

Section 4 Integrated Impact Assessment

Summary Report Template

Each of the numbered sections below must be completed

Interim report		Final report	x	(Tick as appropriate)
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1. Title of plan, policy or strategy being assessed

The provision of Therapeutic Services for Bereaved Children & Young People

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

There is the possibility of the service being delivered by a new Provider. The incumbent provider is Richmond's Hope. The service provides support to children and young people who are struggling to process a bereavement.

3. Briefly describe public involvement in this proposal to date and planned

There has been no public involvement as this is a targeted service for a discrete population. The young people, their families and referrers that have used the service delivered by the incumbent provider have previously been given the opportunity to comment on the services received.

4. Date of IIA: 16 Feb 2022

5. Who was present at the IIA? Identify facilitator, Lead Officer, report writer and any partnership representative present and main stakeholder (e.g. NHS, Council)

Name	Job Title	Date of IIA training	Email
Kerry Millar	Commissioning Officer	Dec 2021	kerry.millar@edinburgh.gov.uk
Karen Foster	Acting Deputy Principal for Psychological		karen.foster@ea.edin.sch.uk

Hannah Dobby	Services Procurement Specialist		Hannah.dobby@edinburgh.gov.uk
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6. Evidence available at the time of the IIA

Evidence	Available?	Comments: what does the evidence tell you?
Data on populations in need	Yes	The population in need is understood and defined in service specification. Referrals to the service can come from many sources.
Data on service uptake/access	Yes	The current Provider gathers data on referrals, uptake and service delivery including details on a waiting list.
Data on equality outcomes	No	Equality data is not currently routinely collected at point of referral. Although this could be requested from new Provider the outcomes of the service are not based on this information.
Research/literature evidence	Yes	Good practice guidance can be found at: http://www.childhoodbereavementnetwork.org.uk/Bereavement_Standards_final.indd (cruse.org.uk) A Bereavement Charter for Children and Adults in Scotland Support Around Death
Public/patient/client experience information	N/A	Due to the nature of the service, the subject matter and the young age of some of the children it is not deemed appropriate to undertake a 'client experience' exercise. The Provider will undertake outcomes focused work with each young person which can be shared with the Council upon request.
Evidence of inclusive engagement of service users and involvement	Yes	The incumbent service provider has engaged with service users and feedback is generally positive. However, engagement and feedback from sector Providers and referrers suggested changes to the delivery model and which have

Evidence	Available?	Comments: what does the evidence tell you?
findings		been included into the revised service specification.
Evidence of unmet need	Yes	The incumbent service provider has a waiting list for assessment despite meeting the contract target of supporting 50 young people per year.
Good practice guidelines	Yes	Good practice guidance can be found at: <u>http://www.childhoodbereavementnetwork.org.uk/Bereavement_Standards_final.indd (cruse.org.uk)</u> <u>A Bereavement Charter for Children and Adults in Scotland Support Around Death</u>
Environmental data	N/A	
Risk from cumulative impacts	N/A	The Terms and Conditions and Service Specification capture potential risks affecting aspects such as business continuity and financial risk and will be mitigated through the ongoing contract monitoring.
Other (please specify)	N/A	
Additional evidence required	N/A	

7. In summary, what impacts were identified and which groups will they affect?

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>Positive</p> <p>The service will enhance family support networks and protect grieving children and young people.</p> <p>Negative</p>	<p>Children, young people and their families who are supported by service</p>

If a new Provider is awarded the contract there is a risk of disruption to the therapeutic input to specific children and young people.	
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Environment and Sustainability Positive None identified Negative None identified	Affected populations
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Economic Positive None identified Negative It is possible that the award of new contract to a different provider will impact on the current workforce/organisation.	Affected populations Staff of current provider
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8. Is any part of this policy/ service to be carried out wholly or partly by contractors and how will equality, human rights including children’s rights , environmental and sustainability issues be addressed?

This service will be carried out by a contractor. The terms and conditions of the contract will cover the above issues whilst the service specification is underpinned by the principles of UNCRC and Getting it Right for Every Child.

Tender submission documents will include questions to mitigate any of the equality impacts identified. All tender documentation forms part of the contract, eg; accessibility, sustainability, business continuity and service delivery, for example.

9. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.

The Provider or referrer, where appropriate, will be required to ensure that any child or young person either waiting for a service, in receipt of a service or potentially considering a referral will be notified of the change in the most appropriate way for their specific support needs. This will be done in line with the Council's communications strategy and translation requirements.

- 10. Does the policy concern agriculture, forestry, fisheries, energy, industry, transport, waste management, water management, telecommunications, tourism, town and country planning or land use? If yes, an SEA should be completed, and the impacts identified in the IIA should be included in this.**

No

11. Additional Information and Evidence Required

If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.

12. Recommendations (these should be drawn from 6 – 11 above)

Equality, Health and Wellbeing and Human Rights

To ensure children and young people are not transferred between 2 Providers a three month handover period will be factored in to allow each child with the incumbent provider to finish their therapy whilst new referrals or those on a waiting list are picked up by the new Provider.

Economic

If the incumbent Provider does not receive the new contract the application of TUPE responsibilities may mitigate the economic impact on individuals and ensure their rights are not infringed. Incumbent Provider will undergo financial probate assessment to assess the risk of potential service change.

- 13. Specific to this IIA only, what actions have been, or will be, undertaken and by when? Please complete:**

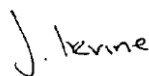
Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and contact details)	Deadline for progressing	Review date
Progress to Public Contracts Scotland notification	Hannah Dobby & Cameron Garland	March 2022	
Financial probity assessment	Hannah Dobby	March 2022	
Finalise the Specification	Kerry Millar & Karen Foster	March 2022	
Undertake Providers engagement event	Kerry Millar & Hannah Dobby	March 2022	
Notify colleagues and potential referrers on update of the Provider	Karen Foster & Kerry Millar	Upon completion of contract award	

14. How will you monitor how this policy, plan or strategy affects different groups, including people with protected characteristics?

Within the monitoring of the new contract.

15. Sign off by Service Director

Name Jackie Irvine



Date 03/03/2022

16. Publication

Send completed IIA for publication on the relevant website for your organisation. [See Section 5](#) for contacts.

Section 5 Contacts

- **East Lothian Council**

Please send a completed copy of the IIA to equalities@eastlothian.gov.uk and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via http://www.eastlothian.gov.uk/info/751/equality_diversity_and_citizenship/835/equality_and_diversity

- **Midlothian Council**

Please send a completed copy of the IIA to zoe.graham@midlothian.gov.uk and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via http://www.midlothian.gov.uk/downloads/751/equality_and_diversity

- **NHS Lothian**

Completed IIAs should be forwarded to impactassessments@nhslothian.scot.nhs.uk to be published on the NHS Lothian website and available for auditing purposes. Copies of previous impact assessments are available on the NHS Lothian website under Equality and Diversity.

- **The City of Edinburgh Council**

Completed impact assessments should be forwarded to Strategyandbusinessplanning@edinburgh.gov.uk to be published on the Council website.

- **City of Edinburgh Health and Social Care**

Completed and signed IIAs should be sent to Sarah Bryson at sarah.bryson@edinburgh.gov.uk

- **Edinburgh Integration Joint Board**

Completed and signed IIAs should be sent to Sarah Bryson at sarah.bryson@edinburgh.gov.uk

- **West Lothian Council**

Complete impact assessments should be forwarded to the Equalities Officer.