

REPORT TO SOCIAL WORK AND HOUSING COMMITTEE – 10 NOVEMBER 2016

HOUSING AND ABERDEENSHIRE HEALTH AND SOCIAL CARE PARTNERSHIP – STRATEGIC LINKS

1 Recommendations

The committee is recommended to:

1.1 Note and comment on this report.

1.2 Approve the continued development of the strategic links between the Housing sector and the Aberdeenshire Health and Social Care Partnership (AHSCP) to contribute to the success of health and wellbeing improvement as set out in the AHSCP Strategic Plan and Commissioning (Implementation and Change Plan) (2016-17).

2 Background / Discussion

- 2.1 Aberdeenshire's Local Housing Strategy (LHS) supported by the evidence from the Housing Needs and Demand Assessment sets out the strategic planning to address the main issues and challenges in relation to Housing in Aberdeenshire. The 9 strategic outcomes of the LHS are interlinked and interdependent in the successful delivery of the provision of good quality housing and housing services.
- 2.2 The important and positive impact for an individual in appropriate Housing is recognised by the Aberdeenshire Health and Social care Partnership (AHSCP) and Housing has been fully involved in the strategic planning of the Partnership. The Housing Contribution Statement approved by the IJB in December 2015 now forms part of the Strategic Plan for Health and Social Care and was developed by Housing with its partners to articulate the housing sector's fundamental and valuable contribution to the Partnership.
- 2.3 Since the development of the Housing Contribution Statement, Housing has continued to work as an integral part of the strategic planning process within the AHSCP Strategic Planning Group to respond to the emerging challenges for the Partnership and to develop and identify its contribution to further enable independent living, prevent hospital admissions and alleviate delayed hospital discharges as well as contributing further to reducing health inequalities.
- 2.4 Essentially, the strategic planning and investment in Housing and the broader scope of the work of the LHS from the availability of good quality housing and housing services continues to contribute to improving health and wellbeing and makes an important contribution to the success of integrated health and social care.

- 2.5 Housing has ensured that its contribution is articulated within the strategic planning process of the AHSCP and that opportunities are taken to identify issues and learn from Partners to continuously revise and enhance the commitment to improved health and wellbeing in Aberdeenshire. The Housing action areas identified in the AHSCP (Implementation and Change Plan) (2016-17) reflect the strategic planning and the work of the Housing sector in contributing to achieving health and wellbeing improvement. (**Appendix 1**). Monitoring and evaluation is an integral part of the LHS structure through the Housing Management Team and the identified actions in the AHSCP (Implementation and Change Plan) (2016-17) will further be monitored by the AHSCP Partnership Manager (Central) and Chief Officer. The Partnership Manager is the AHSCP link with Housing across Aberdeenshire and will liaise with Housing staff to develop strategic links.
- 2.6 Future development of the Housing contribution within the strategic planning and delivery of the AHSCP will include establishing Housing's role in Locality Planning following the appointment of the Locality Managers. As the new localities develop it will be crucial for Housing to be involved in their development. The Housing sector have a vital role to play in contributing to the success of localities through existing Community Engagement and established groups such as Tenant Participation groups and Community Safety Groups as well as promoting and fostering existing good communication and networks between housing staff and partner agencies.
- 2.7 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and any comments have been incorporated.

3 Equalities, Staffing and Financial Implications

- 3.1 An equality impact assessment has been carried out as part of the development of the proposals set out above. It is included as **Appendix 2** and no impact has been identified.

Stephen Archer
Director of Infrastructure Services

Report prepared by Jennifer Stewart, Particular Needs Officer
Brian Watson, Acting Head of Housing (final)
Date 27th September 2016

Housing Actions for the AHSCP Implementation and Change Plan (2016-17)

Theme - Partners in health and social care

Strategic Priority 3: - Involving people as partners in their care; listening and responding to them.

Housing Action - Further development of tenure- neutral approach in housing adaptations provision to maintain independent living.

The role of housing adaptations in enabling independent living, allowing individuals to remain at home or in the community is well established. The proportion of older people living at home for longer is increasing and consequently people with long term needs and complex conditions will remain at home and require appropriate services. To address this challenge extensive work has been applied to the adaptations processes to improve and streamline the delivery of adaptations aiming to ensure equity of access, equity of service and standardised approaches to eligibility and priority across all tenures of Housing and with a person centred approach. Best value and procurement issues are an essential part of the scoping of the work on adaptations.

Strategic Priority 4: - Self-Care & Self – Management of long term conditions (LTC).

Housing Action - Complete scoping exercise to determine whether consideration is given to a person's housing situation as part of the Health & Social Care assessment process.

The scoping exercise will provide an opportunity to work with all relevant stakeholders to examine current processes and aims to bring further consideration with individuals on their overall Housing situation at an earlier stage.

Strategic Priority 5: Improving the way unpaid carers are recognised and supported.

Housing Action - Promote carer awareness training with housing staff

The role and value of Carers in enabling people to remain at home is recognised by the Housing service and the promotion of already established training used by other services within the Council will be extended to Housing staff to raise awareness and promote support for Carers.

Strategic Priority 6: Empowering the workforce to influence service decisions.

Housing Action – Review of the New Build Process in relation to Particular Needs.

The review of the new build process in relation to Particular Needs is underway to identify a more efficient and cost effective process which meets the requirements of Clients, Housing staff, Occupational Therapy staff and developers. Workshops have been arranged involving all the relevant stakeholders to inform the revised process.

Housing Action – Review of Care & Repair internal administrative processes

Housing adaptations are delivered through the Aberdeenshire Council Care and Repair service. The service is currently being developed further through completion of service improvement exercises which analyse each individual aspect of service delivery in order to streamline and improve efficiency of service covering both financial and client outcomes. The improvement process is strongly focussed on employees providing their opinions and suggestions on current

processes and procedures and providing input in to new improved ways of working to ensure outcomes are achieved. These exercises also include where applicable work to ensure adaptations move to a tenure neutral focus in regards to how Clients access the service.

Improvement exercises have been started with mapping exercises completed for:-

- Grant administration process from referral to approval of grant (tenure neutral work);
- Care and Repair file setup and recording of information for both grants and charitable fundraising;
- Care and Repair income maximisation service and charitable fundraising process;
- Care and Repair Officers visits pre/post referral from Occupational Therapy service;
- Care and Repair process for procurement of works to complete grant on behalf of client;
- Care and Repair Officer roles and responsibilities on works requiring Architects, Planning application and Building warrants.

Theme - The best of health and care for everyone

Strategic Priority 7: Reducing Health inequalities

Housing Action – Provision of new affordable homes that meet Housing for Varying Needs (Hfvn) as a minimum and also wheelchair standard homes.

All new build housing in Aberdeenshire is built to meet the aims of Housing for varying needs (Hfvn) standards. This approach, combined with the increasing alignment with Building Standard requirement to make homes accessible, helps ensure that Aberdeenshire Council affordable housing stock is designed to provide comfort, convenience, safety and security of occupants. By applying the appropriate design standards, homes can be more economically adapted to suit specific needs as and when occupants' abilities change.

Housing Action – Ensure a minimum of 15% of new build affordable homes are developed each year and existing stock is reconfigured for those with a particular need.

Importantly the diverse requirements of Particular Needs Clients are a strategic priority for Housing. Tackling the challenge of the changing and growing demographics is addressed by ensuring a proportion of the total number of new build affordable housing built is earmarked for Particular Needs Client groups.

Strategic Priority 8: Improving Health (smoking, alcohol, diet)

Housing Action - Improve general conditions standards of private sector housing stock through the Scheme of Assistance.

Improving the condition of private sector housing is a strategic priority for housing and with approximately 84% of properties in Aberdeenshire within the private sector this remains a considerable challenge. The Scheme of Assistance aims to improve the quality of private sector housing in Scotland through the provision of information and advice, practical assistance and financial assistance.

Strategic Priority 10: Primary Care, better access, continuity of care, making best use of practitioners' skills

Housing Action – Provision of independent housing advice, housing options and advocacy services.

The Scottish Government's Strategy and Action Plan for housing: 2011-2020: Homes fit for the 21st Century, recognises the requirement to ensure the needs of disabled people are reflected within national and local planning and housing investment processes. The Disabled Persons Housing Service (Houseability) provides help and support to disabled people throughout Aberdeenshire and provides a holistic approach from the One-Stop shop model to enable

thorough exploration of the complex and diverse needs of disabled people in accessing the appropriate Housing Option for them. The service is continuously developing to ensure alignment and support of the strategic priorities of the LHS and the AHSCP.

Housing Action – Review internal procedures between Occupational Therapists and Care and Repair team to ensure best use of Practitioners skills

These procedures are currently being reviewed as part of the service improvement exercises for adaptations with a focus on ensuring Practitioners skills are focussed on Clients' needs, with Care and Repair Officers involved when dealing with contractors and actual adaptation works. The work with regards to major adaptations has been completed and is now extended in to other tenures which should standardise working practices for the OT service across all tenures. Service improvement exercises have also started covering the internal procedures for the completion of Minor adaptations, again aimed at standardising working practices across all tenures and making best use of Practitioners skills.

Strategic Priority 11: Dementia: Early diagnosis, early intervention, treatment and care

Housing Action – Housing staff to undertake dementia awareness training

Housing can assist people living with dementia in several ways. The shift from acute to community-based settings ethos of integrated health and social care places an emphasis on the appropriate housing and housing services and communication with other services. Importantly dementia design, adaptations and assistive technology and Housing Support enable independence and quality of life for people with dementia and support the Scottish Government's Dementia Strategy. Care and Repair and Housing staff with appropriate training are well-placed to recognise indicators of change for individuals and to signpost to appropriate services at an earlier stage.

Strategic Priority 12: Reducing avoidable admissions to hospital

Housing Action – Provision of new Care and Repair Home Safe Initiative – Evidence of level 1 fall screening

The Scottish Government's National falls programme reports that falls in people over age 65 leads to the largest single presentation to the Scottish Ambulance Service and is responsible for one of the leading causes of A&E attendances and emergency bed days. Care & Repair Officers are in a position to work with Clients, Carers and family to have a proactive preventable approach to fall hazards. From the implementation of the Home Safe Initiative, evidence of Level 1 Falls screening will be carried out. The service will enable further preventative work such as signposting to other appropriate services at an early stage.

Theme - Effective care and treatment.

Strategic Priority 13: Timely, well managed discharge from hospital to home or homely surroundings

Housing Action – Increase the number of individuals given comprehensive housing options advice prior to discharge from hospital.

Developing Housing's response to assist with timely well managed discharge from hospital has evolved through inclusion in the work of the AHSCP Delayed Patient Discharge Group and an appreciation of the pressing issues and includes work on improving service and delivery for housing adaptations and work which involves earlier consideration of an individuals' overall Housing options. Discussion with Clients regarding their housing situation at as early a stage as is possible following admission to hospital has proved beneficial in identifying the required accommodation on discharge. Work is ongoing to improve and widen the scope of introducing consideration of Housing options at an early stage for individuals.

Strategic Priority 14: Identifying, treating and promoting recovery from mental health

Housing Action – Housing Needs Assessment to include increased recognition of mental health awareness.

Housing are working on several levels to contribute to the work of the Partnership on supporting people with mental health conditions. Homelessness prevention, access to Housing Support and the provision of appropriate, affordable Housing as well as access to Housing options advice and advocacy if required, dementia design and specialist provision housing. Work is ongoing currently to ensure consideration of Clients' mental health through the Housing Needs Assessment to inform the allocations process.

Strategic Priority 15: Identifying and taking steps to protect vulnerable adults

Housing Action – Encourage Housing staff to undertake appropriate level of adult protection training.

The appropriate training will be identified for raising awareness and promoting the development of knowledge and skills to provide care & Repair and Housing staff with the confidence to identify Adult protection issues and to signpost to appropriate services.

EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
Service	Housing Infrastructure
Section	Housing Strategy
Title of the activity etc.	Housing, Health and Social Care – Strategic Links
Aims of the activity	Housing’s developing contribution and strategic involvement to health and wellbeing improvement in Aberdeenshire.
Author(s) & Title(s)	Jennifer Stewart Particular Needs Housing (Strategic Development.)
Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Aberdeenshire Local Housing Strategy (2012-17); LHS Monitoring Aberdeenshire Council; Care and Repair data and customer satisfaction surveys;
Internal consultation with staff and other services affected.	Aberdeenshire Health and Social Care staff including Commissioning Services, Occupational Therapy and Care Management staff; Housing Options and Homelessness; Housing Tenancy Services; Private Sector Team and Care & Repair; Asset Management; Affordable Housing Team.
External consultation (partner organisations, community groups, and councils).	Registered Social Landlords; Houseability; Care Provider Inspire;
External data (census, available statistics).	Houseability data and customer satisfaction surveys; The Scottish Government’s Strategy and Action Plan for housing: 2011-2020: Homes fit for the 21 st Century; Scotland’s National Dementia Strategy 2013 -2016; The National Falls Programme – Scottish Government i-hub

Other (general information as appropriate).	None
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Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	Ongoing learning from Housing, Health and Social Care Partners.

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:
	Attendance at national Housing, Health and Social Care strategic planning.	April 2017
	Strategic Planning Group Aberdeenshire involvement.	April 2017

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.				
	Positive	Negative	Neutral	Unknown
Age – Younger			X	
Age – Older	X			
Disability	X			
Race – (includes Gypsy Travellers)			X	
Religion or Belief			X	
Gender – male/female			X	
Pregnancy and maternity			X	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			X	

Gender reassignment – (includes Transgender)			X	
Marriage and Civil Partnership			X	

Stage 6: What are the positive and negative impacts?		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	Older People – A focus on the changing and increasing demographics and on prevention and early intervention in service provision to enable independent living.	
	Disabled people - A focus on the changing and increasing demographics and on prevention and early intervention in service provision to enable independent living.	

Stage 7: Have any of the affected groups been consulted?	
If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?	Consultation for older people and disabled people through Care & Repair services, Age Uk, Houseability, Planning for the Future Group and Tenant involvement in Physical Disability Strategic Outcome Group (PDSOG). Housing Options consultation carried out through the Options Tenant Working Group.

Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?		
These should be included in	Mitigating Steps	Timescale

any action plan at the back of this form.		

Stage 9: What steps can be taken to promote good relations between various groups?	
These should be included in the action plan.	A commitment to good communication and ensuring effective working relationships.

Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?
The policy aims to reduce health inequalities by working with the AHSCP to improve health and wellbeing in Aberdeenshire.

Stage 11: What equality monitoring arrangements will be put in place?	
These should be included in any action plan (for example customer satisfaction questionnaires).	Monitoring of Local Housing Strategy (LHS) by the Housing Management Team; Monitoring of AHSCP (Implementation and Change Plan) (2016-17) by Partnership Manager (Central) and Chief Officer AHSCP.

Stage 12: What is the outcome of the Assessment?		
Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	There are no negative impacts from this report as it is concerned with work to reduce health inequalities and to improving health and wellbeing in Aberdeenshire.	
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	N/A	

	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen
	N/A	

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.
N/A

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Infrastructure Services – Housing Strategy	
	2) Title of Policy/Activity	Housing, Health and Social Care – Strategic links	
	3) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: Jennifer Stewart Position: Particular Needs Officer Date: 27 th September 2016 Signature: <input type="text"/>	Name: Alexander MacLeod Position: Housing Manager (Strategy) Date: 27 th September 2016 Signature:
		Name: Position: Date: Signature:	Name: Position: Date: Signature:
	4) Consultation with Service Manager	Name: Alexander Macleod Date: 27 th September 2016	
5) Authorisation by Director or Head of Service	Name: Brian Watson Position: Acting Head of Housing Date: 27 th September 2016	Name: Position: Date:	

	<p>6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee. e.g. Social Work and Housing Committee.</p>	<p>Date:</p>
	<p>7) EIA author sends a copy of the finalised form to: eia@abdnshire</p>	<p>Date:</p>
<p>(Equalities team to complete) Has the completed form been published on the website? YES/NO</p>		<p>Date:</p>