Argyll and Bute HSCP Equality and Socio-Economic Impact Assessment (EQIA)

Section 1: About the proposal

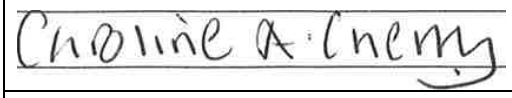
Title of Proposal
Oban staff co-location & Redesign of the footprint of Lorne Resource Centre (LRC) and Lynnside Day Centre (LDC)

Intended outcome of proposal
Collocating multidisciplinary HSCP staff brings improvements in team communication, collaborative working and benefits to our service users. Colocation in Oban will have wider benefits to the community as well as helping the HSCP bridge its funding gap whilst protecting services. Willowview office will be repurposed as an Early Years setting to increase and enhance the provision of early learning and childcare in the Oban area and offer the government's priority of 1140 hours ELC.

Description of proposal
Implementing the HSCP strategic priority of colocation in Oban we will be collocating HSCP staff currently in Willowview and Tigh Dealas and relocating staff to the Soroba Road complex and Lorn and the Isles Hospital. ITRO 127 posts will be involved. Lorne Resource Centre and Lynnside Day Centre (LDC) will continue to deliver day services to those with a priority 1 and 2 learning disability and older people respectively in Oban from the Soroba Road complex. There will be no change to the registration and therefore the number of service users who can receive these services. Nor will be there any changes to the service they receive in quality or frequency. The footprint and layout of rooms will be upgraded and adapted to meet needs of the service users and staff. Improved accessibility, personal care and dedicated entrance for Lorne Resource Centre (LRC). Lynnside Day Centre will be refurbished and working with Alzheimer's Scotland furnishing and décor will be dementia friendly. Additional capacity will be used to create office space for the child health team, mental health and learning disability services in Soroba Road complex. All other HSCP teams will be collocating in LIH. Office space will also be upgraded with much improved IT. Office moves in Oban and changes to the footprint of registered services are being managed under the umbrella of colocation.

HSCP Strategic Priorities to which the proposal contributes

Colocation strategic priority

Lead officer details:	
Name of lead officer	**Morag Brown**
Job title	**Business Improvement Manager**
Department	**Customer Services**
Appropriate officer details:	
Name of appropriate officer	**Caroline Cherry**
Job title	**Head of Adult Services-Older Adults and Community Hospitals**
Department	**HSCP**
Sign off of EQIA (Head of Service):	
Date of sign off:	10.1.2020

Who will deliver the proposal?
Morag Brown, Business Improvement Manager supported by the OLI service managers Pamela Macleod and Caroline Henderson. Building works will be tendered and overseen by Property Services

Section 2: Evidence used in the course of carrying out EQIA

Consultation / engagement

For the redesign of LRC and LDC we held a total of 3 information sessions on 22nd and 24th July. Two session were held for service users, their families and staff at LRC and one session at LDC.

Following the information sessions we formed two working groups to look at the co-design of the space operated by the day services with a reduced footprint. TOR's were prepared. The sessions involved service users supported by Lomond and Argyll Advocacy Service, service users families and staff working together to design the space for the services. The Lynnside group met 3 times and the Lorne Resource Centre 5 times. The Care Inspectorate were able to attend the last two working group meetings at Lorne Resource Centre.

Once plans were finalised costed and budget identified we held a programme of staff engagement sessions so that everyone impacted by the moves could have a chance to see the plans, visit the proposed new spaces and give us your comments.

Issues are captured in an issues log.
Occupational therapy have been involved in the redesign of LDC and LRC especially the bathrooms.
The new clinic rooms have been designed to a brief by Mental Health lead and will mirror the specification in Succoth.

There is also regular staff updates issued by email with an opportunity to contact the colocation lead with any questions or concerns.

A fortnightly Accommodation group has been established to oversee the implementation of colocation in Oban. The Trade Union representatives who are fully engaged in the process and attending the fortnightly accommodation meetings, when they can, are Britt Doughty-Godchaux (Unison) and Fiona Broderick (Unite). Newly appointed representatives to the group are Roseann MacLean (Unison), Laura Seath (Unison) and Riki Kane (Unite).

Data

The redesign of Soroba Road complex was mindful of future client demands and information was gathered and analysed on pupils with additional support needs in the Oban area.

We also carried out two space and activity audits for Lorn Resource Centre

Other information

The plans are compliant with H&S, Care Inspectorate Guidance, building standards, and information security requirements.

Gaps in evidence

None known

Section 3: Impact of proposal

Impact on service users: Lorne Resource Centre and Lynnside

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age			x	
Disability			x	
Ethnicity		x		
Sex		x		
Gender reassignment		x		
Marriage and Civil Partnership		x		
Pregnancy and Maternity		x		
Religion		x		
Sexual Orientation		x		
Fairer Scotland Duty:				
Mainland rural population		x		
Island populations		x		
Low income		x		
Low wealth		x		
Material deprivation		x		
Area deprivation		x		
Socio-economic background		x		
Communities of place?		x		
Communities of interest?		x		

Impact on service deliverers (including employees, volunteers etc): Lorne Resource Centre and Lynnside

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age		x		
Disability		x		
Ethnicity		x		
Sex		x		
Gender reassignment		x		
Marriage and Civil Partnership		x		
Pregnancy and Maternity		x		
Religion		x		
Sexual Orientation		x		
Fairer Scotland Duty:				
Mainland rural population		x		
Island populations		x		
Low income		x		
Low wealth		x		
Material deprivation		x		
Area deprivation		x		
Socio-economic background		x		
Communities of place?		x		
Communities of interest?		x		

If any 'don't knows' have been identified, at what point will impacts on these groups become identifiable?
N/A

How has 'due regard' been given to any negative impacts that have been identified?

LDC and mental health service users will access the building through the same main entrance. Operational management arrangements will be put in place to mitigate against any conflict. DDA requirements for staff will be assessed and reasonable adjustments will be put in place.

Impact on service users: Office moves to LIH and Soroba Rd complex

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age		x		
Disability		x		
Ethnicity		x		
Sex		x		
Gender reassignment		x		
Marriage and Civil Partnership		x		
Pregnancy and Maternity		x		
Religion		x		
Sexual Orientation		x		
Fairer Scotland Duty:				
Mainland rural population		x		
Island populations		x		
Low income		x		
Low wealth		x		
Material deprivation		x		
Area deprivation		x		
Socio-economic background		x		
Communities of place?		x		
Communities of interest?		x		

Impact on service deliverers (including employees, volunteers etc): Office moves to LIH and Soroba Rd complex

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age		x		
Disability	x			
Ethnicity		x		
Sex		x		
Gender reassignment		x		
Marriage and Civil Partnership		x		
Pregnancy and Maternity		x		
Religion		x		
Sexual Orientation		x		
Fairer Scotland Duty:				
Mainland rural population	x			
Island populations		x		
Low income		x		
Low wealth		x		
Material deprivation		x		

	Negative	No impact	Positive	Don't know
Area deprivation		x		
Socio-economic background		x		
Communities of place?		x		
Communities of interest?		x		

If any 'don't knows' have been identified, at what point will impacts on these groups become identifiable?
N/A

How has 'due regard' been given to any negative impacts that have been identified?
For staff with a disability moving to open plan offices may cause issues. As part of the move DDA requirements for staff with a disability will be assessed and reasonable adjustments will be put in place. Staff travelling to work from out with the town may be negatively impacted as the availability of parking and free parking for staff will be reduced. This will be mitigated through a variety of solutions including promoting active travel and car sharing, both sites are well served by public transport, car parking bays will be clearly marked, signed and realigned appropriately, essential car users will be given priority as will service users. Both of these negative impacts have been considered and discussed at HSCP SLT and the mitigating actions have been accepted as appropriate.

Section 4: Interdependencies

Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the HCSP?	. yes

Details of knock-on effects identified
Willowview will be repurposed as an Early learning and Childcare setting significantly increasing the availability of childcare in the Oban area

Section 5: Monitoring and review

How will you monitor and evaluate the equality impacts of your proposal?
Through levels of service demand, performance and staff feedback

Section 6: Publication

How will you publish this EQIA?
The EQIA will be published on both the Council and NHS Highlands website