

Section 4 Integrated Impact Assessment

Summary Report Template

Audit Risk level Low

(Risk level will be added by Equalities Officer)

Each of the numbered sections below must be completed

Interim report		Final report	✓	(Tick as appropriate)
----------------	--	--------------	---	-----------------------

1. Title of plan, policy or strategy being assessed

Midlothian Wellbeing Access Point service

2. What will change as a result of this proposal?

The wellbeing of people in Midlothian will be improved as they will have easy access to mental health support and assessment.

3. Briefly describe public involvement in this proposal to date and planned

The development of the service was supported by feedback from community members and professionals around mental health concerns such as the need for early intervention around anxiety and depression. Medical services were also reporting increasing waiting times. The service has been designed by a small group that has included service user and advocacy representatives.

4. Date of IIA

4th August 2016

5. Who was present at the IIA? Identify facilitator, Lead Officer, report writer and any partnership representative present and main stakeholder (e.g. NHS, Council)

Name	Job Title	Date of IIA training	Email
Tracy McLeod	Senior Health Promotion Specialist (Facilitator)	Updated 2014	Tracy.McLeod@nhslothian.scot.nhs.uk
Martin Bird	Planning Officer (report editor)		Martin.bird@midlothian.gov.uk
Jen Bragg	Access Worker		jennifer.bragg@health-in-mind.org.uk
Colin Small	Service User Representative		colinmsmall@gmail.com
Kim Mooney	Nurse Manager		Kim.Mooney@nhslothian.scot.nhs.uk
Ele	Advocacy Worker		ele@capsadvocacy.org
Mairi Simpson	Public Health Practitioner, Midlothian H&SC Partnership(report writer)		Mairi.simpson@nhslothian.scot.nhs.uk

6. Evidence available at the time of the IIA

Evidence	Available?	Comments: what does the evidence tell you?
Data on populations in need	Available from Scottish Public Health Observatory and other sources such as Information Services Division (ISD) and National Records of Scotland	The service has been developed to ensure a strong person-centred approach to the delivery of an open access mental health assessment and support

Evidence	Available?	Comments: what does the evidence tell you?
	Increasing waits for psychological services statistics available from NHS Lothian	provision. This in turn should strengthen the likelihood of addressing the wellbeing of people with mental health difficulties at an early stage, hopefully negating the need for them to require medical services.
	The issues facing people falling into poverty are explicitly addressed in Midlothian Health & Social Care Strategic Plan 2016-19 (the Plan) other than “children and young people.” Domestic Abuse needs to be more clearly recognised	There is a strong emphasis on health inequalities and a recognition that poverty is pivotal
	There are two locality plans and a section on area targeting in relation to areas of multiple deprivation available at www.midlothian.gov.uk	The ethos and approach to working with communities is described in Section 2 of the Strategic Plan
	There is a stand-alone section (11.2) on “Workforce” issues in the Strategic Plan	It is worth reviewing the extent to which staff working out of hours have been fully engaged and able to influence the development of the Strategic Plan
Data on service uptake/access	N/A	
Data on equality outcomes	N/A	
Research/literature evidence	The Alliance: Links Worker project NHS Health Scotland: Social	Research supports the model being introduced

Evidence	Available?	Comments: what does the evidence tell you?
	prescribing for mental health: guidance paper	
Public/patient/client experience information	N/A	
Evidence of inclusive engagement of service users and involvement findings	Steering Group included service user and advocacy representatives.	Active involvement at all stages of the development of the project
Evidence of unmet need	Engagement sessions run by CAPS, Health in Mind and Outside the Box	Need for this type of project raised in all sessions
Good practice guidelines	The Alliance: Links Worker project	Guidelines can be adapted to meet local needs.
Environmental data	N/A	
Risk from cumulative impacts	N/A	
Other (please specify)	N/A	
Additional evidence required	N/A	

7. In summary, what impacts were identified and which groups will they affect?

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>Positive</p> <p>Strong emphasis on promoting access to mental health support at an early stage. Encouraging and supporting access by people with protected characteristics by working with partner agencies to minimise barriers.</p> <p>People attending the service will not be charged.</p>	<p>All protected characteristics apart from those <16years</p>

<p>While the Mental Wellbeing Access Point has not primary responsibility around unemployment and other factors it will make a positive impact in building resilience and confidence which could be a crucial factor.</p> <p>This project has the potential to promote positive attitudes and equal opportunities for all groups, including those experiencing mental health difficulties. It should also challenge stigma around mental health by promoting this open access service in communities.</p> <p>To promote good relations between different groups, build social cohesion and encourage participation in public life.</p> <p>Negative</p> <p>None</p>	
---	--

<p>Environment and Sustainability</p> <p>Positive</p> <p>There are no planned environmental measures but some policy directions such as increased local access to services, will have a positive effect i.e. less travel.</p> <p>The service will make use of existing buildings also so further construction will not be required and there will be shared utilities, thus reducing environmental impact.</p> <p>All staff are PVG checked to protect vulnerable children and adults.</p> <p>There may be an increased use of public spaces and gardens through social prescribing.</p> <p>Negative None</p>	<p>Affected populations</p> <p>The service will consider its responsibility for ensuring a sustainable approach and will seek to make a contribution where it can.</p>
---	---

<p>Economic</p> <p>Positive</p> <p>Project staff are aware of the positive impact of income maximisation and access to employment on health and wellbeing and intend to be proactive with support to people to access welfare rights, CAB and advocacy services.</p> <p>Other issues such as equal pay and support local business are not a primary responsibility of the project.</p> <p>Negative None</p>	<p>Affected populations</p> <p>People who attend the service and potentially their families.</p>
--	---

8. Is any part of this policy/ service to be carried out wholly or partly by contractors and how will equality, human rights including children’s rights , environmental and sustainability issues be addressed?

The service will be delivered by staff from NHS Lothian and Health in Mind. Both organisations have policies related to human rights, equalities, the environment and sustainability. The service will be “paper light” with records held electronically. It will be offered in localities, reducing the need for people to travel to appointments.

9. Consider how you will communicate information about this policy/ service change to children and young people and those affected by hearing loss, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.

A Communications and Engagement Plan will be compiled and approved by the Steering Group. There will continue to be a strong emphasis on providing “easy read” material and information in other formats where necessary, for example in other languages.

As a result of this IIA we will review accessibility for people with sensory impairment and ensure we advertise that we are “Happy to Translate”. Communication with services working with vulnerable groups will also be included, such as homeless, veterans, adult literacy, gypsy traveller and other services.

10. Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005? (see Section 4)

No

11. Additional Information and Evidence Required

If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.

Follow-up actions will be progressed as per report (section 13).

12. Recommendations (these should be drawn from 6 – 11 above)

Follow-up actions will be progressed as per report (section 13).

13. Specific to this IIA only, what actions have been, or will be, undertaken and by when? Please complete:

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and contact details)	Deadline for progressing	Review date
Investigate how other services collect and collate equalities data. Agree process for the Mental Wellbeing Access Point.	Kim Mooney Jennifer Bragg	19 August 2016	February 2017
Clarify access to NHS Lothian/other translation services	Kim Mooney	12 August 2016	February 2017
Contact Midlothian Council Equalities Officer	Jennifer Bragg	12 August 2016	February 2017
Develop Communication Plan	Martin Bird (lead Steering Group)	12 August 2016	February 2017
Contact Malani (adult literacy programme)	Jennifer Bragg	12 August 2016	February 2017
Contact Midlothian Council's welfare rights lead, Nicole Bethune	Jennifer Bragg	12 August 2016	February 2017

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and contact details)	Deadline for progressing	Review date
Contact Midlothian Veterans Centre	Jennifer Bragg	12 August 2016	February 2017
Contact Midlothian Homeless Service manager, Alex Marks	Jennifer Bragg	12 August 2016	February 2017
Continue to investigate potential venues, in particular in areas of deprivation.	Martin Bird (lead Steering Group)	September 2016 onwards	February 2017

14. How will you monitor how this policy, plan or strategy affects different groups, including people with protected characteristics?

A system will be introduced to collect equalities data. This will be included in the monitoring framework for the programme which will include collation of outcome data from service users.

An annual performance report will be compiled by the IJB which will include progress in the delivery of the strategic plan

15. Sign off by Head of Service

Name

Date

Section 5 Contacts

• **Midlothian Council**

Please send a completed copy of the IIA to zoe.graham@midlothian.gov.uk and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via http://www.midlothian.gov.uk/downloads/751/equality_and_diversity

• **NHS Lothian**

Completed IIAs should be forwarded to impactassessments@nhslothian.scot.nhs.uk to be published on the NHS Lothian website and available for auditing purposes.