) as well as poor written language skills.
Discrimination/stigma – negative attitudes or treatment based on stereotyping. Discrimination can be direct or indirect and includes harassment and victimisation.
Health and Social Care Service Provision - availability, and quality/affordability and the ability to navigate accessing these.
Physical environment and local opportunities - availability and accessibility of housing, transport, healthy food, leisure activities, green spaces, air quality and housing/living conditions, exposure to pollutants, safety of neighbourhoods, exposure to crime, transmission of infection, tobacco, alcohol and substance use.

<p>Education and learning - availability and accessibility to quality education, affordability of further education, Early Years development, readiness for school, literacy and numeracy levels, qualifications.</p>
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Other

Looked after (incl. accommodated) children and young people
Carers: paid/unpaid, family members.
Homelessness: people on the street; staying temporarily with friends/family; in hostels, B&Bs.
Involvement in the criminal justice system: offenders in prison/on probation, ex-offenders.
Addictions and substance misuse
Refugees and asylum seekers
Staff: full/part time; voluntary; delivering/accessing services.

Human Rights (note only the relevant ones are included below)

<p>Article 2 – The right to no discrimination – not to be treated in a different way compared with someone else in a similar situation. Indirect discrimination happens when someone is treated in the same way as others that does not take into account that person's different situation. An action or decision will only be considered discriminatory if the distinction in treatment cannot be reasonably and objectively justified.</p>
<p>Article 3 - The right to life (absolute right) – everyone has the right to life, liberty and security of person which includes access to basic necessities and protection from risks to their life from self or others.</p>
<p>Article 5 - The right not to be tortured or treated in an inhuman or degrading way (absolute right) which includes anything that causes fear, humiliation intense physical or mental suffering or anguish.</p>
<p>Article 9 - The right to liberty (limited right) – and not to be deprived of that liberty in an arbitrary fashion.</p>
<p>Article 10 - The right to a fair trial (limited right) – including the right to be heard and offered effective participation in any proceedings.</p>
<p>Article 12 - The right to respect for private and family life, home and correspondence (qualified right) – including the right to personal choice, accessible information and communication, and participation in decision-making (taking into account the legal capacity for decision-making).</p>
<p>Article 18 - The right to freedom of thought, belief and religion (qualified right) including conduct central to beliefs (such as worship, appropriate diet, dress etc.)</p>
<p>Article 19 - The right to freedom of expression (qualified right) – to hold and express opinions, received/impart information and ideas without interference</p>

UNCRC

Article 2 non-discrimination	Article 15 freedom of association	Article 30 children from minority or indigenous groups
Article 3 best interests of the child	Article 16 right to privacy	Article 31 leisure, play and culture
Article 4 implementation of the convention	Article 17 access to information from the media	Article 32 child labour
Article 5 parental guidance and a child's evolving capacities	Article 18 parental responsibilities and state assistance	Article 33 drug abuse
Article 6 life, survival and development	Article 19 protection from violence, abuse and neglect	Article 34 sexual exploitation
Article 7 Birth, registration, name, nationality, care	Article 20 children unable to live with their family	Article 35 abduction, sale and trafficking
Article 8 protection and preservation of identity	Article 22 refugee children	Article 36 other forms of exploitation
Article 9 separation from parents	Article 23 children with a disability	Article 37 inhumane treatment and detention
Article 10 family reunification	Article 24 health and health services	Article 38 war and armed conflicts
Article 11 abduction and non-return of children	Article 25 review of treatment in care	Article 39 recovery from trauma and reintegration
Article 12 respect for the views of the child	Article 26 Benefit from social security	Article 40 juvenile justice
Article 13 freedom of expression	Article 27 adequate standard of living	Article 42 knowledge of rights
Article 14 freedom of thought, belief and religion	Article 28 right to education	

ACHSCP Impact Assessment – Proportionality and Relevance

Name of Policy or Practice being developed	Medium Term Financial Framework (MTFF)
Name of Officer completing Proportionality and Relevance Questionnaire	Paul Mitchell, Chief Finance Officer Aberdeen City Health and Social Care Partnership (ACHSCP)
Date of Completion	21 February 2024
What is the aim to be achieved by the policy or practice and is it legitimate?	<p>The MTFF is produced and submitted to the IJB annually and aims to pull together, in one place, all the known factors affecting the financial position and sustainability of the organisation over the medium term. It's ultimate aim is to set out a balanced budget position to the IJB.</p> <p>Five Delivery Plan projects have been identified to deliver savings to help balance the 2024/25 Budget. It is proposed to close the remaining gap by applying a savings target of 1.48% to ACHSCP service budgets. These actions noted in the MTFF have the potential to impact service delivery. These impacts, where known, are detailed in the assessments embedded below. For Digital Investment the only known areas at this moment in time is the increased use of Technology Enabled Care (TEC) and the impact assessment for this has been included below. As additional digital investment opportunities are identified throughout the year impact assessments will be undertaken and any significant impact will be presented to the IJB for prior approval. The efficiency saving arrangement is from the bottom line of budgets and gives the budget holders freedom to manage this in whichever way they feel is best. As the actions of each budget holder become known, an impact assessment will be undertaken and anything of significance will be presented to the IJB for prior approval.</p>
What are the means to be used to achieve the aim and are they appropriate and necessary?	The MTFF will establish the estimated level of resources required by ACHSCP to operate its services and also estimate the level of demand pressures likely to be experienced by these services. It takes cognisance of the Strategic Plan and the Integration Scheme as well as any other strategies agreed by the IJB.
If the policy or practice has a neutral or positive impact please describe it here.	The MTFF will assist in delivering the IJB strategic intent, further improve strategic financial planning and maximise the use of resources across the medium term.
Is an Integrated Impact Assessment (IIA) required for	Yes an IIA is required.

<p>this policy or decision (Yes/No)</p>	
<p>Rationale for Decision NB: consider: -</p> <ul style="list-style-type: none"> • How many people is the proposal likely to affect? • Have any obvious negative impacts been identified? • How significant are these impacts? • Do they relate to an area where there are known inequalities? • Why are a person's rights being restricted? • What is the problem being addressed and will the restriction lead to a reduction in the problem? • Does the restriction involve a blanket policy, or does it allow for different cases to be treated differently? • Are there existing safeguards that mitigate the restriction? 	<p>The MTFF brings together several key components and these have been individually presented below. The potential impacts are wide ranging and each of these assessments are at different stages of the IIA process. When they have been fully completed, they will be submitted to the IJB individually where required as per IJB reporting guidelines.</p> <p><u>Review of Interim Beds</u> As part of a whole system pathway of care and ACHSCP planning for winter surge, approval was given for five interim beds within Rubislaw Park Nursing Home in December 2021 for End-of-Life Care. The current contract for these beds expires on 31 May 2024. An IIA is required and is attached per Appendix 5a.</p> <p><u>Expanding the use of Technology Enabled Care</u> ACHSCP aim to increase the use of technology within the delivery of health and social care services across the City. To achieve this the ACHSCP TEC 2022 – 2025 plan sets out key priorities which include; the Digital Support HUB, upgrading to TEC in Balnagask Court which is a supported living service, Care Assisted Robots, Proactive TEC, and creating a TEC culture. Whilst an IIA is not required for this overall project the Digital Support HUB element will require an IIA. The proportionality and relevance information is attached per Appendix 5b.</p> <p><u>Review of Premises</u> The Review of Premises is seeking to establish how effectively ACHSCP utilise the buildings that services operate from. This process will also consider any efficiency savings that can be made without affecting the delivery of services. Currently there is no known or potential impacts identified as the review has not been completed. Once the review has been finalised specific IIAs, per Appendix 5c will be completed as required for any associated projects that the review may generate.</p> <p><u>Mental Health Commissioning</u> The recommissioning exercise has only recently started and has a savings target of £65k attached. An IIA is required and will be progressed to consider the potential impacts that recommissioning exercise may identify. Currently there are four commissioned providers and exploration is underway to look at consolidation where possible. See Appendix 5d</p>

	<p>Social Care Charging Policy This policy is currently being reviewed and an IIA is being progressed. Given that this policy must go through ACC governance routes it is being completed using ACC IIA documentation. The revised policy will make current charging fairer, improve the consistency of future implementation, and make the policy more accessible. The revised policy is due to go to the ACC Policy Group on 9 April 2024 and thereafter it will go to the Risk Board and Finance Committee. The full IIA when completed can be accessed from these governance routes. The proportionality and relevance information is attached per Appendix 5e.</p>
Decision of Reviewer	Approved
Name of Reviewer	Alison Macleod Lead for Strategy and Transformation ACHSCP
Date	23 February 2024

Scottish Specific Public Sector Duties (SSPSED)

Procured, Tendered or Commissioned Services

Is any part of this policy/service to be carried out wholly or partly by contactors and if so, how will equality, human rights including children’s rights and the Fairer Scotland duties be addressed?

Yes and this section has been updated in each assessment embedded above.