

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability



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Title of Policy/ Proposal	East Lothian and Midlothian Learning and Practice Development Multi-agency Workforce Strategy 2018 - 2021
Completion Date	
Completed by	Neil A Whettam
Lead officer	Sean Byrne

Type of Initiative:

- Policy/Strategy
- Programme/Plan
- Project
- Service
- Function
- Other
- New or Proposed
- Changing/Updated
- Review or existing

Statement of Intent. The East Lothian and Midlothian Learning and Practice Development Multi-agency Workforce Strategy 2018-2021 is a change to the previous strategy which expired in March 2018.

1. Briefly describe the policy/proposal you are assessing.

Set out a clear understanding of the purpose of the policy being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

The Strategy promotes multi-agency learning and practice development across East Lothian and Midlothian to inform and support practitioners in their roles to keep people safer from harm and abuse. The overall strategic aim is to support a confident, competent and skilled workforce who help prevent abuse/harm, protects those at risk and intervenes and supports those abused/harmed”.

The aims of the strategy is to provide:

- A range and variety of approaches: recognising the need to be inclusive and to recognise different systems, learning styles and staffing requirements.
- A pragmatic approach where the required knowledge is accessed via learning that is relevant, meaningful and accessible, and the content is proportionate to the requirements of the workforce.
- Empowerment: participants will be provided with information, guidance and support to meet their own identified learning and development needs.
- Sharing good practice and establishing a common language.
- The use of e-learning.
- Learning opportunities are outcome focused and incorporate trauma informed theory.
- Quality assurance processes to identify the impact of learning and development and the overall effectiveness of the learning on outcomes for children, adults and their families.

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

The 2018-2021 strategy sets out our overall strategic aim and priorities for the 3-years:

To support a confident, competent and skilled workforce who; help prevent abuse/harm, protects those at risk and intervenes and supports those abused/harmed". The priorities under the strategic aim are:

Agencies have an awareness of the Safe and Together approach to domestic abuse and how this links into existing frameworks

Agencies have access to Neglect Guidance that includes a risk assessment toolkit

Adult Support & Protection Agencies have training in inter-agency chronologies

Within existing training across the thematic areas share and help embed the learning from Initial/Significant Case Reviews (ICR/SCR), Significant Adverse events and Large Scale Investigations.

Deliver the agreed training from a locally developed improved approach in working with perpetrators of domestic abuse

Deliver multi – agency training on what it is a Specific, Measurable, Achievable, Realistic and Time-bound (SMART) Plan for Child Protection and Adult Support and Protection.

Deliver Multi – Agency Training on how to recognise and respond to adults at risk of self-neglect and hoarding.

3. Do I need to undertake a Combined Impact Assessment?

High Relevance	Yes/no
The policy/ proposal has consequences for or affects people	YES
The policy/proposal has potential to make a significant impact on equality	NO
The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	NO
The policy/proposal is likely to have a significant environmental impact	NO
Low Relevance	

The policy has little relevance to equality	NO
The policy has negligible impact on the economy	YES
The policy has no/ minimal impact on the environment	Yes
If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record.	

If you have answered yes to high relevance above, please proceed to complete the Integrated Impact Assessment.

4. What information/data/ consultation have you used to inform the policy to Date?

Evidence	Comments: what does the evidence tell you?
Data on populations in need	The strategy and training developed is shared and approved by the East Lothian and Midlothian Learning & Development Sub-Group and the East Lothian and Midlothian Public Protection Committee to ensure it reflects the needs of services, those employed in a service and for the needs of clients the professionals serve.
Data on service uptake/access	The strategy and associated training is accessible to all professionals/carers/volunteers who work in East Lothian and Midlothian that support those at most risk of harm or abuse.
Data on quality/outcomes	All training is evaluated on the day, to assess the level of knowledge before and after the training. A follow up evaluation is conducted 3 months later to assess if the learning has been put into practice and the challenges in putting it into practice.
Research/literature evidence	Before collating the strategy and associated training it is cross referenced with the Scottish Social Services Council Workforce Development Strategy 2018-2020 and the NHS Scotland Scottish National Trauma Framework.
Service user experience information	Some of the priorities outlined in the strategy is developed and co-facilitated with people who have

	lived experience of a specific topic.
Consultation and involvement findings	The strategy and associated action plan is shared with the multi-agency East Lothian and Midlothian Public Protection Learning and Development Sub-Group and the East Lothian and Midlothian Public Protection Committee
Good practice guidelines	NONE
Other (please specify)	NONE
Is any further information required? How will you gather this?	Gaining the views and experience of service users in developing and co-facilitating training needs to be conducted

5. How does the policy meet the different needs of and impact on groups in the community?

	Comments – positive/ negative impact
<p>Equality Groups</p> <ul style="list-style-type: none"> • Older people, people in the middle years, • Young people and children • Women, men and transgender people (includes issues relating to pregnancy and maternity) • Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems) • Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers) • Refugees and asylum seekers • People with different religions or beliefs (includes people with no religion or belief) • Lesbian, gay, bisexual and heterosexual people • People who are unmarried, married or in a civil partnership 	<p>The strategy and associated training available will have a direct and/or indirect positive impacts on those equality groups listed. This includes some of those listed developing and co-facilitating the training available.</p> <p>The training is multi-agency and free to professionals/carers/volunteers in East Lothian and Midlothian at the point of delivery.</p> <p>The training provides people with knowledge and skills to help support & protect vulnerable children and adults from abuse/harm</p> <p>The equality groups listed will be assured professionals attending multi- agency training will be working together to help safeguard and promote their protection.</p>
<p>Those vulnerable to falling into poverty</p> <ul style="list-style-type: none"> • Unemployed • People on benefits • Single Parents and vulnerable families • Pensioners 	<p>The training offered through the strategy is multi-agency and free to all professionals/carers/volunteers in East Lothian and Midlothian. The training provides attendees with the competences, knowledge and skills to help support & protect children</p>

<ul style="list-style-type: none"> • Looked after children • Those leaving care settings (including children and young people and those with illness) • Homeless people • Carers (including young carers) • Those involved in the criminal justice system • Those living in the most deprived communities (bottom 20% SIMD areas) • People with low literacy/numeracy • Others e.g. veterans, students 	<p>and adults from abuse and harm.</p>
<p>Geographical communities</p> <ul style="list-style-type: none"> • Rural/semi-rural communities • Urban Communities • Coastal communities 	<p>The strategy through the associated trainings is delivered multiple times throughout the year at a central location with accessible public transport links delivered at various times to allow those who work shifts/part-time to attend where logistically possible. Some of the trainings offered is via elearning.</p>

6. Are there any other factors which will affect the way this policy impacts on the community or staff groups?

NO

7. Is any part of this policy/ service to be carried out wholly or partly by contractors?

If yes, how have you included equality and human rights considerations into the contract?

Currently the East Lothian and Midlothian Public Protection Office commission East Lothian and Midlothian Violence against Women and Edinburgh Rape Crisis to deliver 4 specific trainings. At present the two commissioned providers do not fall under procurement procedures. However, the EMPPO would expect that these organisations either have an Equality Plan or if not, sign up to East Lothian Council and Midlothian Council Equality Plans which are available on the respective websites.

8. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

Through the relevant East Lothian and Midlothian Council Communications Teams the strategy would be made available for those who require a specific adaptations to be able to read it.

9. Please consider how your policy will impact on each of the following?

Objectives	Comments
Equality and Human rights	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	The strategy and associated training delivered promotes the importance of partnership working to protect those most at risk and to ensure that any form of harm or abuse is reported and shared for the protection of that person at risk. The training is free at the point of delivery and available to professionals/volunteers/carers who work in East Lothian and Midlothian.
Promotes good relations within and between people with protected characteristics and tackles harassment	The strategy and associated training delivered promotes the importance of partnership working to protect those most at risk and to ensure that any form of harm or abuse is reported and shared for the protection of that person.
Promotes participation, inclusion, dignity and self control over decisions	Indirectly the strategy delivered through the associated training available promotes participation, inclusion and dignity and self-control over decision making. In 3 separate trainings available a person with lived experience helps devise and co-facilitates.
Builds family support networks, resilience and community capacity	Although the strategy delivered through the associated training available does not directly build family support networks, it helps identify, build and support resilience in children and adults. To do this the strategy promotes the need for professionals to work together to protect and support those most at risk of harm or abuse in the community.
Reduces crime and fear of crime	The content of the strategy delivered through the associated training available covers the themes of: prevention, protection and support which may reduce crime and/ or encourage the reporting of crime
Promotes healthier lifestyles including <ul style="list-style-type: none"> • diet and nutrition, 	The content strategy delivered through the associated training available raises the consequences of substance misuse and the effects for the individual, children and families

<ul style="list-style-type: none"> • sexual health, • substance misuse • Exercise and physical activity. 	
Environmental	
Reduce greenhouse gas (GHG) emissions in East Lothian (including carbon management)	NOT APPLICABLE
Plan for future climate change	
Pollution: air/ water/ soil/ noise	
Protect coastal and inland waters	
Enhance biodiversity	
Encourage resource efficiency (energy, water, materials and minerals)	
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	
Reduce need to travel / promote sustainable forms of transport	
Improves the physical environment e.g. housing quality, public and green space	
Economic	
Maximises income and /or reduces income inequality	The training offered through the strategy by the East Lothian and Midlothian Public Protection Office is multi agency and free at the point of delivery to professionals/carers/volunteers. The training provides people with knowledge and skills to help support & protect vulnerable children and adults from harm and abuse.
Helps young people into positive destinations	
Supports local business	
Helps people to access jobs (both paid and unpaid)	

Improving literacy and numeracy	
Improves working conditions, including equal pay	
Improves local employment opportunities	<p>The training offered through the strategy by the East Lothian and Midlothian Public Protection Office is multi -agency and free to professionals/carers/volunteers at the point of delivery. The training provides people with knowledge and skills to help support & protect vulnerable children and adults from harm and abuse.</p> <p>The training could provide future local employment opportunities for those who attend the training available</p>

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

NOT APPLICABLE

11. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
The views and experience of service users when developing training is currently not always considered	At present only in one thematic area is the experience and views of service users used to inform the content of training.	Through the East Lothian and Midlothian Public Protection Learning and Practice Development Sub-Group,	From January 2019	East Lothian and Midlothian Learning and Development Coordinator

		<p>a mechanism to gain the views of services users in regards to the content of training will be developed, in consultation with frontline services, including the third sector and community groups.</p>		
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12. Sign off by Head of Service/ NHS Project Lead

Name Alison White

Signature 

Date 19 September 2018

East Lothian and Midlothian Public Protection Manager.

Name: Sean Byrne

Signature: 

Date: 06 September 2018

