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| Author Responsible | Joyce Barclay |
| Author Title | Senior Officer |
| Author Department | Health and Social Care Partnership |
| Author Email | Joyce.barclay@dundeecity.gov.uk |
| Author Telephone | 01382433947 |
| Author Address | 5 City Square, Dundee |

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| Executive Director | Vicky Irons |
| Executive Director Title | Chief Executive Officer |
| Executive Director Department | Health and Social Care Partnership |
| Executive Director Email | vicky.irons@dundeecity.gov.uk |
| Executive Director Telephone | 01382 434000 |
| Executive Director Address | 5 City Square, Dundee |

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| Document Title | Living Life well and Living Life Your Way in Dundee |
| Document Type | Strategic Plan |
| New / Existing Document? | New |
| Document Description | This is a five year (2022-2027) strategic plan to support people with Learning Disability Strategy, to maintain to improve their quality of life and have better outcomes. The Plan is about adults who live in Dundee and as well as a small number of Dundee citizens who may have moved or been placed out with the city. The plan may have impacts on the workforce and wider partners like NHS Tayside and other agencies in the city as well as carers and young people with a learning disability. |
| Intended Outcome | To provide a Framework for supports and services for people with a learning Disability and people with a Learning Disability and autism in Dundee. |
| Document Start Date | 1/9/22 |
| Document End Date | 1/9/27 |
| How will the proposal be monitored? | Through regular consideration at Learning Disability Strategic Planning Group |

**Equality, Diversity & Human Rights**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Positive | No Impact | Negative | Not Known | Explanation of Impact / Mitigations / Unknowns |
| Age | x |  |  |  | People with LD are living longer as a result of health developments and Public Health Developments. This plan supports health and wellbeing activity to support longer healthier lives. People with Learning Disability have an earlier mortality than main population. |
| Disability | X |  |  |  | The plan will benefit people with Learning Disability who may also be affected by Neuro Devt Conditions or physical disability by supporting personalised care. |
| Gender Reassignment | X |  |  |  | The range of supports and services provided to individuals will include health and social care and support for individuals who plan to or have undertaken Gender Reassignment or have support needs related to gender identity. |
| Marriage & Civil Partnership |  | X |  |  | It is not anticipated that the plan will affect the workforce in this respect. |
| Pregnancy & Maternity |  | X |  |  | It is not anticipated that the plan will affect the workforce in this respect. Personalised care and support will provide individuals with relevant support in relation to this area. |
| Race / Ethnicity | X |  |  |  | The Plan is for all adults with a Learning Disability. Ongoing engagement activities may highlight Race/ethnicity issues for workforce and adults who are supported. Negative impacts that arise should be addressed with Actions in the action plan. |
| Religion or Belief | X |  |  |  | The Plan is for all adults with a Learning Disability. Ongoing engagement activities may highlight religion and Belief issues for workforce and adults who are supported. Negative impacts that arise should be addressed with Actions in the action plan. |
| Sex | X |  |  |  | More Males are currently known to services (?due to higher birth rate and ore identified as needing support)The plan is that Health Care and support is personalised which means that those identified as needing this support will have their sex taken into account when providing care.  The workforce is mainly female and this needs considered if any workforce plans impact women/men differently |
| Sexual Orientation | X |  |  |  | There is a growing understanding of the impact of non- heterosexual Sexual Orientation for people with a Learning Disability and this understanding coupled with personalisation and person-centred care will positively impact individuals. |

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| Are any Human Rights not covered by the Equalities questions above impacted by this report? | Yes |
| The nature of learning disability means that rights and freedoms may be restricted. The plan means that restrictions are less likely to occur due to personalised support and care.  This includes less likelihood of   * [torture and inhuman or degrading treatment](https://equalityhumanrights.com/en/human-rights-act/article-3-freedom-torture-and-inhuman-or-degrading-treatment)   And increased likelihood of   * [liberty and security](https://equalityhumanrights.com/en/human-rights-act/article-5-right-liberty-and-security) * [Respect for your private and family life, home and correspondence](https://equalityhumanrights.com/en/human-rights-act/article-8-respect-your-private-and-family-life) * [Freedom of expression](https://equalityhumanrights.com/en/human-rights-act/article-10-freedom-expression) * [Protection from discrimination in respect of rights and freedoms](https://equalityhumanrights.com/en/human-rights-act/article-14-protection-discrimination) | |

**Fairness & Poverty**

**Geography**

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| --- | --- | --- | --- | --- | --- |
|  | Positive | No Impact | Negative | Not Known | Explanation of Impact / Mitigations / Unknowns |
| Strathmartine (Ardler, St. Mary’s & Kirkton) | x |  |  |  | It is known that a higher portion of people with learning disability live in Dundee’s areas of multiple deprivation.  The actions for the Strategic Plan include connecting more with people in local communities in order to hear from local people with disability and their carers and understand their needs.  There is an intention that Cost of Living issues will be closely monitored and appropriate support given. |
| Lochee (Lochee / Beechwood, Charleston & Menzieshill) | x |  |  |  |
| Coldside (Hilltown, Fairmuir & Coldside) | x |  |  |  |
| Maryfield (Stobswell & City Centre) | x |  |  |  |
| North East (Whitfield, Fintry & Mill O’Mains) | x |  |  |  |
| East End (Mid Craigie, Linlathen & Douglas) | x |  |  |  |
| The Ferry | x |  |  |  |
| West End | x |  |  |  |

**Household Group**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Positive | No Impact | Negative | Not Known | Explanation of Impact / Mitigations / Unknowns |
| Looked After Children & Care Leavers | x |  |  |  | Care Leavers with a Learning Disability (including those leaving Residential Schools) will benefit from the work to ensure supports and services are optimised in the City. |
| Carers | x |  |  |  | Carers of adults will a learning disability will benefit from the person they care for having the right support at the right time. |
| Lone Parent Families |  | x |  |  |  |
| Single Female Households with Children |  | x |  |  |  |
| Greater Number of Children and/or Young Children |  | x |  |  |  |
| Pensioners – single / couple | x |  |  |  | There are potential benefits to carers who are over retirement age and to adults with LD over 65 who will benefit from the right care and support at the right time. |
| Unskilled Workers or Unemployed | x |  |  |  | People with a Learning Disability will be in this category of working age people. They will have support to seek employment or activity that is meaningful, or education and training. |
| Serious & Enduring Mental Health Conditions | x |  |  |  | Some people with a learning disability may also categorised in this group and will benefit from Health, Social work and social Care support |
| Homeless | x |  |  |  | The aim of this Strategic Plan is to provide the best support to all adults with a learning disability. The intention would be to prevent Homelessness and to resolve homelessness for adults affected by this. |
| Drug and/or Alcohol usage | x |  |  |  | The aim of this Strategic Plan is to provide the best support to all adults with a learning disability. The intention would be to prevent issues arising from Drug and alcohol use and to resolve issues and support adults affected by this. |
| Offenders and Ex-Offenders | x |  |  |  | The aim of this Strategic Plan is to provide the best support to all adults with a learning disability. The intention will be to work closely with Community Justice services to address concerns. |

**Socio-Economic Disadvantage**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Positive | No Impact | Negative | Not Known | Explanation of Impact / Mitigations / Unknowns |
| Employment Status | x |  |  |  | The actions in the plan will support people with LD to seek employment, volunteering and meaningful activity and sustain this. This will include working with Dundee College and Project Search.  In addition there is a great need for recruitment and retention of social care workers and actions will be planned around marketing and filling vacancies. |
| Education & Skills | x |  |  |  | The plan includes supporting skills training and re training of people with Learning disability in life skills and work skills. |
| Income | x |  |  |  | There will be work planned re income maximisation and work to avoid impacts of cost of living crisis. |
| Fuel Poverty | x |  |  |  | Included as part of above cost of living. |
| Caring Responsibilities (including Childcare) | x |  |  |  | Links with Dundee Carers Strategy actions.  Continue work with C&F re supporting parents with LD |
| Affordability and Accessibility of Services | x |  |  |  | Further work needed to scope out how people meet costs involved in outings including covering care workers expenses while out. |

**Inequalities of Outcome**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Positive | No Impact | Negative | Not Known | Explanation of Impact / Mitigations / Unknowns |
| Cost of Living / Poverty Premium |  | x |  |  |  |
| Connectivity / Internet Access |  | x |  |  |  |
| Income / Benefit Advice / Income Maximisation | x |  |  |  | There will be work planned re income maximisation and work to avoid impacts of cost of living crisis. |
| Employment Opportunities | x |  |  |  | Work with Dundee College and Project Search.  In addition, there is a great need for recruitment and retention of social care workers and actions will be planned around marketing and filling vacancies. |
| Education | x |  |  |  | Work with Schools re transition to adult life |
| Health | x |  |  |  | Public Health work is ongoing and LD Health team progressing initiatives. Planned annual health check to be delivered by Scottish Government. |
| Life Expectancy | x |  |  |  | Health work is anticipated to increase life expectancy of our target group. |
| Mental Health | x |  |  |  | Mental Health and wellbeing of our target group and of carers will be enhanced. |
| Overweight / Obesity | x |  |  |  | Healthy eating, ways of managing budget for healthy food. LD Health Professionals (including Dietitian) advise |
| Child Health |  | x |  |  |  |
| Neighbourhood Satisfaction |  | x |  |  |  |
| Transport |  | x |  |  |  |

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**Environment**

**Climate Change**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Positive | No Impact | Negative | *Not Known* | Explanation of Impact / Mitigations / Unknowns |
| Mitigating Greenhouse Gases |  | x |  |  |  |
| Adapting to the Effects of Climate Change |  | x |  |  |  |

**Resource Use**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Positive | No Impact | Negative | Not Known | Explanation of Impact / Mitigations / Unknowns |
| Energy Efficiency and Consumption | x |  |  |  | Individuals will be supported to manage their use of energy. In particular to manage costs but this will have a positive impact on energy use. |
| Prevention, Reduction, Re-use, Recovery, or Recycling of Waste | x |  |  |  | Individuals will be supported to recycle as required and requested through their tenancy arrangements. |
| Sustainable Procurement |  | x |  |  |  |

**Transport**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Positive | No Impact | Negative | Not Known | Explanation of Impact / Mitigations / Unknowns |
| Accessible Transport Provision |  | x |  |  |  |
| Sustainable Modes of Transport |  | x |  |  |  |

**Natural Environment**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Positive | No Impact | Negative | Not Known | Explanation of Impact / Mitigations / Unknowns |
| Air, Land and Water Quality |  | x |  |  |  |
| Biodiversity |  | x |  |  |  |
| Open and Green Spaces |  | x |  |  |  |

**Built Environment**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Positive | No Impact | Negative | Not Known | Explanation of Impact / Mitigations / Unknowns |
| Built Heritage |  | x |  |  |  |
| Housing |  | x |  |  |  |

**Strategic Environmental Assessment**

Use the [SEA flowchart](https://www.gov.scot/publications/strategic-environmental-assessment-guidance/pages/2/) to determine whether your proposal requires SEA.

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| --- | --- |
| No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environmental Assessment (Scotland) Act 2005 | **No further response needed** |
| It has been determined that the proposal will have no or minimal environmental effects. The reason(s) for this determination are set out in the following SEA pre-screening determination section | *SEA Pre-Screening Determination: Explain how you made the determination that the Plan, Programme or Strategy will have no or minimal negative environmental effect:* |
| Screening has determined that the proposal is unlikely to have any significant environmental effects. The reason(s) for this determination are set out in the Screening Report, a copy of which will be available to view at www.dundeecity.gov.uk/cplanning/sea | *Need to insert the ‘Summary of Environmental Effects’ from your SEA screening report* |
| Screening has determined that the proposal is likely to have significant environmental effects and as a consequence an environmental assessment is necessary. A Scoping Report, which will determine the scope of the environmental assessment is being prepared for submission to the statutory Consultation Authorities for consideration | *Need to insert the ‘Summary of Environmental Effects’ from your SEA screening report* |
| Screening determined that the proposal was likely to have significant environmental effects and as a consequence an environmental assessment was necessary. An Environmental Report has been prepared for submission to the statutory Consultation Authorities together with a draft Plan, Programme or Strategy for consideration. A copy of the Environmental Report will be available to view at www.dundeecity.gov.uk/cplanning/sea | *Environmental Implications: Describe the implications of the proposal on the characteristics identified:* |
| *Proposed Mitigating Actions: Describe any mitigating actions which you propose to take to overcome negative impacts or implications:* |

**Corporate Risk**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Positive | No Impact | Negative | Not Known | Explanation of Impact / Mitigations / Unknowns |
| Political Reputational Risk | x |  |  |  | The strategic plan is line with Scottish Government Policy and Human Rights |
| Economic / Financial Sustainability / Security & Equipment |  | x |  |  |  |
| Social Impact / Safety of Staff & Clients | x |  |  |  | Positive Social Impacts for target group and society as a whole. |
| Technological / Business or Service Interruption |  | x |  |  |  |
| Environmental |  | x |  |  |  |
| Legal / Statutory Obligations | x |  |  |  | Equality and human rights positive impacts |
| Organisational / Staffing & Competence | x |  |  |  | Workforce development and maintenance is integral to plan. |