

# Aberdeenshire Council

## Integrated Impact Assessment

### Review and consolidation of HSCP Leadership

Assessment ID	IIA-001611
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# 1. Overview

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

The Aberdeenshire HSCP management structure has not undergone a significant review since the Partnership's inception. A management and leadership review is a significant undertaking and the leadership structure of the HSCP should reflect how services are delivered. The changes envisaged to make the HSCP financially sustainable will be significant and may impact on the portfolio of HSCP services. Driving service change of this nature will require leadership and management resource.

It is proposed that a review of the leadership and management structure will be informed by the IJB's decisions around service reductions as well as a review of responsibilities currently being undertaken. The aim will be to gain the most efficient and effective model with managers across the HSCP assuming full and appropriately set levels of responsibility.

The consolidation of leadership and management of the HSCP will follow the organisational change processes of NHS and Council. The development of proposals will follow the agreement of service reductions and organisational change processes. A part year impact is envisaged in 2024/25 and full year in 2025/26.

During screening 1 of 10 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 1 out of 5 detailed impact assessments being completed. The assessments required are:

- Equalities and Fairer Scotland Duty

In total there are 0 positive impacts as part of this activity. There is 1 negative impact, the impact has been mitigated.

A detailed action plan with 1 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?	No
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?	No
Does this activity / proposal / policy impact on inequality of outcome?	No
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	All Negative Impacts Can Be Mitigated
Health Inequalities	Not Required
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
Sex	<p>Recognise that the members of the leadership team of the AHSCP are predominantly female therefore any restructure proposals may have a disproportionate negative impact on female postholders.</p> <p>Can be mitigated Yes</p> <p>Mitigation The staff undertaking the review will follow both the NHS and Council policies and procedures.</p> <p>Timescale TBC</p>

### 4.4. Evidence

Type	Source	It says?	It Means?
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Type	Source	It says?	It Means?
Internal Data	HR	Demographic of the wider management team in Aberdeenshire HSCP is predominantly female.	There may be a disproportionate impact on people with the protected characteristic - sex.

#### 4.5. Information Gaps

Consultation with wider staff team will be required as part of review as per the Council and NHS policies and procedures.

#### 4.6. Measures to fill Information Gaps

Measure	Timescale
Consultation with employees will take place at appropriate stages as per NHS and Council's policies and procedures.	TBC

#### 4.7. Engagement with affected groups

The wider leadership team have been informed of the review. Engagement will take place as part of the process and this section will be updated.

#### 4.8. Ensuring engagement with protected groups

The wider leadership team have been informed of the review. Engagement will take place as part of the process and this section will be updated.

#### 4.9. Evidence of engagement

The wider leadership team have been informed of the review. Engagement will take place as part of the process and this section will be updated.

#### 4.10. Overall Outcome

All Negative Impacts Can Be Mitigated.

The process will follow NHS and Council policies and procedures.

## 5. Action Plan

Planned Action	Details
Commence review process which will include consultation in accordance with NHS and Council policies and procedures.	<p><b>Lead Officer</b> Pamela Milliken</p> <p><b>Repeating Activity</b> No</p> <p><b>Planned Start</b> Wednesday May 01, 2024</p> <p><b>Planned Finish</b> Thursday October 31, 2024</p> <p><b>Expected Outcome</b> Wider management structure which will ensure effective leadership and support for the IJB and HSCP moving forward.</p> <p><b>Resource Implications</b> This will be implemented within existing budgets.</p>