

# Aberdeenshire Council

## Integrated Impact Assessment

### The rationalisation of the number of residential care facilities for older people operated by AHSCP

Assessment ID	IIA-001612
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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.

This proposal relates to the rationalisation of the number of residential care facilities for older people operated by AHSCP to ensure a fit for purpose, sustainable model for the future, with the proposal to close at least one care home to achieve £250,000 savings. This work will continue to develop the strategic direction to maximise residential capacity across Aberdeenshire.

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

- Equalities and Fairer Scotland Duty
- Health Inequalities
- Sustainability and Climate Change
- Town Centres First

In total there are 8 positive impacts as part of this activity. There are 5 negative impacts, of these negative impacts, 6 have been mitigated and 0 cannot be mitigated satisfactorily. The impact on 10 groups is not known, information is provided in the detailed sections of this document.

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?	Yes
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?	Yes
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?	NotSure
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	All Negative Impacts Can Be Mitigated
Equalities and Fairer Scotland Duty	All Negative Impacts Can Be Mitigated
Health Inequalities	All Negative Impacts Can Be Mitigated
Town Centre's First	No Negative Impacts Identified

## 4. Equalities and Fairer Scotland Duty Impact Assessment

### 4.1. Protected Groups

Indicator	Positive	Neutral	Negative	Unknown
Age (Younger)		Yes		
Age (Older)	Yes		Yes	
Disability	Yes		Yes	
Race		Yes		
Religion or Belief				Yes
	Will find out by: Further engagement work will need to be undertaken to fully understand the extent of this impact.			
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		Yes	
Low wealth				Yes
	Will find out by: Further analysis of available financial information will be undertaken in relation to residential placements in Aberdeenshire.			
Material deprivation				Yes
	Will find out by: Further analysis of available financial information will be undertaken in relation to residential placements in Aberdeenshire.			
Area deprivation				Yes
	Will find out by: Further analysis of available financial information will be undertaken in relation to residential placements in Aberdeenshire.			
Socioeconomic background				Yes

Indicator	Positive	Neutral	Negative	Unknown
	Will find out by: Further analysis of available financial information will be undertaken in relation to residential placements in Aberdeenshire.			

### 4.3. Positive Impacts

Impact Area	Impact
Age (Older)	Ensuring that we have a person centred model of care available, in buildings that are fit for purpose, accessible and sustainable within our current and future resources.
Disability	Ensuring that we have a person centred model of care available, in buildings that are fit for purpose, accessible that are sustainable within our current and future resources.
Low income	Ensuring that Aberdeenshire's care sector is built on financially viable, sustainable model with an appropriate balance of inhouse and private sector provision, ensuring access and enabling people on a low income to have a choice in where they live.

### 4.4. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
Age (Older)	<p>In determining a long term, sustainable and affordable model there may be a reduction in availability and choice of residential care settings for older people and may lead to an increase in unmet need. It is recognised that there may also be an impact on delayed discharges which may result in people waiting longer for suitable accommodation.</p> <p>Can be mitigated                      Yes</p> <p>Mitigation                      Further work will need to be undertaken as part of the strategic assessment, ensuring current and forecasted need is built into a future model. Proposals that are taken forward as a result of this piece of work will have individual impact assessments undertaken.</p> <p>Timescale                      To be confirmed.</p>

Impact Area	Details and Mitigation
Disability	<p>In determining a long term, sustainable and affordable model there may be a reduction in availability and choice of residential care settings for people with a disability and may lead to an increase in unmet need.</p> <p>Can be mitigated                      Yes</p> <p>Mitigation                      Further work will need to be undertaken as part of the strategic assessment, ensuring current and forecasted need is built into a future model. Proposals that are taken forward as a result of this piece of work will have individual impact assessments undertaken.</p> <p>Timescale                      To be confirmed.</p>
Low income	<p>Rationalisation of residential care settings may disproportionately impact on those with a low income as there may be a reduction in financially supported placements.</p> <p>Can be mitigated                      Yes</p> <p>Mitigation                      Further work will need to be undertaken as part of the strategic assessment, ensuring current and forecasted need is built into a future model. Proposals that are taken forward as a result of this piece of work will have individual impact assessments undertaken.</p> <p>Timescale                      To be confirmed.</p>

## 4.5. Evidence

Type	Source	It says?	It Means?
Other Evidence	Care Home Condition Survey and Investment Summary	Each care home should have a Condition Survey and Investment Summary report outlining the forecasted maintenance and investment required to maintain service delivery over a 5 year period.	There is an individual report that can be accessed for each of the care homes and at the next stage of the process these will be taken into consideration.

Type	Source	It says?	It Means?
Other Evidence	Health and Social Care Standards	<p>The Health and Social Care Standards set out what people should expect when using health, social care or social work services in Scotland.</p> <p>Standard One - I experience high quality care and support that is right for me</p> <p>Standard Two - I am fully involved in all decisions about my care and support.</p> <p>Standard Three - I have confidence in the people who support and care for me</p> <p>Standard Four - I have confidence in the organisation providing my care and support</p> <p>Standard Five - I experience a high quality environment if the organisation provides the premises.</p>	<p>The organisation needs to consider how people who use residential services will be involved in any agreed proposals. The five standards should be taken into consideration as part of the process.</p>

## 4.6. Information Gaps

Engagement with stakeholders has not taken in place in the development of the IIA. Engagement sessions would need to take place with all identified stakeholders using a variety of methods. A stakeholder analysis would need to be completed and stakeholders identified.

## 4.7. Measures to fill Information Gaps

Measure	Timescale
<p>Engagement would need to be undertaken with stakeholders including residents, relatives and staff members.</p> <p>A detailed engagement and communication plan would need to be developed and a variety of methods used including face to face stakeholder meetings and written updates.</p> <p>Information may be needed in an alternative format and some stakeholders may require additional support, this would need to be given consideration during the planning phase.</p> <p>Additional support would be sought, where appropriate, from advocacy, unions and HR colleagues.</p>	<p>Timescale to be determined and dependent on planning.</p>

## 4.8. Engagement with affected groups

As detailed within the IIA no engagement has taken place as yet. Details of engagement methods should the proposal be agreed are detailed in the IIA action plan.

## 4.9. Overall Outcome

All Negative Impacts Can Be Mitigated.

All identified negative impacts at this stage can be mitigated. Further work to be undertaken, including engagement with residents, families and staff, to fully understand all known and unknown (at this stage) negative impacts and associated mitigations. In addition, until we know which care home is closing and we have carried out engagement we can not fully understand the impacts as each home will have its own individual circumstances and mitigations.



## 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		Yes	

### 5.2. Positive Impacts

Impact Area	Impact
Mental health	The rationalisation of residential care settings should provide stability, continuity of staff, leading to consistency of care and an improved living environment which has the potential to impact positively on mental wellbeing and quality of life.

### 5.3. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
Mental health	<p>The rationalisation of residential care settings has the potential to create uncertainty and anxiety for residents, relatives and staff.</p> <p>Can be mitigated                      Yes</p> <p>Mitigation                      Consultation and engagement processes with all stakeholders should be undertaken from the earliest opportunity. Clear and transparent communication and engagement, making clear reasons and requirements for change and benefits to be brought.</p> <p>Timescale                      To be confirmed.</p>
Mental health	<p>The rationalisation of residential care settings has the potential to create uncertainty and anxiety for residents, relatives and staff.</p> <p>Can be mitigated                      Yes</p> <p>Mitigation                      The Employee Assistance Programme, who provide a wide range of care and support to staff including a 24/7 telephone support line.</p> <p>Timescale                      To be confirmed</p>

### 5.4. Evidence

Type	Source	It says?	It Means?
Other Evidence	Health and Social Care Standards	<p>The Health and Social Care Standards set out what people should expect when using health, social care or social work services in Scotland.</p> <p>Standard One - I experience high quality care and support that is right for me</p> <p>Standard Two - I am fully involved in all decisions about my care and support.</p> <p>Standard Three - I have confidence in the people who support and care for me</p> <p>Standard Four - I have confidence in the organisation providing my care and support</p> <p>Standard Five - I experience a high quality environment if the organisation provides the premises.</p>	<p>The organisation needs to consider how people who use residential services will be involved in any agreed proposals. The five standards should be taken into consideration as part of the process.</p>

## 5.5. Information Gaps

Engagement with stakeholders has not taken in place in the development of the IIA. Engagement sessions would need to take place with all identified stakeholders using a variety of methods. A stakeholder analysis would need to be completed and stakeholders identified. .

## 5.6. Measures to fill Information Gaps

Measure	Timescale
<p>Engagement would need to be undertaken with stakeholders including residents, relatives and staff members.</p> <p>A detailed engagement and communication plan would need to be developed and a variety of methods used including face to face stakeholder meetings and written updates.</p> <p>Information may be needed in an alternative format and some stakeholders may require additional support, this would need to be given consideration during the planning phase.</p> <p>Additional support would be sought, where appropriate, from advocacy, unions and HR colleagues.</p>	<p>Timescale to be determined and dependent on planning.</p>

## 5.7. Overall Outcome

All Negative Impacts Can Be Mitigated.

All identified negative impacts at this stage can be mitigated. Further work to be undertaken, including engagement with residents, families and staff, to fully understand all known and unknown (at this stage) negative impacts and associated mitigations. In addition, until we know which care home is closing and we have carried out engagement we can not fully understand the impacts as each home will have its own individual circumstances and mitigations.

## 6. Sustainability and Climate Change Impact Assessment

### 6.1. Emissions and Resources

Indicator	Positive	Neutral	Negative	Unknown
Consumption of energy	Yes			
Energy efficiency	Yes		Yes	
Energy source		Yes		
Low carbon transition		Yes		
Consumption of physical resources	Yes			
Waste and circularity	Yes			
Circular economy transition				Yes
	Will find out by: Clarify sustainability impacts and links to circular economy through tendering process etc			
Economic and social transition				Yes
	Will find out by: Seek further guidance on scale of potential impacts on Shire-wide basis from change in strategic direction (community benefits etc).			

### 6.2. Biodiversity and Resilience

Indicator	Positive	Neutral	Negative	Unknown
Quality of environment		Yes		
Quantity of environment		Yes		
Wildlife and biodiversity		Yes		
Infrastructure resilience		Yes		
Council resilience		Yes		
Community resilience		Yes		
Adaptation		Yes		

### 6.3. Positive Impacts

Impact Area	Impact
Consumption of energy	The rationalisation of residential care settings has the potential to reduce the number of inhouse facilities, concentrating on the more modern, fit for purpose estate and associated reduction in energy consumption.
Energy efficiency	The rationalisation of residential care settings has the potential to reduce the number of inhouse facilities, concentrating on the more modern, fit for purpose estate and associated reduction in energy consumption.

Impact Area	Impact
Consumption of physical resources	The consolidation of the inhouse residential care settings portfolio should lead to a reduction in the consumption of physical resources.
Waste and circularity	The consolidation of inhouse residential care settings should lead to a reduction in waste. Impacts on circularity unknown at this time.

#### 6.4. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
Energy efficiency	<p>There may be an increase in emissions as the consolidation of inhouse residential care settings provision in fewer locations may potentially lead to additional travel.</p> <p>Can be mitigated Yes</p> <p>Mitigation Further work would need to be undertaken to fully understand this impact and therefore how it could be or may not be mitigated.</p> <p>Timescale To be confirmed.</p>

#### 6.5. Evidence

Type	Source	It says?	It Means?
Other Evidence	Care Home Condition Survey and Investment Summary	Each care home should have a Condition Survey and Investment Summary report outlining the forecasted maintenance and investment required to maintain service delivery over a 5 year period. Energy performance information is also detailed within the report.	There is an individual report that can be accessed for each of the homes and at the next stage of the process these will be taken consideration.

#### 6.6. Information Gaps

Engagement with stakeholders has not taken in place in the development of the IIA. Engagement sessions would need to take place with all identified stakeholders using a variety of methods. A stakeholder analysis would need to be completed and stakeholders identified.

#### 6.7. Measures to fill Information Gaps

Measure	Timescale
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Measure	Timescale
<p>Engagement would need to be undertaken with stakeholders including residents, relatives and staff members.</p> <p>A detailed engagement and communication plan would need to be developed and a variety of methods used including face to face stakeholder meetings and written updates.</p> <p>Information may be needed in an alternative format and some stakeholders may require additional support, this would need to be given consideration during the planning phase.</p> <p>Additional support would be sought, where appropriate, from advocacy, unions and HR colleagues.</p>	<p>Timescale to be determined and dependent on planning.</p>

## 6.8. Overall Outcome

All Negative Impacts Can Be Mitigated.

All identified negative impacts at this stage can be mitigated. Further work to be undertaken, including engagement with residents, families and staff, to fully understand all known and unknown (at this stage) negative impacts and associated mitigations. In addition, until we know which care home is closing and we have carried out engagement we can not fully understand the impacts as each home will have its own individual circumstances and mitigations.

## 7. Town Centre's First Impact Assessment

### 7.1. Local Factors

Indicator	Positive	Neutral	Negative	Unknown
Town centre assets				Yes
	Will find out by: The economic impacts of the consolidation of inhouse residential care settings portfolio is unknown, further work will need to be undertaken to understand this impact.			
Footfall				Yes
	Will find out by: The economic impacts of the consolidation of inhouse residential care settings portfolio is unknown, further work will need to be undertaken to understand this impact.			
Changes to road layouts		Yes		
Parking		Yes		
Infrastructure changes				Yes
	Will find out by: Seek further clarity around any potential infrastructure changes from the Strategic Town Centre Executive.			
Aesthetics of the town centre		Yes		
Tourism		Yes		
Public safety		Yes		
Town centre business		Yes		
Cultural heritage and identity		Yes		
Social and cultural aspects		Yes		

### 7.2. Evidence

Type	Source	It says?	It Means?
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Type	Source	It says?	It Means?
Internal Data	Town Centre Health Checks	These provide an analysis of the factors that contribute to successful town centres. They are carried out annually for the main nine towns in Aberdeenshire - Banchory, Banff, Ellon, Fraserburgh, Huntly, Inverurie, Peterhead, Stonehaven, Turriff and Macduff is also included as the other regeneration town. Town centre health checks are also done for the eight academy towns every second year which are Aboyne, Alford, Kemnay, Laurencekirk, Mintlaw, Oldmeldrum, Portlethen and Westhill.	The town health checks present results to enable an understanding of the vitality and viability of the town centre. These will help us understand the impacts our decisions may have on individual town centres listed.

### 7.3. Information Gaps

Engagement with stakeholders has not taken in place in the development of the IIA. Engagement sessions would need to take place with all identified stakeholders using a variety of methods. A stakeholder analysis would need to be completed and stakeholders identified.

### 7.4. Measures to fill Information Gaps

Measure	Timescale
Engagement would need to be undertaken with stakeholders including residents, relatives and staff members. A detailed engagement and communication plan would need to be developed and a variety of methods used including face to face stakeholder meetings and written updates. Information may be needed in an alternative format and some stakeholders may require additional support, this would need to be given consideration during the planning phase. Additional support would be sought, where appropriate, from advocacy, unions and HR colleagues.	Timescale to be determined and dependent on planning.

### 7.5. Overall Outcome

No Negative Impacts Identified.

At this stage there have been no negative impacts identified. As work progresses individual IIA's for specific areas will be undertaken.

## 8. Action Plan

Planned Action	Details	
<p>To gather the views of key stakeholders by conducting planned engagement and communication. 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><b>Lead Officer</b></p> <p><b>Repeating Activity</b></p> <p><b>Planned Start</b></p> <p><b>Planned Finish</b></p> <p><b>Expected Outcome</b></p> <p><b>Resource Implications</b></p>	<p>Angela Macleod</p> <p>No</p> <p>Wednesday May 01, 2024</p> <p>Thursday October 31, 2024</p> <p>The aim of the engagement would be to gather the views of key stakeholders to help inform decision making.</p> <p>The project group would be required to develop an engagement and communication plan. The group would need to allow time and capacity to plan, deliver and complete all planned engagement. Additional resources are unknown at present.</p>
<p>If a council owned and operated building becomes surplus to requirements then a plan will need to be developed to determine the future of the building and its contents. Consideration will need to be given to the analysis of of the carbon impact and any mitigations that need to be in place to avoid impacting on the Council's footprint and targets for reduction. Timescale still to be determined.</p>	<p><b>Lead Officer</b></p> <p><b>Repeating Activity</b></p> <p><b>Planned Start</b></p> <p><b>Planned Finish</b></p> <p><b>Expected Outcome</b></p> <p><b>Resource Implications</b></p>	<p>Angela Macleod</p> <p>No</p> <p>Wednesday May 01, 2024</p> <p>Thursday October 31, 2024</p> <p>To develop a plan following the closure of a council owned building and its contents, including analysis of the carbon impact and any associated mitigations.</p> <p>Unknown at present. Action to be taken forward by the project lead / manager assigned to the proposal.</p>