

# Aberdeenshire Council

## Integrated Impact Assessment

### Review of Non-residential equivalency model for Care Management and Learning Disability clients.

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Approved By	Pamela Milliken
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# 1. Overview

This document has been generated from information entered into the Integrated Impact Assessment system.

A review of the application of Equivalency Model for those choosing to receive care at home; encompassing Care Management clients and Learning Disability team clients. For Care Management this is to consider a reduction in budget allocated while for Learning Disability this is to consider implementation of an equivalency to ensure consistency in application of budgets across Aberdeenshire.

During screening 4 of 10 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 2 out of 5 detailed impact assessments being completed. The assessments required are:

- Equalities and Fairer Scotland Duty
- Health Inequalities

In total there are 0 positive impacts as part of this activity. There are 6 negative impacts, all impacts have been mitigated.

A detailed action plan with 2 points has been provided.

This assessment has been approved by [pamela.milliken@aberdeenshire.gov.uk](mailto:pamela.milliken@aberdeenshire.gov.uk).

The remainder of this document sets out the details of all completed impact assessments.

## 2. Screening

Could your activity / proposal / policy cause an impact in one (or more) of the identified town centres?	No
Would this activity / proposal / policy have consequences for the health and wellbeing of the population in the affected communities?	Yes
Does the activity / proposal / policy have the potential to affect greenhouse gas emissions (CO2e) in the Council or community and / or the procurement, use or disposal of physical resources?	No
Does the activity / proposal / policy have the potential to affect the resilience to extreme weather events and/or a changing climate of Aberdeenshire Council or community?	No
Does the activity / proposal / policy have the potential to affect the environment, wildlife or biodiversity?	No
Does the activity / proposal / policy have an impact on people and / or groups with protected characteristics?	Yes
Is this activity / proposal / policy of strategic importance for the council?	Yes
Does this activity / proposal / policy impact on inequality of outcome?	Yes
Does this activity / proposal / policy have an impact on children / young people's rights?	No
Does this activity / proposal / policy have an impact on children / young people's wellbeing?	No

## 3. Impact Assessments

Children's Rights and Wellbeing	Not Required
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	Only Some Negative Impacts Can Be Mitigated
Health Inequalities	Only Some Negative Impacts Can Be Mitigated
Town Centre's First	Not Required

## 4. Equalities and Fairer Scotland Duty Impact Assessment

### 4.1. Protected Groups

Indicator	Positive	Neutral	Negative	Unknown
Age (Younger)		Yes		
Age (Older)			Yes	
Disability			Yes	
Race		Yes		
Religion or Belief		Yes		
Sex		Yes		
Pregnancy and Maternity		Yes		
Sexual Orientation		Yes		
Gender Reassignment		Yes		
Marriage or Civil Partnership		Yes		

### 4.2. Socio-economic Groups

Indicator	Positive	Neutral	Negative	Unknown
Low income		Yes		
Low wealth			Yes	
Material deprivation		Yes		
Area deprivation		Yes		
Socioeconomic background		Yes		

### 4.3. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
Age (Older)	<p>It could be perceived that funding is being limited or resources not being allocated where they are needed in order to meet care needs. Any change in policy would be implemented equitably across the whole of Aberdeenshire.</p> <p>Can be mitigated                      Yes</p> <p>Mitigation                      Policy will be implemented equitably across Aberdeenshire and will give clients greater choice and control over their delivery of care - a strategic priority for the Partnership. This greater choice and control can be evidenced by the potential for people to stay in their own homes or recruit their own staff.</p> <p>Timescale                      Ongoing</p>

Impact Area	Details and Mitigation
<p><b>Disability</b></p>	<p>It could be perceived that funding is being limited or resources not being allocated where they are needed in order to meet the care needs of our Learning Disability clients. Any change in policy would be implemented equitably across the whole of Aberdeenshire.</p> <p>Can be mitigated                      Yes</p> <p>Mitigation                      Policy will be implemented equitably across Aberdeenshire and will give clients with a learning disability greater choice and control over their delivery of care - a strategic priority for the Partnership. This greater choice and control can be evidenced by the potential for people to stay in their own homes or recruit their own staff.</p> <p>Timescale                      Ongoing</p>
<p><b>Disability</b></p>	<p>It could be perceived that funding is being limited or resources not being allocated where they are needed in order to meet the care needs of our clients with physical disabilities. Any change in policy would be implemented equitably across the whole of Aberdeenshire.</p> <p>Can be mitigated                      Yes</p> <p>Mitigation                      Policy will be implemented equitably across Aberdeenshire and will give clients with a physical disability greater choice and control over their delivery of care - a strategic priority for the Partnership. This greater choice and control can be evidenced by the potential for people to stay in their own homes or recruit their own staff.</p> <p>Timescale                      Ongoing</p>
<p><b>Low wealth</b></p>	<p>There are potential impacts for those who have financial constraints such as issues with affordability if, as a result of the proposed changes, cannot afford to stay in their own home and have to choose a long-term residential care placement</p> <p>Can be mitigated                      Yes</p> <p>Mitigation                      All clients will be eligible for a financial assessment to determine on a means tested basis what they can afford to pay towards care home costs so they will always be able to afford residential care. We do not know the full impact until we engage with everyone affected by the policy change and may have to revisit our mitigations and subsequent actions at that point.</p> <p>Timescale                      Ongoing</p>

## 4.4. Evidence

Type	Source	It says?	It Means?
Internal Data	Caseload analysis and carefirst records	<p>In order to quantify the financial impact of current arrangements, data from Care Management teams across Aberdeenshire has been gathered via a manual review of all caseloads.</p> <p>There are currently 46 clients across Aberdeenshire who are in receipt of equivalency model funding.</p> <p>The level of funding between nursing care and residential care varies by £125.88 per week. If the proposed changes to the weekly rate were to be implemented for all 46 clients across Aberdeenshire Health &amp; Social Care Partnership, the proposed funding saving would be £5790.48 per week, £301,104.96 per annum.</p>	<p>A review of those currently in receipt of equivalency model funding and a move to a new equivalency model in order to make projected budget savings.</p>

Type	Source	It says?	It Means?
Internal Data	Caseload analysis and carefirst records	<p>There are now an increasing number, though still low, of individuals with a learning disability where family either buy a separate property, build within the family garden, or adapt an area of the family home, to become a separate, stand alone dwelling to accommodate the family member with a learning disability. We require to set an equivalency model to provide consistency across Aberdeenshire where people are choosing to have their care and support delivered in this model.</p> <p>Unlike services provided to older people, there is no National Care Home rate for learning disability. The current averaged rate for residential services on the Excel Framework – the nearest national equivalent is £1938.79 per week. In Aberdeenshire, our learning disability residential average is £1669.87 per week. The average of both of these is £1861.60 per week and this is suggested as the Equivalency Model figure to use and agreed by legal and commissioning as the fairest figure given there is not a National Care Home rate.</p>	<p>There is currently one service in South that meets the suggested criteria, 5 in North and one in Central. It is anticipated that these figures will increase as we are seeing a rise in requests for this type of support from families and have at least 4 pending. Three of these packages are below the suggested equivalency model but the rest are above ranging from £2089 to £3110 per week. If the proposed Equivalency model was agreed, we would ensure that Resource Allocation System amounts are used but that the Equivalent model would be used as a maximum amount, therefore packages below the rate would not increase. We anticipate savings of around £2500 per week, which could be around £130,000 over the course of the next year</p>

#### 4.5. Engagement with affected groups

Engagement on any proposed changes to the equivalency model and potential financial effects on clients will need a robust engagement process. Accessibility options for learning disabilities will also require to be prioritised.

#### 4.6. Ensuring engagement with protected groups

Communication to those in receipt of care that may be affected will be updated with the revised approval process.

#### 4.7. Evidence of engagement

Communication with staff and affected individuals will be undertaken if the proposal is approved.

#### **4.8. Overall Outcome**

Only Some Negative Impacts Can Be Mitigated.

It's clear that a reduction in allocated budget for packages could potentially lead to challenges. A change such as this which sees a lower equivalency level applied would mean a material change in some people's circumstances.

Engagement with staff and affected individuals will be key and communication will explain the revised funding allocation process. Support will be put in place to help people navigate the changes and also key messaging around the potential benefits of the proposals will be vital in addressing concerns.

#### **4.9. Improving Relations**

All relevant stakeholders will be kept informed of the change in process and the requirements to implement the new process.

#### **4.10. Opportunities of Equality**

It continues to enable clients to have choice and control in how they receive their care and support services.



## 5. Health Inequalities Impact Assessment

### 5.1. Health Behaviours

Indicator	Positive	Neutral	Negative	Unknown
Healthy eating		Yes		
Exercise and physical activity		Yes		
Substance use – tobacco		Yes		
Substance use – alcohol		Yes		
Substance use – drugs		Yes		
Mental health			Yes	

### 5.2. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
Mental health	<p>Potential impact on mental health of individuals who have their funding reduced or those who cannot afford to stay in their own home and so have to choose a long term residential care placement.</p> <p>Can be mitigated                      Yes</p> <p>Mitigation                      Support for individuals will be in place while throughout the process of financial assessment and allocation of care.</p> <p>Timescale                      Ongoing</p>
Mental health	<p>Change and upheaval can sometimes be challenging for those with a learning disability so clear, concise communication and rationale will be required to ease any potential issues that may arise.</p> <p>Can be mitigated                      Yes</p> <p>Mitigation                      Clear and concise messaging for those with a learning disability, made as accessible as possible utilising easy read information will be used to alleviate fears of service users and families.</p> <p>Timescale                      Ongoing</p>

### 5.3. Evidence

Type	Source	It says?	It Means?
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Type	Source	It says?	It Means?
Other Evidence	Service directories	Anyone affected will be provided with information on support services available while the financial assessment process is implemented. Information will be made as accessible as possible to account for cohort of learning disability clients who may be affected by potential changes to model.	All clients will have access to support services relevant to their needs.

## 5.4. Information Gaps

We have not been in a position to carry out engagement with those who may be affected by these changes.

## 5.5. Measures to fill Information Gaps

Measure	Timescale
Further engagement will need to take place to outline potential implications for those who may see differences in support model as a result of proposal, including accessible information for our learning disabilities cohort.	If proposal is accepted, engagement will take place asap.

## 5.6. Overall Outcome

Only Some Negative Impacts Can Be Mitigated.

Any material change in someone's allocated budget or care package can undoubtedly lead to anxiety and the potential for a negative effect on mental wellbeing.

Support services will be provided for clients and their relatives dependent on their needs. Due consideration will be required as to how the rationale behind the proposals is communicated to service users, while also promoting the potential benefits in greater choice and control and empowerment as a result of the proposed changes.

## 6. Action Plan

Planned Action	Details	
<p>Consultation with learning disability team colleagues and finance.</p>	<p><b>Lead Officer</b>  <b>Repeating Activity</b>  <b>Planned Start</b>  <b>Planned Finish</b>  <b>Expected Outcome</b></p> <p><b>Resource Implications</b></p>	<p>Laura Thom</p> <p>No</p> <p>Thursday February 08, 2024</p> <p>Thursday February 22, 2024</p> <p>We require to set an equivalency model for learning disability clients who meet the criteria to provide consistency across Aberdeenshire where people are choosing to have their care and support delivered in this model.</p> <p>Falls under day duties of the lead officer. Practitioner colleagues may need time away from regular duties to engage in consultation process.</p> <p>This is an indicative timeline which will be reviewed once an IJB decision has been taken and any dates will be confirmed subject to that</p>
<p>Engagement with those affected should the proposals be accepted will need to be considered.</p>	<p><b>Lead Officer</b>  <b>Repeating Activity</b>  <b>Planned Start</b>  <b>Planned Finish</b>  <b>Expected Outcome</b></p> <p><b>Resource Implications</b></p>	<p>Stephanie Duguid</p> <p>No</p> <p>Monday March 11, 2024</p> <p>Monday July 01, 2024</p> <p>Those who may be affected by these proposals will require any potential impacts to be communicated to them effectively and timeously.</p> <p>Consideration must be given to potential impacts on those with learning disabilities and accessible options produced.</p> <p>This is an indicative timeline which will be reviewed once an IJB decision has been taken and any dates will be confirmed subject to that</p>