

AGENDA ITEM

7

Title/Subject: Strategic Plan 2019-2022
Meeting: Integration Joint Board
Date: 5 April 2019
Submitted By: Programme Manager
Action: For Decision

1. INTRODUCTION

- 1.1. The purpose of the report is to present the Integration Joint Board with the draft Strategic Plan 2019 - 2022 for approval. The report also summarises the process to develop the plan and presents supporting documents for information.

2. RECOMMENDATION

The Integration Joint Board is asked to:

- 2.1. note the contribution by members of the Strategic Planning Group in the development of the plan
- 2.2. approve the draft Strategic Plan attached at Appendix 1, subject to the financial statement being finalised
- 2.3. note the Consultation and Engagement report on the development of the Strategic Plan attached at Appendix 2
- 2.4. note the Equalities and Poverty Impact Assessment attached at Appendix 3
- 2.5. note that the draft revised Housing Contribution Statement will be presented to the IJB in September 2019, and the final version in December 2019
- 2.6. note that further work will take place to develop a refreshed Integrated Workforce Plan
- 2.7. note that directions to Falkirk Council and NHS Forth Valley will be developed and presented to the next Board for approval.

3. BACKGROUND

- 3.1. The Public Bodies (Joint Working) Scotland Act 2014 section 29 (1) requires Integration Joint Boards to produce a Strategic (Commissioning) Plan. This is in relation to the functions delegated to it by the Council and NHS Board. This will enable the IJB, through its Strategic Plan, to deliver on the priorities across the partnership area.

- 3.2. The Strategic Plan will describe how the IJB will plan and deliver services for the Falkirk area over the medium term, using the integrated budgets under their control. It will also set out how the IJB will deliver the national outcomes for health and wellbeing, and achieve the core aims of integration to:
- improve the quality and consistency of services for people and their families
 - provide seamless, integrated, quality health and social care services in order to care for people in their homes, or a homely setting, where it is safe to do so
 - ensure resources are used effectively and efficiently to deliver services that meet the needs of the increasing number of people with long term conditions and often complex needs, many of whom are older.
- 3.3. The Annual Performance Report provides a mechanism to report performance against the Strategic Plan. This will ensure that performance is open and accountable and sets out an assessment of performance in carrying out the integration functions. The first annual performance report for this iteration of the plan will be July 2020.

4. HSCP STRATEGIC PLAN 2019 - 2022

- 4.1. The Board has received reports on the development of the Strategic Plan 2019 - 2022 and participated in joint workshops held with the Strategic Planning Group (SPG). The draft Strategic Plan is attached at appendix 1 for approval. The process to develop the plan is set out below.
- 4.2. **Review of the Strategic Plan**
In completing a review of the current Strategic Plan, the Integration Authority must:
- have regard to the integration principles and national health and well-being outcomes
 - seek and have regard to the views of the SPG on:
 - the effectiveness of the arrangements for carrying out the integration functions, and
 - whether the Integration Authority should prepare a replacement Strategic Plan.
- 4.3. This was achieved at the joint workshop held on 4 May 2018 with the IJB and SPG members to discuss and seek views on the options for the review of the current plan. The workshop provided an opportunity to:
- to review the self-assessment completed on the Strategic Plan
 - identify areas for improvement or development from the national Audit Scotland review reports
 - consider fit with the Strategic Needs Assessment and identified gaps

- align priorities within the current Strategic Plan and emerging areas of policy and legislation.
- 4.4. The feedback from the workshop was a shared view that the vision and main strategic direction set out within the current Plan remained broadly relevant, with updates required to the local outcomes and priorities. The development of the new Plan has therefore been built on this as a foundation and ensures consistency of key messages to the public, workforce and partners. This also enables the Partnership to build on the whole system approach adopted over the period of the first plan.
- 4.5. The second joint workshop held on 3 August reviewed and proposed changes to the vision and local outcomes. It was agreed that local outcomes should describe clearly what we will achieve through integration, be measurable, with some refinement in wording to ensure there was clarity. The high level priorities for the Partnership were also identified.
- 4.6. The agreed vision and outcomes are:
- **Vision:** *to enable people in Falkirk HSCP area to live full and positive lives within supportive and inclusive communities*
 - **Outcomes**
 - **Self-Management:** Individuals, their carers and families can plan and manage their own health, care and well-being. Where supports are required, people have control and choice over what and how care is provided
 - **Safe:** High quality health and social care services are delivered that promote keeping people safe and well for longer
 - **Experience:** People have a fair and positive experience of health and social care, delivered by a supported workforce that are skilled, committed, motivated and valued
 - **Strong Sustainable Communities:** Individuals and communities are resilient and empowered with a range of supports in place that are accessible and reduce health and social inequalities
- 4.7. The third joint workshop on 2 November 2018 provided an opportunity for the IJB, SPG and leads for priority areas to further develop the emerging priority areas for the plan. These were agreed by the Board in December 2018 for consultation.
- 4.8. The Strategic Plan Co-ordinating Group members and leads for the priority areas have worked together to present information that summarises the evidence, provides an overview of current work and identified actions over the three year period of the plan.

4.9. Through this work there has been a refinement of the strategic priorities that are set out in the plan. These are:

- Deliver local health and social care services, including Primary Care, through enabled communities and workforce
- Ensure carers are supported in their caring role
 - Early intervention, prevention and harm reduction that:
 - improve people's mental health and wellbeing
 - improve support for people with substance use issues, their families and communities
- reduce the impact of health and social inequalities on individuals and communities
- Make better use of technology to support the delivery of health and social care services

4.10. **Strategic Needs Assessment**

In order to support the production of the Strategic Plan, a Strategic Needs Assessment (SNA) was produced to provide an understanding of the health and care needs of the local population. The needs assessment was extensive and covered a wide range of topics including demographics, life circumstances, risk factors, population health and service provision.

4.11. As the key messages from the 2016 SNA remain relevant given the short period of time since it was prepared, it was agreed to prepare a more focused update. This would sit alongside the original document to support the next iteration of the strategic plan. This included information on population, inequalities, housing, dementia, mental health, sensory impairment, community prescribing, substance use, Primary Care, end of life care, workforce, Third Sector and Unpaid Carers.

4.12. The following key issues have emerged from the needs assessment:

- Population projections show that working age groups (16-49 and 50-64 years) make up a smaller proportion of the population in 2041 than they do in 2016. The effect of this must not be underestimated as it is two-fold; a greater proportion of the population in the older age group categories could lead to a far greater requirement for health and care service provision, while a reduction in the working age population will ultimately reduce the number of people able to provide such services.
- Projections suggest that the Falkirk population will increase over the next 25 years, with the elderly population in particular seeing a large increase. With an increased population comes the potential for a greater number of deaths in any year, and consequently a greater number of older people dying. It also predicted a greater number of individuals with multiple long term conditions (LTCs) so there is the potential for both a greater number of deaths but also greater number of more complex deaths. It is essential that palliative and end of life care services are optimised to respond with this.

- In Falkirk, all cause mortality has been increasing for the most deprived areas (SIMD 1), and declining for the least deprived areas (SIMD 5). This shows that health inequalities in Falkirk not only exist, they are widening.
- Across the health and social care services in Falkirk there is an aging workforce with many staff potentially nearing retirement. Long term workforce planning will be essential to ensure future services are sustainable. This theme is particularly relevant in primary care where there is an anticipated shortfall in newly-qualified GPs combined with the fact that GPs often retire prior to state retirement age.
- Mental health is identified as a priority in the current strategic plan, and should remain a priority as it remains a challenge in terms of understanding the level of need. A large number of people suffering from minor mental health issues are unlikely to interact with services until they reach a crisis however conditions such as depression and anxiety can have an equally negative effect on health as long term physical health conditions.
- Alcohol and drugs remain a challenge in Falkirk. While alcohol related hospital admissions have fluctuated over the years, the number of alcohol related deaths have continued to decrease. The picture for drugs is more concerning with drug related hospital admissions consistently on the rise and the number of drug related deaths has tripled in Falkirk over the past decade.

4.13. The Board was advised at the August workshop of the emerging findings of the SNA and this was used as the basis for confirming the emerging priorities. The SNA has since been finalised and circulated to the IJB as an Information Bulletin and published online.

4.14. **Consultation and Engagement**

In preparing and publishing Strategic Plans, IJBs must ensure stakeholders, including the Strategic Planning Group, are fully engaged in the preparation, publication and review of the Plan, in order to establish a meaningful co-productive approach.

4.15. Over January and February 2019, consultation on the draft outcomes and priorities took place. This involved an online consultation which was widely circulated across the Partnership and to key partners. It was also promoted through the CVS eBulletin and the HSCP webpages. There were also presentations to key groups such as the Community Care and health Forum and the Public Partnership Forum.

4.16. A consultation feedback report has been produced and is attached at Appendix 2 for information. There were a total of 98 responses, and the majority of respondents (61%) staff, 31% public and 16% responded on behalf of an organisation.

4.17. The feedback has been positive. It shows that 66% of respondents agree or strongly agree with the vision; 75% completely or mostly in agreement that the changes to the outcomes align to the vision and strong support for the identified priority areas.

4.18. **Equalities and Poverty Impact Assessment**

An equalities and poverty impact assessment is required for the development of the Strategic Plan. This is attached at Appendix 3 for information.

4.19. **Housing Contribution Statement**

The IJB were updated on the progress of the first Housing Contribution Statement (HCS) at a meeting on 1 February 2019. This has been led by the HCS Steering Group. The HCS is a bridge between the Local Housing Strategy and the HSCP Strategic Plan.

4.20. Housing has an important role in support of the delivery of the strategic vision and outcomes. The priorities for the new HCS will be informed by the Local Housing Strategy 2017-2022 and the Rapid Rehousing Transition Plan. The draft HCS will be presented to the IJB in September 2019 and the final version in December for approval.

4.21. There will be continued priority in the new HCS on the housing needs of those with mobility issues and older people to assist them to remain in a homely setting. This will involve people and practitioners discussing current and future housing issues as early as possible in their health and social care journey.

4.22. This will inform the need for accessible housing through adaptations to current housing stock, provision of new build housing and support to sustain someone in a homely setting.

4.23. **Workforce Plan**

The Partnership published an Integrated Workforce Plan 2016-2019, with the strategic aim to support the delivery of the Strategic Plan through the development of the joint workforce.

4.24. The workshop discussions identified the workforce were key to deliver the ambitions of the Partnership, and there was a commitment to ensure they were supported, skilled and valued in the work that they do. This was reflected in the strategic outcome "Experience" and is identified across all four strategic priorities.

4.25. The recent publication of the Audit Scotland and Ministerial Strategic Group reports on the progress of integration identify the development of robust workforce plans as pivotal to the success of effective collaborative working arrangements in health and social care partnerships. This includes effective planning with partner organisations in the Third and independent sectors.

4.26. The Chief Officer report notes the requirement to complete a self-assessment against these reports. Taking this into account, alongside the planned work to enable the transfer of health services into the Partnership, it is proposed that the development of the workforce plan will be informed by these areas of work and presented to a future meeting for approval.

4.27. **Medium Term Financial Plan**

The Medium Term Financial Plan (MTFP) will set out the overall resources available to the Partnership to support delivery of the Strategic Plan. The plan will help to ensure that resources are directed to the delivery of IJB outcomes.

The aim of the plan is to ensure a more robust approach to financial planning, allowing co-ordination between service redesign and transformation and annual budgets. Such an approach is considered essential to facilitate delivery of the Strategic Plan and maximise the use of resources across the medium term. The MTFP will aim to plot out the path ahead.

The MTFP continues to be developed alongside the Strategic Plan and will be reported to the IJB at a future meeting.

4.28. **Directions**

The IJB has a statutory duty to issue Directions in line with its Strategic Plan. The Strategic Plan provides clarity to the constituent authorities (Falkirk Council and NHS Forth Valley) about what they are required to operationally deliver. The Board is asked to note that directions to Falkirk Council and NHS Forth Valley will be developed and presented to a future Board for approval.

4.29. **Strategic Planning Group**

The Strategic Planning Group has had a key role in the development of the Plan, and the Board is asked to note their work and contribution. They will continue to review the implementation of the plan and support the production of the Annual Performance Report.

5. CONCLUSIONS

- 5.1. The report sets out the process to prepare the Strategic Plan 2019 – 2022 for Board approval.

Resource Implications

Planning and performance capacity will be required from Falkirk Council and NHS Forth Valley to support the review process, engagement and consultation and refresh of the plan.

Impact on IJB outcomes and priorities

The report relates to the review of the Strategic Plan and will ensure the partnership is continuing to work towards local outcomes and priorities.

Legal and Risk Implications

The IJB will be compliant with the Public Bodies (Joint Working) (Scotland) Act 2014 as it has reviewed the plan, involving the Strategic Planning Group.

Consultation

Engagement and consultation has been undertaken through the process to refresh the Strategic Plan.

Equalities Assessment

An EPIA is attached to this report.

Approved for submission by: Patricia Cassidy, Chief Officer

Author: Suzanne Thomson, Programme Manager

Date: 26 March 2019

List of Background Papers:

Falkirk Health and Social Care Partnership

Strategic Plan
2019 - 2022

DRAFT

Communities
Supportive
Positive Lives
Enable
Inclusive

Foreword

Welcome from the Chief Officer and IJB Chair

We are pleased to present the second Strategic Plan for the Falkirk Health and Social Care Partnership (HSCP). This has been developed by the Strategic Planning Group, in consultation with people of Falkirk, staff and our communities.

The Strategic Plan 2016 - 2019 was our first integrated health and social care plan. It set out the direction of travel the Falkirk Integration Joint Board wanted to make over 3 years. The plan recognised the scale of transformational change that was required and the context for services and partners about what could be achieved.

Over the past 3 years, there have been a number of service improvements. For example we have worked with adults who have used our day services to transform what type of support is available to them. We have done this with support from partners, such as the Community Trust and In Control Scotland. This collaboration has resulted in more young adults accessing a different range of leisure and community activities. Many positively describe the difference this has made to them.

We will continue this work to enable further positive changes to the way we deliver services. This Plan outlines our priorities and our commitment to improving outcomes for people living in the Falkirk HSCP area.

We anticipate we will be able to increase the pace of transformational change with the transfer of NHS operational services planned from 2019. We will develop integrated locality teams that will have a focus on enabling people to live at home, or in a homely setting, with services that empower them.

To do this, we will continue to work with communities, Third and Independent Sector partners and Community Planning Partners to ensure our combined efforts achieve the results for people that this plan aims to deliver.

We hope you find this plan ambitious and interesting as we work towards achieving our strategic vision and local priorities.

Chief Officer

IJB Chair

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Introduction

About the Strategic Plan 2019 - 2022

The Strategic Plan outlines how we will deliver adult health and social care services in Falkirk over the next 3 years 2019 - 2022. It aims to set out the improvements we will make.

The Strategic Plan sets out how the Integration Joint Board (IJB) will plan and deliver services for the Falkirk area, using the integrated budgets under our control. The Plan will set out how we will deliver the national outcomes for health and wellbeing, and achieve the core aims of integration to:

- improve the quality and consistency of services for patients, carers, service users and their families
- provide seamless, integrated, quality health and social care services that care for people in their homes, or a homely setting, where it is safe to do so
- ensure resources are used effectively and efficiently to deliver services that meet the needs of the increasing number of people with long term conditions and often complex needs, many of whom are older.

Much has changed since the first plan was published in 2016. There has been the implementation of the Carers (Scotland) Act 2016; introduction of national integration priorities; a range of new policy and planning requirements and continued impact of demographic changes and budget pressures on services.

In the main we have been able to respond to these changes as they have fitted well with our vision and priorities. The new plan has been developed with an understanding of local needs, what people have told us about services and new policy and legislation. The plan provides an opportunity to better reflect these new requirements in our work. The 'Strategic Context' section provides more information.

NHS Forth Valley and Falkirk Council provide a range of health and social care services that are reflected in their respective strategic and operational plans.

The IJB and the Strategic Planning Group will oversee the Plan's progress. The HSCP will prepare an Annual Performance Report that will set out our progress in delivering the Plan. This report is published in July each year. The first report relevant to this plan will be in July 2020.

About the Integration Joint Board (IJB)

NHS Forth Valley and Falkirk Council adopted the “body corporate” model of integration. This means we have established the Falkirk Integration Joint Board. The Board is a distinct legal and decision-making body. It plans and decides how health and social care services are delivered in line with the Strategic Plan. It then directs NHS Forth Valley and Falkirk Council to work together in partnership to deliver health and social care services based on their decisions, making best use of available resources. The [membership of the IJB](#) is prescribed in legislation, and includes:

- Council elected members
- NHS Board non-executive members
- Professional Advisors
- Service user, Carer, Third Sector and staff representation.

The arrangements for health and social care integration are outlined in [Falkirk's Integration Scheme](#).

The Board meetings are held in public and all our reports are published [online](#).

About the Falkirk Health and Social Care Partnership

The Falkirk Health and Social Care Partnership (HSCP) has been set up in response to the requirements of the Public Bodies (Joint Working) (Scotland) Act 2014. This Act is often called the integration legislation.

“At its heart, health and social care integration is about ensuring that those who use services get the right care and support whatever their needs, at any point in their care journey”.

Health and social care services and functions are delegated by NHS Forth Valley and Falkirk Council to the Falkirk Health and Social Care Partnership. This is referred to as the ‘Partnership’ or ‘HSCP’.

The Partnership directly provides some services like homecare, residential and day care services. There are also social care services which are contracted from the third and independent sectors, such as carers support, short breaks and nursing care homes.

Engagement with people is at the heart of everything we do. The IJB and Strategic Planning group has a wide representation and we will continue to make sure that as we develop our locality plans over the year we continue this approach.

Partnership Working

The HSCP is a strategic partner within the Falkirk Community Planning Partnership and makes a significant contribution to the CPP's Strategic Outcomes and Local Delivery (SOLD) Plan in a leading capacity:

- People live full and positive lives within supportive communities (outcome)
- Improving mental health and wellbeing (priority).

The Partnership also makes a distinct contribution to a number of other priorities and outcomes within the SOLD plan.

The IJB is also a Community Justice partner, and the Chief Officer represents the IJB on the Falkirk Community Justice Partnership (CJP). People with lived experience of Community Justice Services often have a range of needs. These require partnership working between the IJB and CJP to ensure people access and make use of relevant services to address their range of needs.

Falkirk Alcohol and Drug Partnership (ADP) is a multi-agency partnership that aims to reduce the harm caused by the use and misuse of substances within our communities. The ADP oversees a broad range of activity to support individuals and communities. There are good links between the ADP and the HSCP, with alignment through the Strategic Plan priority for substance use.

The partnership has established forums with the Third and Independent sectors, with sectors represented on a range of service planning groups. This approach builds on positive working arrangements with the sector.

Locality Plans

The Partnership has identified three locality areas for service planning and delivery purposes. This is required in the integration legislation and is reflected in the Community Empowerment Act. Our locality areas are aligned to the GP clusters:

- 1. West:** Denny, Bonnybridge, Larbert and Stenhousemuir
- 2. Central:** Falkirk town
- 3. East:** Grangemouth, Bo'ness and Braes

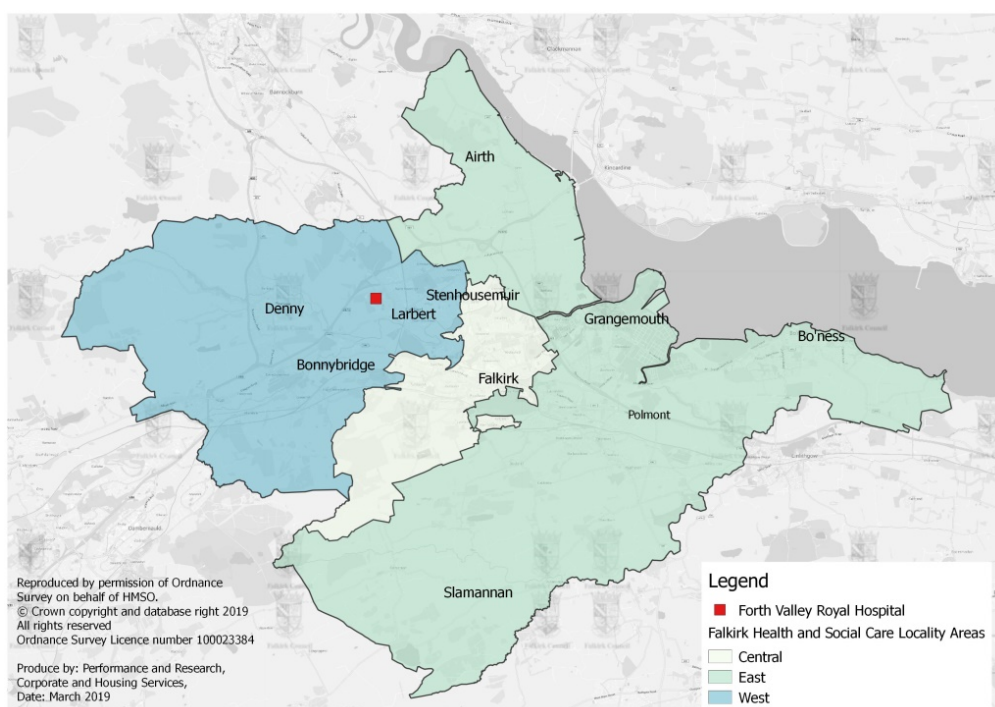
The Partnership has developed [Locality Profiles](#) for each of these areas. The profile presents a 'picture' of current need and demand in each of the areas. These will be used to inform locality discussions and further analysis will be done as required.

Locality working provides the opportunity for the partnership to design integrated services and realign resources to deliver the Strategic Plan. This will also include working alongside our partners and their plans. This includes the Community Planning Partnership (CPP) Strategic Outcomes and Local Delivery (SOLD) Plan. In developing our locality structures we will align with the work being led by the CPP to:

- co-produce locality plans
- design integrated and localised services, including health improvement and prevention support
- build community capacity to improve health and wellbeing outcomes, and address health inequalities.

These locality plans will show how the Strategic Plan is being implemented at a local level to ensure services respond to the priorities, needs and issues of communities.

1. West
2. Central
3. East



Why change is required

We plan to change the way we will deliver health and social care services to improve people's health and wellbeing. Over the next 3 years we will focus on providing services that support recovery, reablement and rehabilitation and supports more people to remain independent in their own homes.

The Partnership will use our combined resources in a more effective, efficient and person-centred way. We need to do this to address the challenges we face. By working in an integrated way we will be better placed to respond to the increased demand on services within our available resources. We need to respond to what people tell us about their experiences of services, and what changes are needed.

The Partnership recognises that many of the changes we aim to deliver are transformational and will be achieved over a much longer term than the 3 years of the plan. The plan maintains a focus on prevention, early intervention and to enable people to be at the centre of decisions that affect them and supports them to self-management and have control.

By building on the work done over the period of our first plan, and keeping the same strategic direction, we will be better placed to have the right range of interventions available to help people in the best possible way. These will be high quality, responsive, promote independence, improve health and well-being and promote equality of access.

We will continue to work with people, communities, Third and Independent sectors, partners and academic bodies to deliver solutions to meet their needs. Our ambition is to design the right services, delivered in the right place, at the right time to meet their needs.

Our Challenges

The Partnership faces some significant challenges over the 3 years of the plan. This is the same for many other partnerships across Scotland. These include:

- increasing demand for health and social care services that is expected to continue
- people are increasingly living longer into old age, and therefore there is an increase in people living with multiple and complex conditions
- changes in the population mean we also have an ageing workforce - we also have challenges with recruitment and retention of posts across the workforce
- rising numbers of people with mental health and well-being concerns
- health and social inequalities in our communities
- numbers of adults and older people going into care home where alternative solutions might have been better options
- reducing numbers of people who use services and their carers saying they feel supported
- pressures managing the Partnership budget with growing demands on it
- fluctuating performance in supporting peoples timely discharge home from hospital

Our Opportunities

- the Partnership has long-established positive relationships with the Third, Independent and Community Planning Partners
- grow and sustain our community assets
- dedicated and experienced staff who are committed to working together with people who use services, carers and families and communities. Through integration there will be opportunities to review the skill mix of staff and make best use of resources by avoiding duplication
- Partnership Funding is available to support innovation and transformation through a range of pilots and tests of change
- strengthened links with the acute services at Forth Valley Royal Hospital to support the Unscheduled Care Programme across the whole health and social care system
- use our buildings differently

Vision, Outcomes and Priorities 2019 - 2022

This section summarises the Strategic Plan vision and outcomes we aspire to deliver. The priorities in the plan, alongside the delivery of health and social care services, will deliver the vision. They will also enable the transformational change that will be needed to deliver integrated services.

The Partnership has refined the 5 outcomes from the first plan. This was based on feedback from people about what matters to them:

- people are able to quickly access high quality support when they need it
- people have access to information, support and services locally available
- people are at the centre of their care and their personal outcomes are met
- people and communities are involved, enabled and empowered
- workforce are supported and valued and have access to learning and development opportunities to meet expectations on them.

Our Vision is:

Our Strategic Outcomes

1

Self-Management

Individuals, their carers and families can plan and manage their own health, care and well-being. Where supports are required, people have control and choice over what and how care is provided

2

Safe

High quality health and social care services are delivered that promote keeping people safe and well for longer

3

Experience

People have a fair and positive experience of health and social care, delivered by a supported workforce that are skilled, committed, motivated and valued

4

Strong sustainable communities

Individuals and communities are resilient and empowered with a range of supports in place that are accessible and reduce health and social inequalities

Our principles

To complement our outcomes, under-pinning principles for the Falkirk Health and Social Care Partnership were also agreed and are set out in the Integration Scheme:

- putting individuals, their carers and families at the centre of their own care by prioritising the provision of support which meets the personal outcomes they have identified as most important to them
- recognising the importance of encouraging independence by focusing on reablement, rehabilitation and recovery
- providing timely access to services, based on assessed need and best use of available resources
- providing joined up services to improve quality of lives
- reducing avoidable admissions to hospital by ensuring that priority is given to strengthening community based supports
- sharing information appropriately to ensure a safe transition between all services
- encouraging continuous improvement by supporting and developing our workforce
- identifying and addressing inequalities
- building on the strengths of our communities
- planning and delivering health and social care in partnership with community planning partners
- working in partnership with organisations across all sectors e.g. Third sector and independent sector
- communicating in a way which is clear, accessible and understandable and ensures a two way conversation.

Our Priorities

The HSCP will continue much of the work already started through the first plan. Our new plan for 2019 - 2022 identifies priorities that will be of specific focus to the Partnership.

These are areas in which we need to make significant changes, progress or investment during the period of the plan. Focussing on these priorities will collectively contribute to our strategic outcomes. These priorities are:

- 1 Deliver local health and social care services, including Primary Care, through enabled communities and workforce
- 2 Ensure carers are supported in their caring role
- 3 Early intervention, prevention and harm reduction that:
 - improve people's mental health and wellbeing
 - improve support for people with substance use issues, their families and communities
 - reduce the impact of health and social inequalities on individuals and communities
- 4 Make better use of technology to support the delivery of health and social care services



Our Priorities in More Detail

1 Deliver local health and social care services including Primary Care, through enabled communities and workforce



What we are already doing

Within the Partnership we have continued to develop new relationships with people, communities, our workforce and other stakeholders to put people at the centre of decisions about their care and support.

We intend to build on the success to date by working with people who use our services to redesign them. People are living longer and we need to find new ways to support people to remain active citizens.

There are inequalities within our local communities. We aim to address this by working with our partners to prevent and reduce the impact of poverty, promote equality of access, and improve health and wellbeing. Equality is at the heart of everything that we do.

Primary Care Transformation Programme

There are three key strands of the Transformation Programme:

- Urgent Care GP out of hours
- primary care
- mental health in primary care.

The Primary Care Improvement Plan for Forth Valley 2018 - 2021 identifies how additional funds will be used in line with the Contract Framework and outlines how services will be introduced to establish an effective multi-disciplinary team model at GP Practice and Cluster level.

Locality Planning

We are organising our health and social care services within 3 locality areas (see page 7). There are three established locality groups, which have had an initial focus for professionals to network and improve joint working across statutory, private and Third sectors.

As Locality Managers take up their posts, these locality groups will develop their membership to include people and communities from different backgrounds. They will work together to develop locality plans for their area.

Community Development

The Partnership has started work on a Community Led Support (CLS) initiative with the National Development Team for Inclusion (NDTI). They work with communities and health and social care professionals to support innovation and change in health and social care. By working together the intention is to design a health and social care service that works for everyone.

The principles the partnership will adopt through this work are:

- coproduction brings people and organisations together around a shared vision
- there has to be a culture based on trust and empowerment
- there is a focus on communities and each will be different
- people are treated as equals, their strengths and gifts built on
- bureaucracy is the absolute minimum it has to be
- people get good advice and information that helps avoid crises
- the system is responsive, proportionate and delivers good outcomes.

Through this 18 month programme, CLS in Falkirk will give us the opportunity to introduce innovation to how we deliver services – designed and driven by practitioners along with local partners and members of the community. CLS will

help us build on what is already working, joining up good practice and strengthening common sense, empowerment and trust.

How do we know that this is a priority?

The integration legislation requires the Partnership to establish localities. There are three localities in the Falkirk HSCP. The Scottish Government published [Localities Guidance](#) reinforcing the importance of localities.

The Community Empowerment (Scotland) Act 2015 provides a new legal framework for community planning. It also creates new rights for community bodies and places new duties on public bodies. The Act aims to improve outcomes achieved as a result of public services and has a significant emphasis on addressing disadvantage and inequality. The HSCP will continue to build on the existing strong links with the CPP. The Partnership leads on one strategic outcome and one priority for the CPP SOLD Plan.

Participation with communities lies at the heart of community planning. CPPs must support community bodies to participate in all parts of the process, in the development, design and delivery of plans and in review, revision and reporting progress.

Support Primary Care Transformation

The move towards a new General Medical Services (GMS) Contract is set against a background of ongoing sustainability issues recognising that less doctors are choosing to become GPs and over 50% of our current GPs in Forth Valley are over 50, with 23-25% aiming to retire or significantly reduce their clinical commitment in the next 3-5 years.

Palliative and End of Life Care

The Scottish Government's Strategic Framework for Action on Palliative and End of Life Care (SFA) states that by 2021 everyone in Scotland who requires palliative care will have access to it. Within Falkirk we aim to provide palliative and end of life care within a homely setting respecting individuals' choice. We aim for the majority of people with palliative and end of life care needs to be given the choice of completing an Anticipatory Care Plan, ReSPECT or similar document. These will facilitate sensitive and important conversations with individuals and their families.

Outcome Focussed Rehabilitation and Reablement

It is recognised that multi-disciplinary and multi-agency rehabilitation and reablement improves outcomes, self-management and meets the demands of the Scottish Government 20:20 vision ensuring people stay at home or in a homely setting for as long as possible. Within Falkirk we will embed the reablement approach across all services.



2 Ensure carers are supported in their caring role



What we are already doing

There is a productive partnership with the Carers Centre, carers, Social Work Adult Services, Children's Services, NHS Forth Valley and the Third Sector. This group has overseen the programme of work to implement the Carers Act legislation, and deliver a range of services to support carers. This work includes:

- [Local Eligibility Criteria for Unpaid Carers](#) implemented in April 2018
- A [Falkirk Short Breaks Services Statement](#) published in January 2019
- Adult Carer Support Plans (ACSP) and Young Carers Statement (YCS) involve carers in the planning and design of their support
- Provision provided by partners includes:
 - Short Breaks/respite
 - advice and information
 - Practical support
 - emotional support
 - Training and Learning
 - benefits assistance
 - future planning
 - emergency planning
- Carers Strategy published in April 2019.

How do we know that this is a priority?

The Carers (Scotland) Act 2016 came into effect on 1 April 2018. The Act extends and enhances the rights of carers. The new legislation helps to ensure better and more consistent support for both adult carers and young carers so that they can continue to care, if they so wish, in better health and to have a life alongside caring.

The Falkirk HSCP [Unpaid Carers Needs Assessment](#) looked at what was currently known about carers in Falkirk, as well as service provision. It considered the factors that will impact on demand for support and informed the development of the Carers Strategy.

- Applying prevalence rates from the Scotland's Carers 2015 report, in Falkirk there may be over 22,000 (22,274) adult (16+) and 864 young carers (aged 4-15). This would mean there could be over 8,000 'hidden' carers
- Carers are more likely to have health conditions and perceive their health as poorer than non-carers
- Less than half of carers felt supported to continue caring and that the services for the person they cared for were well coordinated
- There is a growing aging population, many living with long term conditions. The potential for the number of people providing unpaid care in turn is likely to increase.
- The 2011 Census showed there is a greater proportion of carers in the most deprived areas
- In Falkirk, the highest number of carers and proportion of the population providing unpaid care was in the East locality.

3 Focus on early intervention, prevention and harm reduction



What we are already doing

Health and Social Inequalities

Health and social inequalities are the unfair and avoidable differences in people's health and social care between different population groups. Some of the groups that are most at risk of experiencing inequality are people with long term health conditions, mental health issues, people affected by substance use and people living in deprived areas.

Falkirk Council and the Community Planning Partnership have recently refreshed Falkirk's Strategy to address the impact of poverty Towards a Fairer Falkirk 2019 - 2024.

NHS Forth Valley's Health Improvement Strategy A Thriving Forth Valley 2017-2021 also identifies priorities, which are relevant to health inequalities. The action plans and programmes of delivery are being progressed by community planning partners, including the HSCP. The imminent review of the Falkirk SOLD will provide an opportunity to review and enhance existing programmes to ensure the health improvement strategy outcomes can be achieved

Specific programmes and projects currently in place or being developed in Falkirk include:

- Keep Well Forth Valley – supporting people experiencing deprivation
- Social Inclusion Programme (SIP) – focussed work with people with very chaotic lifestyles
- Rapid Rehousing Transition Plan – including Housing First.

Mental Health and Wellbeing

The implementation of the mental health priorities within the previous Falkirk Strategic Plan continue to be taken forward. The HSCP is lead for the mental health and well-being priority in the CPP SOLD Plan. The group leading on this priority is reviewing the Delivery Plan to ensure this is consistent with the national Mental Health Strategy and local initiatives. The Partnership oversees the use of Scottish Government funding that is made available to implement the national strategy. There are specific projects in place that are supported by these funds.

The Partnership has undertaken significant work to ensure that the wide range of mental health and wellbeing services across Falkirk are effectively commissioned in line with local need. This work recognises the close links and overlap in mental health provision and other areas e.g. substance use and children and young people.

Substance Use

Falkirk Alcohol and Drug Partnership (ADP) supports local delivery of the national Drug And Alcohol Treatment Strategy [Rights, Respect And Recovery](#).

The strategy supports the aims and outcomes identified in the CPP SOLD Plan in relation to reducing the harms related to substance misuse.

There are a wide range of opportunities across Falkirk which offer individuals and their families options for treatment and recovery. This includes:

- a dedicated family support service
- an early intervention service for young people
- recovery cafes - attendances at recovery meetings are increasing across the area and Forth Valley Recovery Community is flourishing
- a specialist Alcohol Related Brain Injury Service.

The Falkirk ADP, with the Partnership, has given a commitment to review services for people with a substance misuse problem. This will look at how services are provided in Falkirk across a range of partners including adult social care, children services and NHS. It will pick on work that has recently been undertaken through a strategic needs assessment and look at how those issues might be addressed. This allows us to identify where improvements need to be made with those services as

well as where we have gaps. Additionally it will inform how we allocate resources to service provision across the Falkirk area.

The ADP will ensure a review of governance is undertaken in preparation for a new Memorandum of Understanding (MoU) between the Scottish Government and Council of Scottish Local Authorities (COSLA). It is anticipated that this new MoU will reaffirm the role of local ADPs but without being specific about local arrangements for governance. This will recognise different functions of IJBs across the country and the different community planning arrangements.

How do we know that this is a priority?

Health Inequalities

The Scottish Government's National Health and Wellbeing Outcomes state that health and social care services will contribute to reducing health inequalities.

In Falkirk, all cause mortality has been increasing for the most deprived areas and declining for the least deprived areas. This shows that health inequalities in Falkirk, not only exist, they are widening.

Estimates suggest that there is a 6.4 year difference of life expectancy at birth between men in Falkirk's most deprived 15% and least deprived 85% population. A difference of 2.3 years is estimated for females for the same measure.

In Falkirk, 24,458 households are affected by long term health problems or disability. Over 50% of welfare reforms affect people with a disability.

There are 3 national requirements relevant to improving health and tackling health inequalities. NHS Forth Valley is required to report on these by the Scottish Government and is currently developing action plans with partners to take forward:

- NHS Forth Valley Socio-economic Duty
- NHS Forth Valley – Mitigating the effects of Welfare Reform
- NHS Forth Valley – Local Children's Poverty Action Report

Mental Health and Wellbeing

Mental Health is an umbrella term used to encompass both mental health problems/illness and mental wellbeing. The Scottish Government estimate that approximately 1 in 4 people will experience some form of mental health issue in their lifetime.

There is a high likelihood that many people who are experiencing mental health issues will not interact with any services in their time of crisis. Therefore a substantial proportion of the population may be dealing with mild to severe mental health issues at any one time with no professional or informal supports.

The Scottish Government has made mental health one of its public health priorities and recently published a 10-year vision for Mental Health in Scotland (2017-2027).

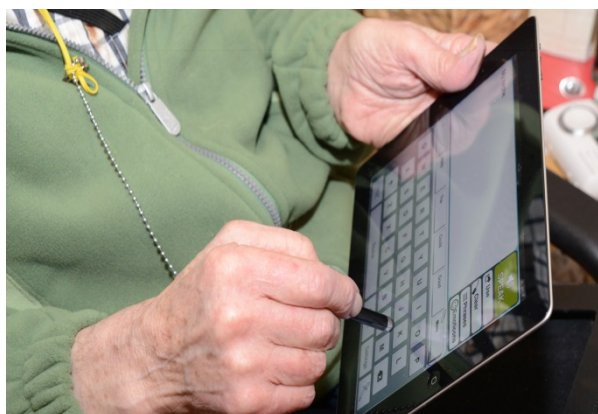
Substance Use

Forth Valley Alcohol and Drug Partnership (ADP) completed a detailed [Needs Assessment in 2018](#). It estimated that 4.7% (7,526) of Falkirk residents were alcohol dependant with 199 individuals accessing treatment. It also estimated that 1.6% (2,610) of Falkirk residents were problem drug users with 732 individuals accessing treatment.

At a national level it is estimated that drug misuse costs society £3.5 billion a year whilst the impact of alcohol misuse is estimated to cost £3.6 billion a year. Combined, this is around £1,800 for every adult in Scotland.



4 Make better use of technology to support the delivery of health and social care services



What we are already doing

The national Digital Health and Care Strategy identifies service transformation and the contribution of digital technology to reshape and improve services, support person-centred care and improve outcomes. The strategy also identifies the need to use data effectively. This can be used to maximise the benefits of information to drive service improvements.

Technology Enabled Care (TEC) and Telehealth are important areas of development. These incorporate the range of equipment and devices used to enhance provision and directly support people and also the infrastructure required to support the use of advancing technology.

A range of TEC and Telehealth is currently used across health and social care services. This includes the use of mobile devices to enable people to access clinical support remotely and also a range of specialist devices and equipment such as GPS trackers, movement sensors and alarms. These can help people to remain at home safely.

Digital technology is also being used to enable a mobile and flexible workforce. This provides more opportunities to deliver services in different ways.

Partners across Forth Valley have worked together to produce a Technology Enabled Care Strategic Map. This provides a high level statement of intent and overview of organisational ambitions and priorities. The document highlights two key areas of development:

- providing care closer to home
- preventing ill-health and minimising delays.

We have recently established a Falkirk Digital Health and Social Care strategic group. This group is made up of key stakeholders from the Partnership, NHS Forth Valley and Falkirk Council. Over the short term the group will develop a Falkirk digital strategy that will dovetail with the overarching strategies of NHS Forth Valley and Falkirk Council.

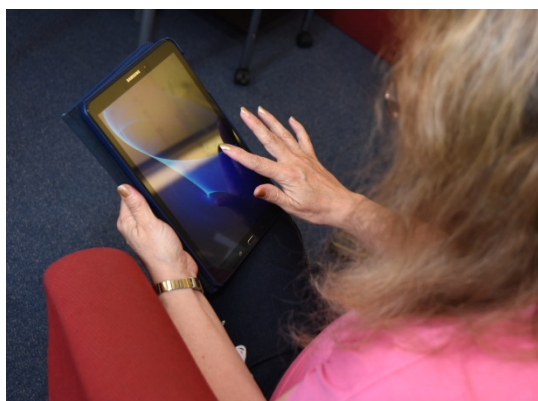
How do we know that this is a priority?

[Scotland's Digital Health and Care Strategy](#) sets out how we will work collaboratively to maximise the potential of technology to reshape and improve services, support person-centred care and improve outcomes.

'Digital technology has the potential to change the face of health and social care delivery.'

Scottish Parliament Health and Sport Committee report on Technology and innovation in health and social care

Digital technology is key to transforming health and social care services so that care can become more person-centred, empowering people to self-manage and live more independently.



Action Plans 2019 - 2022

The following section presents 3 year action plans for each of the Strategic Plan priorities.

The Strategic Planning Group will support the IJB to monitor the implementation of the Plan. In addition they will provide their views and advice to the IJB on any emerging plans, programmes of work and service redesign related to the Plan.

The IJB will receive regular reports on key areas of the Strategic Plan and other relevant plans. The Annual Performance report will set out the progress of the Health and Social Care Partnership in delivering these priorities.

Priority 1: Deliver local health and social care services, including primary care, through enabled communities and workforce

Priority Outcomes	Actions	Timescale
Integrated locality based teams and approaches are in place	<ul style="list-style-type: none"> Ensure frailty assessment in community is the norm Enable the right short term support at home through agile community care and support Coordinate community support with less duplication and a more efficient support model Deliver an effective community model of care including effective response services, recovery and reablement services and community supports Ensure timely access to specialist rehabilitation Develop an approach to formal supports that is 'realistic' and personal outcome focussed 	Year 1
Primary Care Transformation is delivered	<ul style="list-style-type: none"> Implement Primary Care Transformation Improvement Plan Put in place different professional roles in general practice to meet peoples primary care needs Put in place a range of community self support services that appropriately redirect people from the GP Implement Transformation of Community Nursing Services and Reablement Services 	Year 1 – 3
Empower more people and communities to support themselves	<ul style="list-style-type: none"> Develop and embed Community Led Support model Test and embed community hubs to enable early access to support and advice Involve unpaid carers where possible in the full service user journey Enable the public to access information and navigate the local systems of support when needed Ensure 'home first' approach is the norm at times of health and care transition Develop a partnership approach to volunteering 	Year 2
An Integrated Workforce Plan is developed and implemented	<ul style="list-style-type: none"> Review Partnership Integrated Workforce Plan 2016 - 2019 Finalise the profile of HSCP workforce to inform the integrated Workforce Plan Develop and implement an Integrated Workforce Plan Develop approaches to recruit and retain workforce 	Year 2
An Integrated Learning and Development Plan is developed and implemented	<ul style="list-style-type: none"> Complete Partnership skills matrix and training needs assessment Develop and promote accessible programme of training Encourage and support workforce to progress personal and professional development Ensure the workforce have access to information about, and are involved in, service developments and improvements 	Year 1 – 3

Priority Outcomes	Actions	Timescale
Effective communication arrangements are in place, including the key messages	<ul style="list-style-type: none"> ▪ Develop a communications plan for the Partnership ▪ Ensure clear and well communicated access points to services and supports are available ▪ Develop public messages and awareness raising programmes on a range of topics for people, communities and staff ▪ Review and refresh Participation and Engagement Plan ▪ Co-ordinate consultation and engagement and provide feedback about how input has been used 	Year 1
Effective systems are in place to facilitate communication between people, services and partners	<ul style="list-style-type: none"> ▪ Develop systems and process to enable effective communication and sharing of information ▪ Ensure there is appropriate information governance in place across the Partnership ▪ Improve use of technology to help people access information and services ▪ Promote Living Well Falkirk ▪ Ensure information on Living Well Falkirk is up-to-date ▪ Explore how to make better use of social media across Partnership 	Year 1–3

Priority 2: Ensure carers are supported in their caring role

Priority Outcomes	Actions	Timescale
Implement Carers Strategy	<ul style="list-style-type: none"> ▪ Embed adult carer support plans within standard practice ▪ Improve coordination of the services that support carers ▪ Support the development of informal networks within communities ▪ Develop the use of technology and Technology Enabled Care to support carers ▪ Ensure Partnership workforce is carer aware and able to respond to carers' needs ▪ Embed effective data collection across the Partnership 	Year 1 – 3
Carers are engaged and informed	<ul style="list-style-type: none"> ▪ Review and improve the ways that carers are involved in service design and develop how we gather feedback, for example through engagement with the Carers Forum ▪ Explore and develop how we reach hidden carers, for example engaging with organisations that will help us reach black and ethnic minority carers ▪ Ensure Partnership systems and processes are understood and accessible for carers ▪ Improve the visibility and accessibility of support for older carers 	Year 1 – 3
Services for carers are commissioned based on evidenced need	<ul style="list-style-type: none"> ▪ Understand service landscape for carer support ▪ Align local services and support with Carers Strategy ▪ Ensure accessibility to a range of carer support services 	Year 1

Priority 3: Focus on early intervention, prevention and harm reduction

Priority Outcomes	Actions	Timescale
National Mental Health Strategy is implemented	<p>Commissioning</p> <ul style="list-style-type: none"> Develop a Mental Health Commissioning Plan Embed whole systems method of commissioning services with appropriate governance and monitoring <p>Service Provision</p> <ul style="list-style-type: none"> Explore and establish better referral pathways and processes Increase the range of early intervention and prevention activity Identify deficits in provision for particular groups, including substance use Identify people who are not engaged in services and what support they require Develop the use of e-Health solutions to manage mental health services complex and demand Develop a tiered approach to provision that diverts people from ED whose needs can be met elsewhere Reduce Police time spent accompanying vulnerable people to hospital Standardise the process for Care Programme Approach (CPA) across the system where clinically appropriate <p>Dementia</p> <ul style="list-style-type: none"> Implement an integrated dementia service Review and put in place a range of community based dementia support <p>Suicide</p> <ul style="list-style-type: none"> Implement the National Suicide Strategy Ensure strategic awareness of trends within the Falkirk area Review and develop crisis provision for vulnerable people and their families/friends <p>Performance</p> <ul style="list-style-type: none"> Develop a mental health performance framework Improve performance in achieving national targets for mental health services <p>Workforce</p> <ul style="list-style-type: none"> Develop the mental health workforce Plan and support the introduction of the Primary Care Development plan Undertake workforce planning for community and mental health services 	Year 1 - 2

Priority Outcomes	Actions	Timescale
Alcohol and Drug Partnership will align with local evidenced need	<p>Support people with Alcohol Related Brain Injury (ARBI)</p> <ul style="list-style-type: none"> Ensure that current programmes are supporting people to maximise their potential within their own communities Develop treatment services specifically to support people at home, and their families Ensure we are diagnosing people with ARBI and then offering appropriate support to recover Raise awareness of the causes and effects of ARBI and that these are treatable <p>Challenge harmful perceptions of norms within our communities</p> <ul style="list-style-type: none"> Ensure the message of 'no alcohol no risk' during pregnancy is consistently communicated by all services as a way of preventing Foetal Alcohol Spectrum Disorder Be clear and consistent in our messages of minimising risk in terms of consumption of alcohol and drugs Support the extension of social norms to other key groups e.g. young people, women, older people etc. Review the impact of social norms programmes in a variety of settings and groups 	Year 1

Priority Outcomes	Actions	Timescale
Partners will work together to address the determinants of health and social inequalities	<ul style="list-style-type: none"> ▪ Enable the workforce to be skilled and confident in identifying and responding to health inequalities issues ▪ Embed health inequalities identification and provision of additional / targeted support services or signposting ▪ Develop collective thinking, planning and delivery between HSCP and CPP partners ▪ Work with partners to understand and effectively use data evidencing health and social inequalities ▪ Support specific targeted initiatives such as Housing First ▪ Develop awareness raising programmes about health inequalities for people, communities and staff ▪ Test and develop Community Link Work programme within locality areas, as part of the Primary Care Transformation Programme ▪ Develop resilience and capacity within locality areas ▪ Support the development of community and third sector organisations ▪ Improve knowledge about the impact of lifestyle choices and develop consistent approach to Health Improvement messages <p>Reduce social isolation and loneliness</p> <ul style="list-style-type: none"> ▪ Scope how resources are currently used within localities ▪ Develop the existing resource on key information for staff ▪ Support community networks and support people to access these 	Year 1–3

Priority 4: Make better use of technology to support the delivery of health and social care services

Priority outcomes	Actions	Timescale
A HSCP Technology Enabled (TEC) Care Strategy will be developed and implemented	<ul style="list-style-type: none"> Establish a multi-agency TEC strategic group Understand current use of TEC across partnership Engage with people, carers and communities about the use of TEC Develop and implement Partnership strategy through a Partnership action plan 	Year 1
Access to TEC in localities will be widened	<ul style="list-style-type: none"> Identify and build-on what already works well and develop options for tech solutions within localities Ensure wide partner engagement, including Forth Valley College and Economic Development Establish locality based, multi-agency Hub model with access to a range of services without a consultation/appointment Support development of skills and confidence in use of TEC at home Develop and support volunteer roles to support TEC in communities, including intergenerational education opportunities with young people 	Year 2
TEC enabled infrastructure will be developed	<ul style="list-style-type: none"> Conclude options appraisal about a digital upgrade Upgrade central phone systems to provide additional functionality Improve staff use of technology and access to digital records across the Partnership Develop TEC solutions focussing on access to service, prevention and reassurance 	Year 2
TEC enabled workforce will be supported	<ul style="list-style-type: none"> Identify workforce training requirements Develop and implement skills development programme as component of the Integrated Workforce Plan 	Year 1 - 3

The table below aligns the Strategic Plan priorities to the nine national health and wellbeing outcomes and integration priorities.

HSCP Priorities	National Health and Wellbeing Outcomes									Integration Priorities
										
	1	2	3	4	5	6	7	8	9	
Deliver local health and social care services, including Primary Care services that are able to respond to people and communities	✓	✓	✓	✓	✓	✓	✓	✓	✓	Reduce occupied hospital bed days associated with avoidable admissions and delayed discharge
Ensure carers are supported in their carer role	✓	✓	✓	✓	✓	✓	✓	✓	✓	Increase provision of good quality, appropriate palliative and end of life care
Early intervention, prevention and harm reduction that: <ul style="list-style-type: none"> Improve people's mental health and wellbeing Improve support for people with substance use issues, their families and communities Minimise the impact of health inequalities on individual and communities 	✓	✓	✓	✓	✓	✓	✓	✓	✓	Enhance Primary Care
										Reflect delivery of the new Mental Health Strategy
										Support delivery of agreed service levels of alcohol and drugs partnership work
										Ensure provision of the living wage to adult care workers and plan for sustainability of social care provision
Make better use of technology to support the delivery of health and social care services	✓	✓	✓	✓	✓	✓	✓	✓	✓	Continue implementation of Self Directed Support
										Prepare for commencement of the Carers (Scotland) Act on 1 April 2018

National Health and Wellbeing Outcomes

The Scottish Government has nine national health and wellbeing outcomes to improve the quality and consistency of services for individuals, carers and their families, and those who work within health and social care.

1		People are able to look after and improve their own health and wellbeing and live in good health for longer
2		People, including those with disabilities or long term conditions or who are frail, are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community
3		People who use health and social care services have positive experiences of those services, and have their dignity respected
4		Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services.
5		Health and social care services contribute to reducing health inequalities
6		People who provide unpaid care are supported to look after their own health and wellbeing, including to reduce any negative impact of their caring role on their own health and wellbeing
7		People who use health and social care services are safe from harm
8		People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide.
9		Resources are used effectively and efficiently in the provision of health and social care services

Integration Priorities

1		Reduce occupied hospital bed days associated with avoidable admissions and delayed discharge
2		Increase provision of good quality, appropriate palliative and end of life care
3		Enhance primary care provision
4		Reflect delivery of the new Mental Health Strategy
5		Support delivery of agreed service levels for Alcohol and Drugs Partnerships work
6		Ensure provision of the living wage to adult care workers and plan for sustainability of social care provision
7		Continue implementation of Self Directed Support
8		Prepare for commencements of the Carers (Scotland) Act 2016 on 1 April 2018

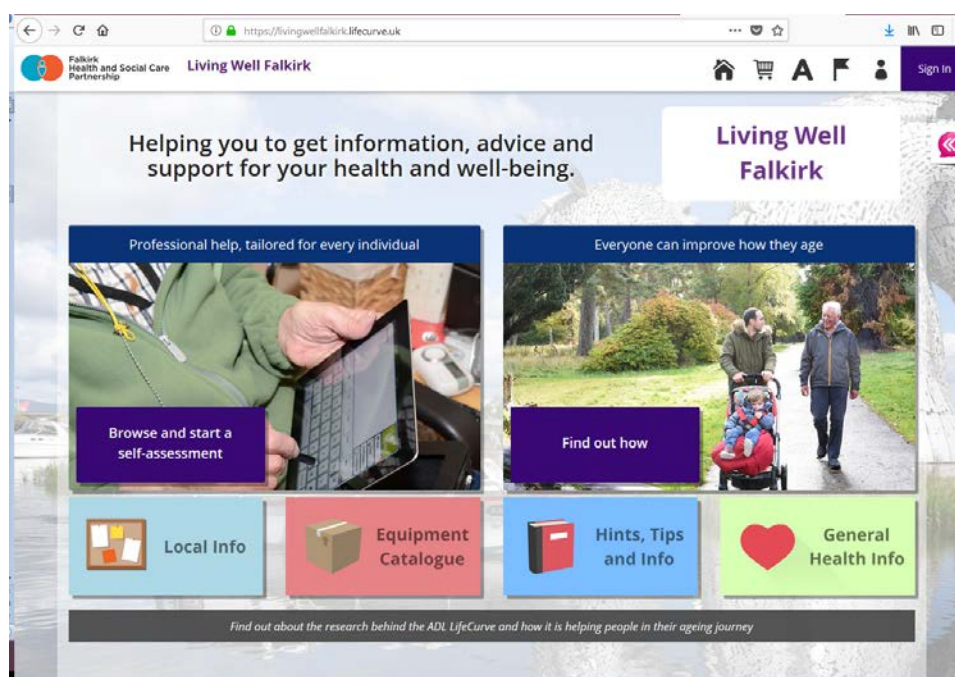


Review of Strategic Plan 2016 - 2019

The HSCP has made good progress across a number of priorities set out in our first Strategic Plan. Progress is set out in more detail in our [Annual Performance reports](#) and progress is reported aligned to the outcomes of the Plan:

Self-Management

- **Support for Carers** across a range of services is in place, including the implementation of the Carer's Act
- Development and co-ordination of **Reablement Services** to support people to regain their independence including:
 - Developed a Reablement Pathway
 - Successful Discharge to Assess (D2A) pilot
 - Establishment of the Reablement Project Team, building on the D2A pilot
 - Increased bed capacity for intermediate care
- **Living Well Falkirk** is a guided self management web based service offering people in Falkirk area an opportunity to find support, advice and solutions about their health and wellbeing
- **Enhanced Dementia Team** is a multi-agency team incorporating Alzheimer's Scotland Post Diagnostic Support Workers, nursing staff from the Dementia Outreach Team (DOT) and Social Work, with supervision from a Consultant Psychiatrist



Autonomy and Decision-Making

- Improved access to **Palliative and End of Life Care** to ensure that timely, appropriate and accessible services are available at end of life
- **Enhanced Community Team and GP Fellows** support people to remain at home by delivering enhanced care in the community when people are unwell. This involves coordinated health care to meet individual needs, and can prevent hospital admission or support discharge home. The team operates 24 hours a day over 7 days a week.
- **Moving Assistance Project** and **Adapting for Change** projects have assisted older people and people with a disability to access information about moving homes. They also reviewed processes for the provision of housing adaptations to enable people to stay in their own homes.
- **Public Awareness of Adults with Incapacity campaign** has been in place to increase the numbers of people with Power of Attorney. There has also been good progress to address the issue of high numbers of people delayed in their discharge from hospital as a result of the Guardianship process. Both of these areas of work have involved working with Solicitors for Older People.
- **Anticipatory Care Plans** are in place and have a focus on prevention, anticipation and supported self-management with the person at the centre of all decisions regarding their care.

Safe

- Modernised equipment used by the **Mobile Emergency Care Service**
- **Social Inclusion Project** supports individuals to navigate and consolidate a recovery plan
- **Falkirk Alcohol and Drugs Partnership** undertook a self-evaluation process with the Care Inspectorate to assess compliance with National Quality Principles for Substance Misuse Services
- **Uninjured faller pathway** with the **Scottish Ambulance Services (SAS)** improves the experience and outcomes of people that the SAS respond to following a fall. This avoids unnecessary transportation to hospital for people who are uninjured or uninjured and medically unwell. People are instead referred to community based services.
- **Advocacy Services** support people to have a say in decisions affecting them



Service User Experience

- **Redesign of day services for younger adults** reflects Self-Directed Support principles to empower and enable people to have choice and control over the design of their own support. This has seen the development of a range of alternative community based services.
- **Frailty at the Front Door Collaborative** has resulted in a successful service redesign that improves outcomes for people and their carers living with frailty and presenting to acute services
- Implementation of the **National Health and Social Care Standards** to drive improvement, promote flexibility and encourage innovation in how people are supported and cared for
- **Equalities and Mainstreaming Report** has been produced that sets out how the HSCP will work to:
 - eliminate unlawful discrimination, harassment and victimisation
 - advance equality of opportunity between different groups
 - foster good relations between different groups.

Community Based Support

- **Hope House Low Secure Unit** we identified the need for a local unit to support people with mental health needs nearer their home. The unit has established links with local community services and teams.
- **Redesigning services at Lochview** to support more people with a learning disability to move to alternative accommodation and support in the community. This has shifted care from a hospital setting.
- **Primary Care Transformation Programme** focuses on modernisation of primary care to deliver a safe, effective and person-centred healthcare service and deliver the General Medical Services (GMS) contract
- **Home Care Review** to deliver responsive, efficient and high quality home care services
- Falkirk HSCP **Community Grants Scheme** supports the Third sector to delivery projects that make a positive difference to communities
- Introduced three **Changing Places toilet and changing facilities** within Falkirk to enable people with a disability to access appropriate changing facilities that meet their needs. A further two facilities are planned.



Strategic Context

Since the first Strategic Plan was published, the Scottish Government has passed key legislation and published a number of strategies. These have set out the strategic direction for health and social care. They have a common theme - to put people at the centre of their care with a focus on better outcomes for them. This will be achieved through a whole system approach to health and social care service planning and delivery.

The Strategic Plan 2019 - 2022 takes into account the relevant legislation, policy and planning directives and provides an opportunity to better reflect these changes and requirements in our work. Some key legislation and strategies have been incorporated within the priority section of this plan. Additional relevant documents are listed below.

Legislation

- **The Carers (Scotland) Act 2016** came into effect in April 2018. The Act places a range of duties to support unpaid carers, including developing a Carers Strategy.
- **Community Empowerment (Scotland) Act (2015)** provides a new legal framework for community planning and creates new rights for community bodies and places new duties on public bodies. This will help to empower community bodies through the ownership or control of land and buildings, and by strengthening their voices in decisions about public services. Falkirk Council, NHS Forth Valley, Police Scotland, National Fire and Rescue service, and CVS Falkirk (the Third sector interface) form the Community Planning Partnership (CPP) for the local authority area.
- **Equalities (Scotland) Act 2010** requires public sector organisations to plan and report on equalities outcomes. IJBs were made subject to the Act during 2015 and were required to publish Equality Mainstreaming and Outcomes plans. Addressing inequalities is a key priority for the Strategic Plan.
- **Fairer Scotland Duty** was introduced in 2017 and places a duty on public authorities to do more to tackle the inequalities of outcome. Authorities must make sure that strategic decisions about the most important issues are carefully thought through. This is so that they are as effective as they can be in tackling poverty and reducing inequalities.

Planning

- Scottish Government and Convention of Scottish Local Authorities (COSLA) have agreed **public health priorities for Scotland**:
 - healthy and safe places and communities
 - flourish in early years
 - good mental wellbeing
 - reduce the use of and harm from alcohol, tobacco and other drugs
 - sustainable, inclusive economy with equality of outcomes for all
 - eat well, healthy weight and physical activity

These will be a focus for work to improve the health of the population, and the Partnership will work with services including health improvement, the CPP and Third and Independent sectors to make progress.

- **National Health and Social Care Standards** were launched in 2018. The objectives of the new Standards are to drive improvement, promote flexibility and encourage innovation in how people are supported and cared for.
- **Realising Realistic Medicine** 2017 sets out the NHS vision for introducing the realistic medicine concept. It also sets out how it will make sure that by 2025 anyone providing healthcare in Scotland will take a realistic medicine approach. It puts the person receiving health and social care at the centre of decisions made about their care.
- **National Clinical Strategy for Scotland** 2016 makes proposals for how clinical services need to change in order to provide sustainable health and social care services fit for the future
- **Regional planning** - the Scottish Government has commissioned Regional Delivery Plans to be developed. These take a whole-system approach to the delivery of health and social care for each of 3 distinct regions (North, East and West). This work aims to deliver the National Clinical Strategy (2015) and the Health and Social Care Delivery Plan (2016), ensuring better health, better care and better value. Falkirk is part of the West of Scotland Region, which is covered by 5 NHS Boards (including NHS Greater Glasgow and Clyde), 16 Local Authorities and 15 Health and Social Care Partnerships as well as the Golden Jubilee Foundation.
- **Age, Home and Community**: next phase was published in 2018 and builds on the 2011 strategy. It sets out the approach to housing and older people that by providing the right advice, house and support, older people will be able to live the way they choose.

- Housing - including the requirement to produce a **Housing Contribution Statement** and **Rapid Rehousing Transition Plan**. The Housing Contribution Statement is a bridge between housing strategic planning through the Local Housing Strategy and health and social care through the Strategic Plan. The IJB have been updated on the progress of the first Housing Contribution Statement and further detail will be included in the Local Housing Strategy Update. The priorities for the new Housing Contribution Statement (HCS) will be informed by the Local Housing Strategy 2017-2022. There will be continued priority in the new HCS on the housing needs of those with mobility issues and older people to assist them to remain in a homely setting. This will involve people and practitioners discussing current and future housing issues as early as possible in someone's health and social care journey. This will inform the need for accessible housing through adaptations to current housing stock, provision of new build housing and support to sustain someone in a homely setting. Nationally the Scottish Government have renewed their commitment to ending homelessness and have highlighted that this requires partners across services including health, education, social work, community support, justice and the third sector to recognise and act when people are at risk of homelessness and ensure homelessness is only ever rare, brief and not recurrent.
- **A Connected Scotland: our strategy for tackling isolation and loneliness and building stronger social connections** the Scottish Government [strategy](#) was published in December 2018 and sets out a clear vision which is underpinned by core values of kindness, dignity and compassion. This is complemented by clear links to the most relevant of Scotland's National Outcomes and associated National Indicators.
- **Scotland's Digital Health and Care Strategy** 2018 sets out how the Scottish Government will work with partners to use technology to reshape and improve services, support person-centred care and improve outcomes. The strategy is about how care for people can be enhanced and transformed through the use of digital technology. The Partnership will realise the opportunities for health and social care services and the wider public to utilise digital technology as an enabler to improve health and wellbeing.
- **Mental Health Strategy** 2017 – 2027 sets out to improve access to services and support earlier intervention. Poor mental health is an important public health challenge and improving the mental health of the population is recognised as having a positive effect on many different aspects of society.
- **Suicide Prevention Action Plan: every life matters** 2018 has been designed to continue the work from the 2013-2016 suicide prevention strategy.

- **Primary Care Transformation Programme** (2018) – the purpose of the programme is to test and evaluate what primary care models work in individual communities in line with the new General Medical Services contract model.
- A priority within the national “**The keys to life**” strategy is that all adults with learning disabilities, including those with complex needs, experience meaningful and fulfilled lives. This includes where individuals live, as well as the services they receive. Some people with learning disabilities and complex needs are living out with the Falkirk area, or within a hospital setting. A new integration framework for Keys to Life is expected to be published in 2019. The Partnership will respond to this, and the finding of the Scottish Government commissioned report on Delayed Discharge and Out Of Area Placements for people with a Learning Disability.
- **Strategic Framework for Action on Palliative and End of Life Care**, sets out the aim that by 2021 everyone in Scotland who needs palliative care will have access to it
- **Palliative and End-of-Life Care** by Integration Authorities: advice note (2018) supports the strategic commissioning of Palliative and End of Life Care services
- **National Health and Social Care Workforce Plan** (2018) is to enable better local and national workforce planning to support improvements in service delivery and redesign. This will involve a whole system, complementary approach to workforce planning recognising the new integrated landscape.
- **Towards a Fairer Falkirk 2019 – 2024**: Falkirk’s Strategy– the purpose of the strategy is to understand and address the impact of poverty on individuals, families and communities in our area and to reduce inequalities between the wealthiest and poorest in our communities in order that everyone can have a better life.
- **Review of Progress with Integration of Health and Social care** in February 2019, the Ministerial Strategic Group (MSG) for Health and Community Care, published a [report on the review of progress with integration](#). The purpose of the review is to help ensure there is an increase in pace in delivering all of the integrations principles and national health and well-being outcomes. There are a number of proposals for ensuring progress and these will be taken forward.

Strategic Commissioning

Strategic commissioning is the term used for all the activities involved in assessing and forecasting needs, linking investment to agreed desired outcomes, considering options, planning the nature, range and quality of future services and working in partnership to put these in place. Strategic commissioning relates to services that are delivered within health and social care services and also to services that are purchased from independent and third sectors.

During the period 2017 – 2019, work was undertaken to establish a consistent framework for commissioning. During the course of 2019 – 2022, we will finalise commissioning principles and implement a framework, which will:

- ensure that service users and their carers are involved
- provide stability for providers
- improve the way that performance information is gathered and used for service evaluation and improvement
- make sure that Equality and Poverty Impact Assessments are embedded within commissioning
- provide the IJB with a transparent and robust process to ensure accountability for resources.

Strategic Needs Assessment (SNA)

This is produced to support the development of the Strategic Plan. The [SNA](#) is one component part of the strategic commissioning process. This underpins the content of the Strategic Plan and priorities for the Partnership.

Market Facilitation Plan

The Strategic Plan will be underpinned by a Market Facilitation Plan. The plan will give the Partnership a good understanding of the current levels of need and demand for health and social care services. This will then help us to identify what the future demand for care and support might look like and help support and shape the market. This will ensure there is a diverse, appropriate and affordable provision available to deliver effective outcomes and to meet needs and report to the IJB.

The Plan will represent the dialogue with service providers, service users, carers and other stakeholders about the future shape of our local social care and support

market. The plan will ensure that we are responsive to the changing needs and aspirations of Falkirk's residents.

Participation and Engagement

Falkirk's HSCP Participation and Engagement Strategy is intended to set out principles for participation and engagement, which will make sure that people are involved, consulted with and actively engaged with the integration of health and social care. The principles for participation and engagement are relevant to staff, individuals, communities and agencies.

The Strategy recognises legislative requirements established within the Public Bodies (Scotland) Act 2016 and the Community Empowerment (Scotland) Act. It aligns with the National Standards for Community Engagement and draws on existing good practice established within NHS Forth Valley's Person Centred Health and Care Strategy and Falkirk Council's Strategy for Community Engagement. The format of the strategy includes information about participation rights and signposting about how people can get involved.

The HSCP has developed an embedded approach to supporting engagement whereby a multi-agency group of engagement specialists has been formed to provide support for activities across the HSCP.

Some of the key priorities for participation and engagement during the period 2019 - 2022, will be to:

- provide more opportunities for communities to be involved in service design and improvement
- make communities more aware of all the opportunities they have to get involved
- show communities how their contributions make a difference to decision making
- equip our staff with skills and knowledge to be able to involve people
- reduce any barriers to participation and carefully plan how people can be involved

[illegible]

Data indicators	NI - 11	Premature mortality rate per 100,000 persons	440	427	^	429	416	441	425
	NI - 12	Emergency admission rate (per 100,000 population)	11,528	12,335	v	13,047	13,482	12,276	12,176
	NI - 13	Emergency bed day rate (per 100,000 population)	137,626	139,171	v	133,062	131,284	128,503	122,595
	NI - 14	Readmission to hospital within 28 days (per 1,000 population)	112	120	v	100	105	97	102
	NI - 15	Proportion of last 6 months of life spent at home or in a community setting	86%	87%	^	87%	88%	87%	88%
	NI - 16	Falls rate per 1,000 population aged 65+	20	22	v	21	21	21	22
	NI - 17	Proportion of care services graded 'good' (4) or better in Care Inspectorate inspections	84%	88%	^	84%	88%	83%	85%
	NI - 18	Percentage of adults 18+ receiving personal care as a % of those requiring care - data available up to 2016/17	64%	63%	v	64%	63%	62%	61%
	NI - 19	Number of days people spend in hospital when they are ready to be discharged (per 1,000 population)	864	910	v	726	709	915	762
	NI - 20	Percentage of health and care resource spent on hospital stays where the patient was admitted in an emergency	25%	25%	< >	25%	25%	24%	24%
	NI - 21	Percentage of people admitted to hospital from home during the year, who are discharged to a care home	NA	NA	NA	NA	NA	NA	NA
	NI - 22	Percentage of people who are discharged from hospital within 72 hours of being ready	NA	NA	NA	NA	NA	NA	NA
	NI - 23	Expenditure on end of life care, cost in last 6 months per death	NA	NA	NA	NA	NA	NA	NA

Key	
^	Improvement
< >	Position maintained
v	Deterioration

The national data lists twenty-three indicators within the report, but data is provided for only 19 of these. Of the published indicators, 3 show improvement in performance between these dates; 2 show performance at the same level; and 14 indicators show deteriorating performance. Nationally, 6 indicators showed improvement; one stayed the same; and 11 showed deteriorating performance during the same period.

The IJB produces an Annual Performance Report for the end of each reporting year (1 April - 31 March). This reports progress over the year and the HSCP's performance against agreed national and local performance indicators and commitments set out in the Strategic Plan.

Finance and Risk

Partnership Budget

The Partnership Budget is made up of contributions from:

NHS Forth Valley	£
Falkirk Council	£
Partnership Funding	£

Medium Term Financial Plan (MTFP)

The MTFP will set out the overall resources available to the Partnership to support delivery of the Strategic Plan. The plan will help to ensure that resources are directed to the delivery of IJB outcomes.

The aim of the plan is to ensure a more robust approach to financial planning, allowing co-ordination between service redesign and transformation and annual budgets. Such an approach is considered essential to facilitate delivery of the Strategic Plan and maximise the use of resources across the medium term.

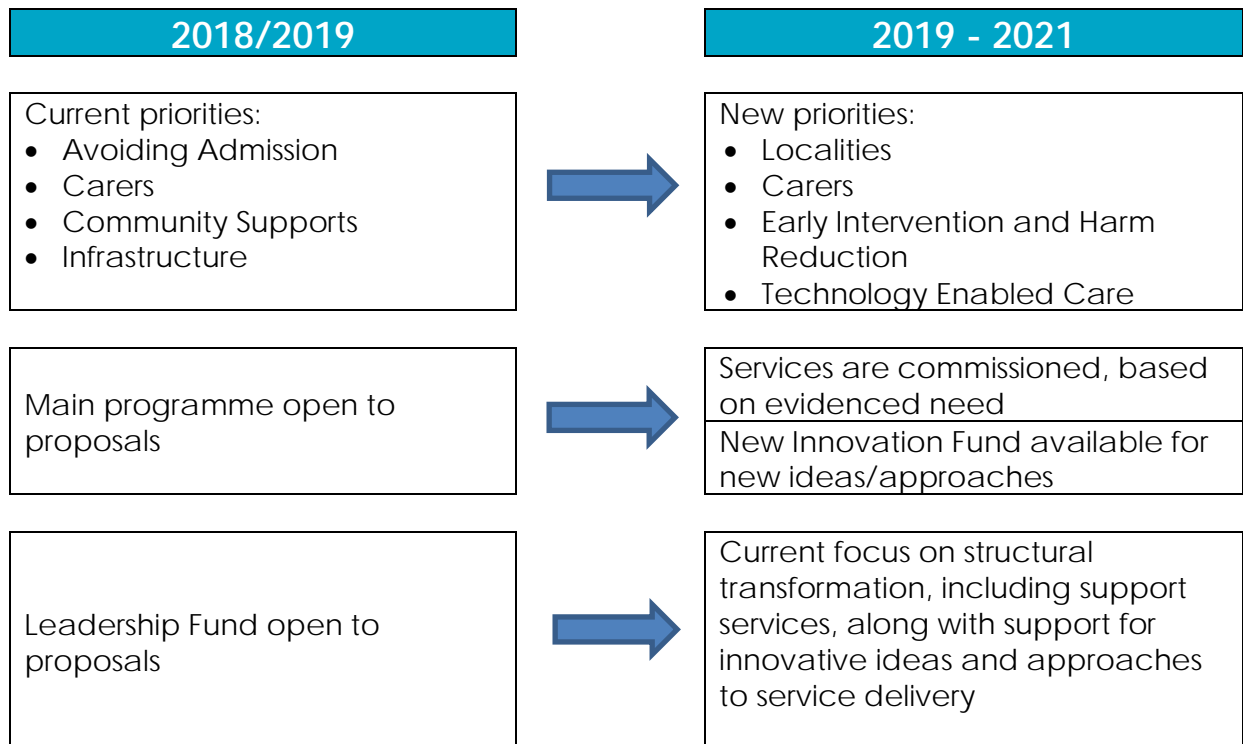
Partnership Funding

Falkirk HSCP operate a Partnership Funding programme, which brings together previously ringfenced funds; Integrated Care Fund, Delayed Discharge Fund and Carers Funding. The period of the current programme is 2018 – 2021.

The purpose of the Partnership Funding programme, is to enable the Partnership to invest in service re-design and transformation and also to test new ideas and approaches. The programme is open to statutory, third and independent sector partners. During 2018/19, we have invested in X projects, with a total value of £xxx.

Partnership Funding includes 2 strands. The main programme is overseen by a Partnership Funding Group, which is a sub-group of the Strategic Planning Group. A separate Leadership Fund is available to Falkirk's Leadership Team. Both strands have robust governance and monitoring frameworks and report to the IJB.

In 2018/2019, the Partnership Funding Group reviewed the governance and operational priorities of Partnership Funding. In order to ensure that resources are targeted to improve outcomes, the programme will change as follows:



Some of the services currently supported by Partnership Funds have now become core components of health and social care service delivery. During 2019/2020, the Partnership Funding Group will continue to review initiatives to determine if and how the service should be continued.

Risk Management

The IJB has a Strategic Risk Management Strategy and Risk Register in place to provide the necessary structure to assess and manage risk. The Partnership approach is to be able to identify, manage and tolerate risk, to enable staff to work in different and innovative ways to meet service user and carer personal outcomes and deliver the national and local integration priorities.

Glossary of Terms

Acute Care	Acute Care is a branch of health care where people receive active but short-term treatment for a severe injury or episode or illness, an urgent medical condition, or during recovery from surgery. Acute care services are generally provided in a formal hospital setting.
Advocacy and Advocate	Advocacy means getting support from another person to help someone express their views and wishes, and to help make sure their voice is heard. Someone who helps in this way is called an advocate. In the Standards, we are referring to formal advocacy provided by an organisation to someone using care.
Adaptations	Adaptations can help older people and people with disability to live independently in their own homes. They can reduce the risk of falls and other accidents in the home and also reduce the need for home care or long term admission to a care home. A wide variety of aids and equipment is available to help with daily living tasks. This ranges from simple adapted cutlery, to telecare alarms, specialist seating and beds. Common examples of adaptations include replacing a bath with a level access shower, or making it easier to get in and out of the home by widening doors or installing a ramp.
Anticipatory Care /Plans	Anticipatory care / plans can take many forms. However it is expected to help reduce avoidable and unscheduled acute admissions for people with pre-existing conditions. The purpose of Anticipatory Care Planning is to support the individual to have greater choice and control of care preferences through communication across the support team, across agencies and across care settings.
Assessment	A health and/or social care assessment will find out what help and support a person needs, such as healthcare, medication, advocacy, equipment, care at home, housing support or a care home.
Avoidable Admissions	An admission to a bed that may be regarded as unnecessary had other more appropriate services been available
Body Corporate Model	The body corporate model is a model of integration where a Health Board and Local Authority both delegate the responsibility for planning and resourcing service provision for health and social care services to an Integration Joint Board. This is established as a separate legal entity.
Capacity	Capacity refers to an individual's ability to make decisions about their wellbeing. This may change over time and may refer to different aspects of their life. For people who have been medically assessed as lacking capacity there is legislation to protect their wellbeing.

Care home	A care service providing 24 hour care and support with premises, usually as someone's permanent home.
Care Journey / Plan	A Care Plan is the plan of treatment or actions agreed with a service user, their carer and family, following an assessment of need by a health or care agency.
Carer	A carer is someone of any age who looks after or supports a family member, partner, friend or neighbour in need of help because they are ill, frail, have a disability or are vulnerable in some way. A carer does not have to live with the person being cared for and will commonly be unpaid.
Chief Officer	Where the body corporate model is adopted, a Chief Officer of the Integration Joint Board will be appointed to provide a single point of management for the integrated budget and integrated service delivery. They are accountable to the Integration Joint Board and to the Chief Executives of their Health Board and Local Authority for the delivery of the integrated services.
Choice and Control	Choice and control is about shaping services to meet people's needs, rather than allocating people to fit around services.
Community Based Support	Services that are delivered within community settings, sometimes within a person's home. Community based support is provided by NHS Forth Valley, Falkirk Council and also by voluntary and community organisations.
Community Care Assessment	A community care assessment is a review of someone's personal circumstances and needs, carried out by Adult Social Care Services, and will look at how the person copes with day-to-day living, and recommend help or equipment that might make day-to-day life easier.
Day Care	Day care offers personal care during the day for those who are assessed as needing it. It is usually provided in a day care centre run by trained staff or volunteers for those with complex physical and social care needs. Attending day care allows people to get out of their home to meet and socialise with others, receive personal care, take part in activities and in some cases receive meals.
Delayed Discharge	Delayed discharges occur when a patient who is ready to be discharged cannot leave the hospital, because the necessary care, support or accommodation is not available.
Early intervention and prevention	Early intervention and prevention include an action or set of actions that are planned and put in place to prevent a situation happening or escalating. In the context of health and social care, examples are education and information that will help people make positive lifestyle choices to help them stay healthy, or supporting a person to remain in their own home by providing specialist equipment and support.

Emergency or unexpected event

This is an incident or emergency that could require immediate action, such as the premises being evacuated.

Engagement

Developing and sustaining a working relationship between one or more public bodies and one or more community groups to help them both understand and act on the needs or issues that the community experiences. It is now accepted that public services, that involve their users, are likely to be of higher quality and more relevant to the communities they serve. Within the context of health and social care integration, involving staff is also critical.

Health and Social Care Integration

In the UK, Health and Social Care (often abbreviated to HSC or H&SC) is a term that relates to services that are available from health and social care providers. This is a generic term used to refer to integrating/brining together the whole of the health and social care provision infrastructure, public and private sector, including the third sector.

Health Inequalities

Health inequalities are the unfair and avoidable differences in people's health across social groups and between different population groups. Health Inequalities do not occur randomly or by chance, but are socially determined by circumstances largely beyond an individual's control. These circumstances disadvantage people and limit their chance to live a longer, healthier life.

Healthy Life Expectancy (HLE)

HLE is an estimate of how long the average person might be expected to live in a 'healthy' state. Like Life Expectancy (LE), it is most often expressed for an entire lifetime from the time of birth. HLE at birth is the number of years that a newborn baby would live in 'healthy' health if they experienced the death rates and levels of general health of the local population at the time of their birth, throughout their life. HLE is calculated by combining LE and a measure of 'healthy' health: in these HLE analyses the measure used is self-assessed general health.

Home Care

Home care is an umbrella term used for a range of care services provided by care workers in a person's home. Home care can involve personal care (such as help with dressing or washing), non-personal care (such as cleaning or shopping services), provision of meals or nursing and health care. Home care services are flexible and delivered when required, either on a long or short-term basis. In Falkirk those are called Care at Home Services

Housing Contribution Statement (HCS)

The HCS sets out the arrangements for carrying out the housing functions delegated to the Integration Authority under the Public Bodies (Joint Working) (Scotland) Act 2014.

Integrated Care	Integrated Care focuses on improving services in relation to access, quality, user satisfaction and efficiency. The aim is to enable better coordinated, joined-up and more continuous care, resulting in improved patient experience whilst achieving greater efficiency and value from health and social care delivery systems.
Integration Joint Board	Where the body corporate model is adopted, the NHS Board and Local Authority will create an Integration Joint Board. This Board consists of representatives from the Health Board, the Local Authority, the Third and Independent Sectors and people who use health and social care services and carers. The Integration Joint Board, through its Chief Officer, will have the responsibility for the planning, resourcing and the operational oversight of integrated services within the strategic plan.
Integration Scheme	The Integration Scheme is a legally binding agreement between Councils and Health Board who are known as 'the parties' in the Integration Scheme. The scheme describes what the parties will do to enable the Integration Joint Board (IJB) to meet its responsibilities (or 'delegated functions'). It does not describe what the IJB will do in detail. The IJB will become responsible for adult and older peoples services in April 2016. The scheme contains high level statements of commitment to ensure flexibility and accommodate future changes. Integration Schemes must be reviewed by the Health Board and Local Authority at least every five years.
Intermediate Care	Intermediate Care services support people to improve their independence and aim to provide a range of enabling, rehabilitative and treatment services in community and residential settings. The term has been defined as a "range of integrated services to promote faster recovery from illness, prevent unnecessary acute hospital admission, support timely discharge and maximise independent living". (NSF for Older People, DOH, June 2002).
Life Expectancy (LE)	LE is an estimate of how long the average person might be expected to live. LE is most often quoted for an entire lifetime; LE at birth is the number of years that a newborn baby would live if they experienced the death rates of the local population at the time of their birth, throughout their life. It is a theoretical measure rather than a true prediction of life expectancy, since death rates may increase or decrease during a person's lifetime, and people may move to areas with different mortality risks.
Long-term conditions	<p>Long-term conditions are conditions that last a year or longer, impact on many aspects of a person's life, and may require ongoing care and support. The definition does not relate to any one condition, care group or age category. It covers adults and older people as well as children and those with physical and mental health issues.</p> <p>Common long-term conditions include epilepsy, diabetes, some mental health problems, heart disease, chronic pain, arthritis, inflammatory bowel disease, asthma and chronic obstructive pulmonary disease.</p>

Market Facilitation	Market Facilitation is a key aspect of the strategic commissioning cycle. Integration Authorities will undertake a range of activities to promote the successful development of services to meet the needs of the local population effectively. These activities should include the development of an accurate picture of local need and markets, published as a Market Facilitation Plan.
National Health and Wellbeing Outcomes	The nine national health and wellbeing outcomes provide a national framework for measuring the effect of integrated health and social care services on the health and wellbeing of individuals. http://www.gov.scot/Topics/Health/Policy/Adult-Health-SocialCare-Integration/Outcomes
Partnership	A partnership refers to two or more individuals or organisations working together to achieve a shared aim. Within the context of health and social care integration, the Partnership consists of Falkirk Council, NHS Forth Valley, Third and Independent sectors working together to provide effective, joined up services.
Planning and Delivery Principles	The principles that underpin the making of arrangements for integration, and the strategic planning of integrated services, will inform how services are planned and delivered. They explain what people using services and their carers can expect from integrated services and the behaviours and priorities expected of organisations and people planning and delivering care and support.
Public Bodies	NHS Forth Valley and Falkirk Council are both public bodies. A public body is democratically accountable at either national or local level. They have specific functions and requirements generally driven by legislation, which they must undertake. The Public Bodies (Joint Working) (Scotland) Act requires the integration of health and social care, and is an example of legislation.
Reablement	Reablement is about giving people the opportunity and the confidence to relearn/regain some of the skills they may have lost as a result of poor health, disability/impairment or entry into hospital or residential care. As well as regaining skill, reablement supports service-users to gain new skills to help them maintain their independence.
Redesign	Redesign within the context of health and social care integration, relates to services may be changed and improved. Redesign is based on evaluation and review of existing services and will often include listening to service users, their carers and families about what services are important to them.
Rehabilitation	Rehabilitation entails restoring someone to health or normal life through guidance and therapy after addiction, or illness.

Self-management	Self-management encourages people with health and social care needs to stay well, learn about their condition and their care and support needs, and remain in control of their own health.
Service users	Service users are people who receive health and/or social care services. They may be individuals who live in their own home, are staying in care or are being cared for in hospital.
Stakeholders	Stakeholders include any person or group with a vested interest in the outcome of a project or plan.
Strategic Commissioning	<p>Strategic Commissioning is a way to describe all the activities involved in:</p> <ul style="list-style-type: none"> • assessing and forecasting needs • links investment to agreed desired outcomes • planning the nature, range and quality of future services; and • working in partnership to put these in place <p>This is the process that informs the Integration Authorities Strategic Plan</p>
Strategic Needs Assessment (SNA)	The SNA is an analysis of the current and future health and social care needs of the local community to inform and guide service planning. The aim is to accurately assess the health and care needs of a local population in order to improve the physical and mental health and wellbeing of individuals and communities. The intention is to also consider wider factors that impact on their communities' health and wellbeing, and local assets that can help to improve outcomes and reduce inequalities.
Technology and other specialist devices	Specialised devices that helps people in their day to day life, such as telecare, telehealth or telemedicine, alarm call system, remote support and advice or mobility aids.
Third Sector	Third Sector Organisations is a term used to describe the range of organisations that are neither public sector nor private sector. It includes voluntary and community organisations (both registered charities and other organisations such as associations, self-help groups and community groups), social enterprises, mutuals and co-operatives. It also includes local intermediary organisations (Third Sector 61 Interfaces), and third sector strategic intermediaries, for example Voluntary Action Scotland (who represent Scotland's 32 Third Sector Interfaces) and the Health and Social Care Alliance Scotland.
Transition	Used to describe a significant change for someone, such as starting to use a new care service or a change in life stage (eg becoming an adult).
Whole system approach	Whole systems approaches involve identifying the various components of a system and assessing the nature of the links and relationships between each of them.

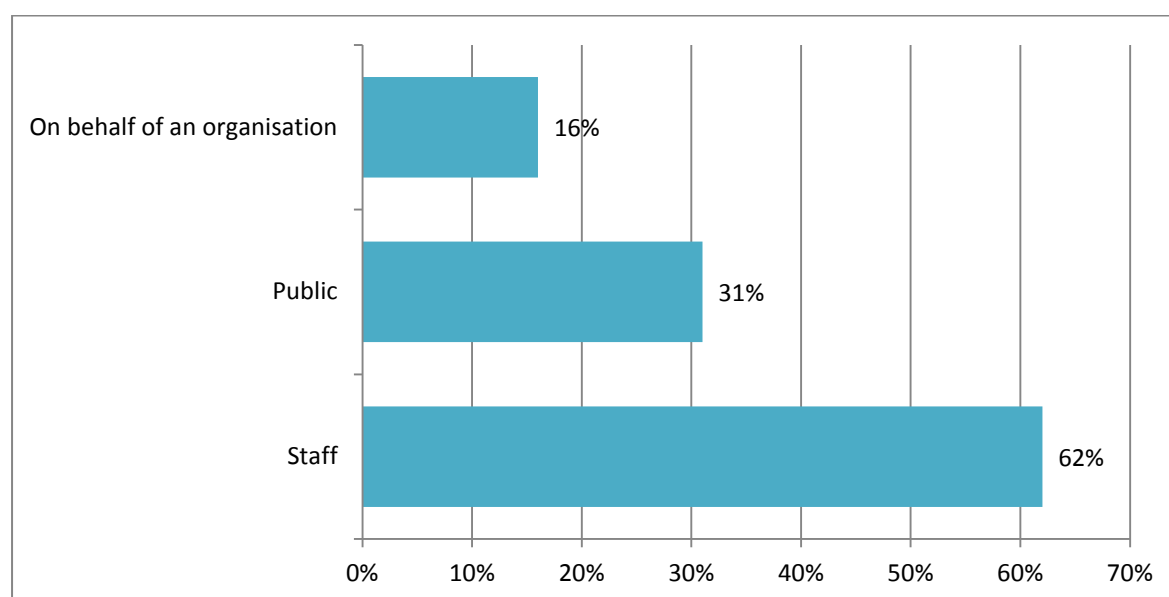
Falkirk HSCP Strategic Plan Consultation Results

We ran a survey, between 23rd January 2019 and the 25th February 2019, to ask the public, staff and organisations for their views on the priorities included in our Health and Social Care Partnership Strategic Plan. The results of this survey will be used to inform the direction for the design and delivery of health and social care services over the next three years. The results are presented below.

The Respondents

The survey received ninety-eight responses. As Figure 1 shows, the majority of respondents (61%) are staff, 31% are public, and 16% are responded on behalf of an organisation.

FIGURE 1: WHO ARE YOU RESPONDING AS?



We asked respondents to answer a number of Equality Monitoring questions. The results can be found in Appendix 1.

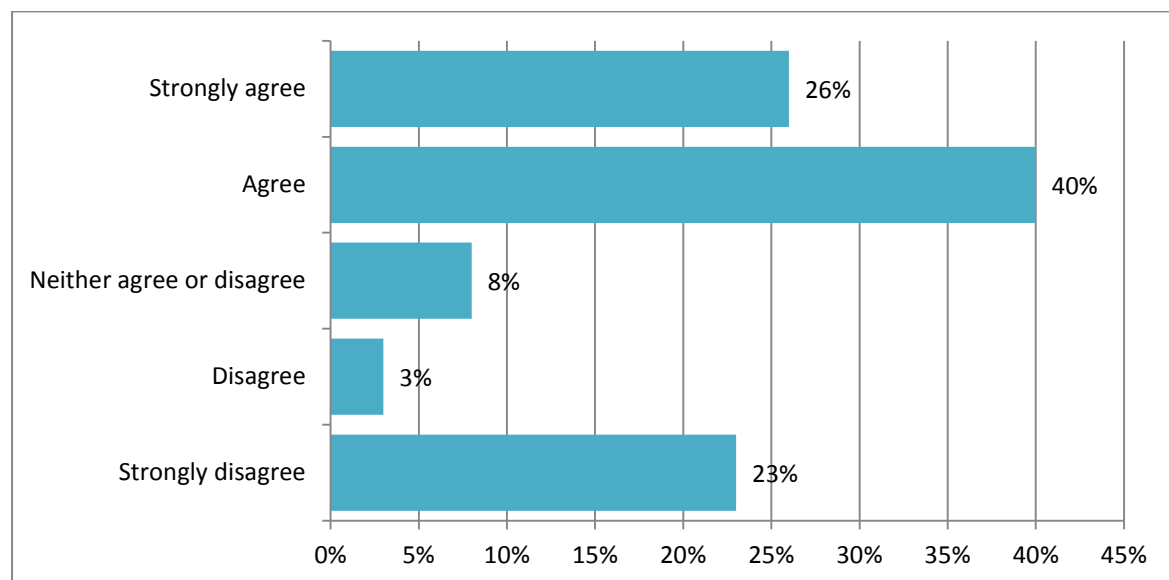
Health and Social Care Vision

Our vision for adult health and social care in Falkirk is:

To enable people in the Falkirk Council area to live full and positive lives within supportive and inclusive communities.

This sets our direction for the design and delivery of health and social care services. We asked respondents to what extent they agree with this vision. As Figure 2 shows, 66% of respondents agree or strongly agree with the vision and 26% disagree or strongly disagree with the vision.

FIGURE 2: TO WHAT EXTENT DO YOU AGREE WITH OUR VISION?



Many respondents commended the vision. Specifically, they feel the vision prioritises the autonomy of service users in regard to giving them control and choice over their lives. One respondent explained:

I think it is positive that people in Falkirk... are encouraged to live as independently as possible and that the role of supporting where necessary is restored to families and communities to the greatest extent possible

And another said:

It supports individual decision making and recognises the importance of strong communities to enable such decisions to be made.

Other respondents felt less positively about the vision. They were sceptical that the funding and resources are in place to deliver the vision effectively. As one respondent explained:

Regardless of your direction for the design and delivery of these services, if you don't have the funding in place to improve current services then your vision remains a pipedream.

Some respondents were cynical about the impact that vision statements have on the actual delivery of services and service user experience. For these respondents, the vision is akin to a 'tick box exercise', paying lip service to mandatory strategies rather than trying to create a culture of service user autonomy. As one respondent said, '*I have seen little evidence of any vision having an impact on the service users I have contact with at this point*'

Criticism was also made about the language and terminology used in the vision, with one respondent asking '*what do you mean by an "inclusive community"*? Use language without jargon...'

Local Outcomes

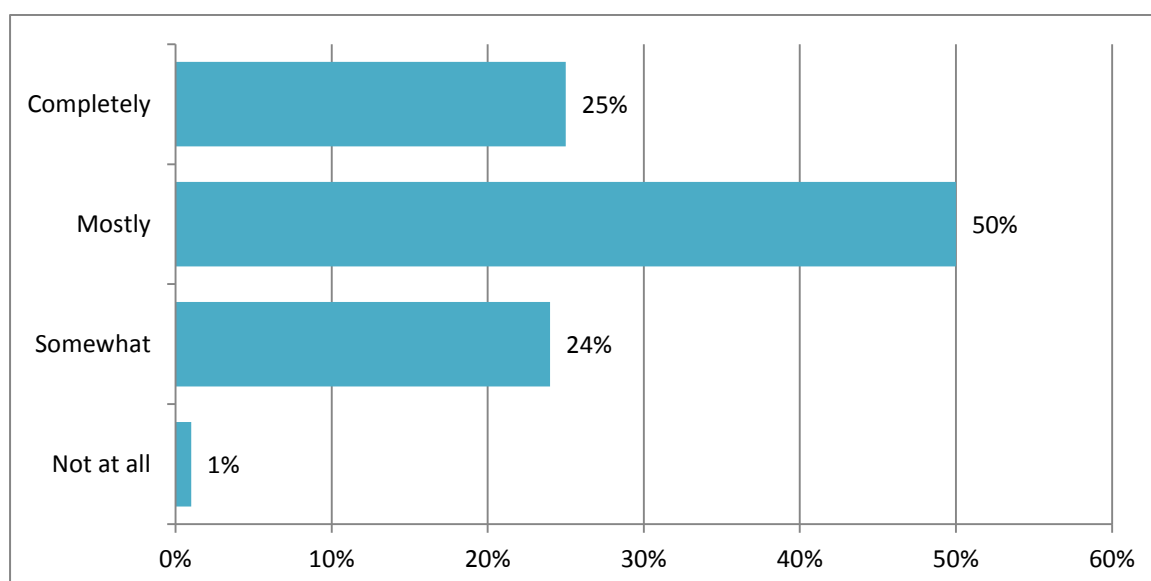
We are proposing some changes to the five local outcomes that were included in the Strategic Plan 2016-19. These are set out below in Table 1.

TABLE 1: PROPOSED CHANGES TO LOCAL OUTCOMES

Current	Proposed change
Self Management Individuals, their carers and families are enabled to manage their own health, care and well being	Self Management (merged with Autonomy and Decision Making) Individuals, their carers and families can plan and manage their own health, care and well being. Where supports are required, people have control and choice over what and how care is provided.
Autonomy and Decision Making Where formal supports are required, people are enabled to exercise as much control and choice as possible over what is provided	
Safe Health and social care support systems help to keep people safe and live well for longer	Safe High quality health and social care services are delivered that promote keeping people safe and well for longer
Experience People have a fair and positive experience of health and social care	Experience People have a fair and positive experience of health and social care, delivered by a supported workforce that are skilled, committed, motivated and valued
Community based Supports Informal supports are in place, accessible and enable people, where possible, to live well for longer at home or in homely settings within their community.	Strong Sustainable Communities Individuals and communities are resilient and empowered with a range of supports in place, that are accessible and reduce health and social inequalities

We asked respondents whether the changes to the outcomes align to our new vision. As can be seen in Figure 3, 25% of respondents believe the changes completely align with the vision, 50% think the mostly align, 24% think they somewhat align and 1% think they do not align at all.

FIGURE 3: DO THE CHANGES TO THE OUTCOMES ALIGN TO OUR VISION?



We asked respondents for any other comments on the proposed changes to the local outcomes. A number of concerns were highlighted. Firstly, some respondents felt the current local outcomes had merely been reworded rather than substantially changed. As one respondent commented, *'I don't really see much difference other than the wording'*.

Secondly, some respondents were concerned that funding and resources are not in place to support the proposed local outcomes. Respondents were particularly concerned about the depleting workforce and whether existing staff would be supported to develop their skills. One respondent asked, *'how are you going to provide the support, high quality of care and provide skilled workers when we don't have enough of this at present?'* Another explained, *'[there is] nothing in these statements about supporting...the skills staff will need to do this.'*

Other respondents felt the proposed local outcomes make unrealistic promises about levels of service user autonomy while, at the same time, not recognising that some

service users do not want greater levels of control over decisions made about their care. One respondent explained:

[the proposed outcomes] seems to offer people an almost unlimited amount of "control and choice" in service provision. Perhaps this statement could have a detrimental affect in that the person(s) expectations are raised beyond what the actual resources available can provide.

Priority Areas

We have identified a number of priority areas for adults for the Strategic Plan 2019-22. We asked respondents to what extent they agree or disagree with the priority areas. As can be seen in Table 2, the majority of respondents agreed or strongly agreed with all of the priority areas. We asked respondents if there are any priorities we may have missed or overlooked. A number of suggestions were made, including:

- The transition of children and young people into Adult Services;
- A commitment to health promotion to prevent health problems from occurring in the first place;
- A commitment to early intervention to mitigate the effects of health problems once they have been identified; and
- Improving information sharing and communication between organisations involved in the provision of health and social care.

TABLE 2: TO WHAT EXTENT DO YOU AGREE OR DISAGREE WITH THE PRIORITY AREAS?

	Health and social care services are delivered locally, and are able to respond to communities.	Ensure carers are supported in their caring role	Improve people's mental health and wellbeing	Improve support for people with substance use issues, their families and communities	Enhance support for GP and Community Health Services	Make better use of technology to support the delivery of health and care services	Minimise the impact of health inequalities on individuals and communities	Ensure we have a skilled HSCP workforce	Improve how we interact with people
Strongly agree	60.20%	69.39%	70.41%	54.08%	67.35%	52.04%	63.27%	75.51%	70.41%
Agree	32.65%	23.47%	24.49%	35.71%	27.55%	29.59%	27.55%	19.39%	20.41%
Neither agree or disagree	3.06%	2.04%	2.04%	7.14%	3.06%	11.22%	5.10%	1.02%	5.10%
Disagree	3.06%	2.04%	2.04%	2.04%	2.04%	6.12%	4.08%	4.08%	4.08%
Strongly disagree	1.02%	3.06%	1.02%	1.02%	0%	1.02%	0%	0%	0%

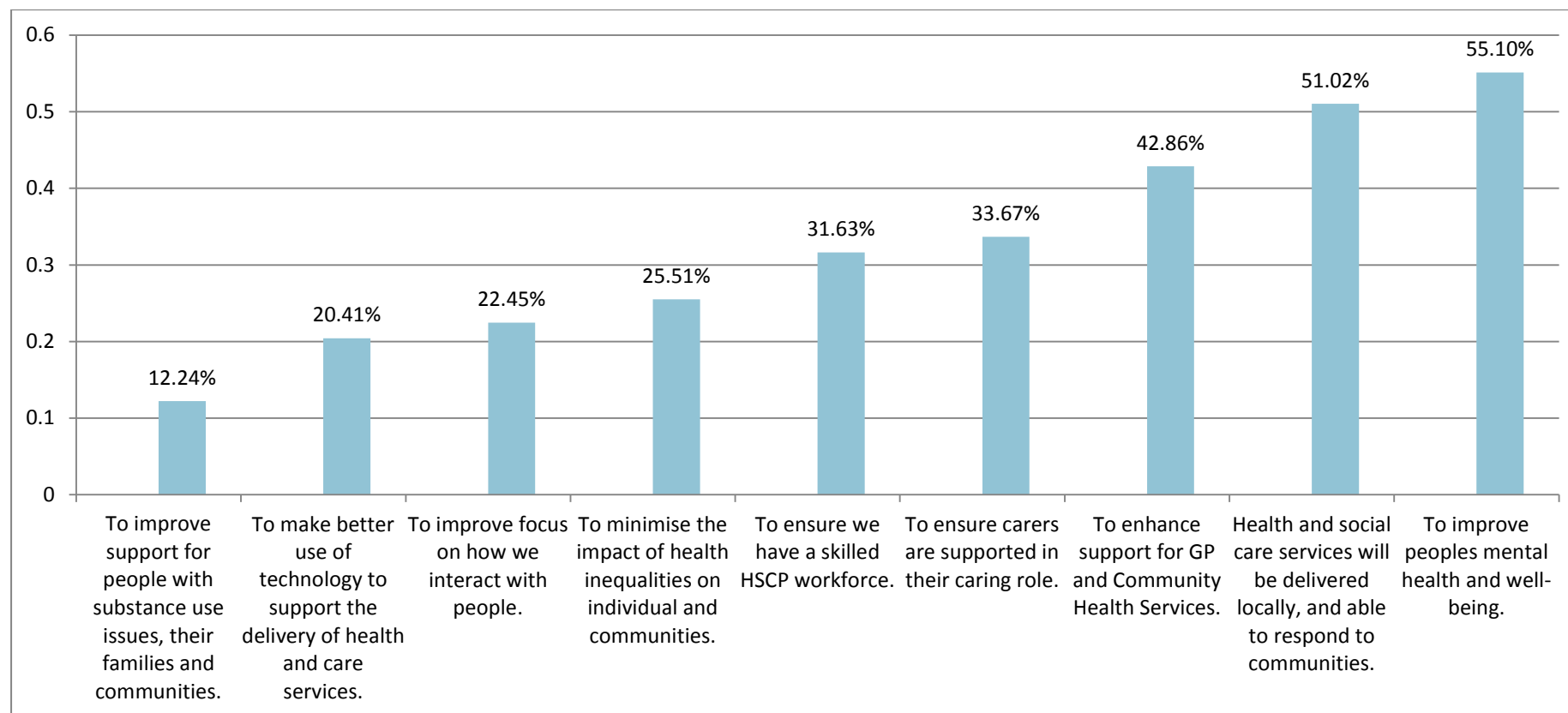
We asked respondents to select up to three of the priorities that they believe are most relevant to their local area and that they would prefer we develop focus and prioritise resources on. As can be seen in Figure 4, the top three priorities are:

- To improve people's mental health and wellbeing (55%);
- Health and social care services will be delivered locally, and be able to respond to communities (51%); and
- To enhance support for GP and Community Health services (43%).

The bottom three priorities are:

- To improve support for people with substance use issues, their families and communities (12%);
- To make better use of technology to support the delivery of health and care services (20%); and
- To improve focus on how we interact with people (22%).

FIGURE 4: PLEASE SELECT UP TO THREE OF THE PRIORITIES THAT YOU BELIEVE ARE MOST RELEVANT TO YOUR LOCAL AREA AND THAT YOU WOULD WISH THE PARTNERSHIP TO DEVELOP AND FOCUS / PRIORITISE RESOURCES ON.



Best Practice and Improvement

We asked respondents for examples of health and social care delivery that they think are working well. Answers included:

- **Reablement** - *'reablement is beginning to impact on individuals lives in a positive way...promoting independence and supporting the patient post discharge';*
- **Partnership working and improved networks between public, private and voluntary agencies** – *'networking has improved with the establishment of locality groups which is having a positive impact on staff and service users';*
- **Introduction of mental health professionals in GP surgeries** – *'having the mental health nurses in GP practices is definitely helping those that need support get access in a way they have never done before. Whilst it's in its infancy this should become normal practices across all GP practices and become similar to practice/treatment room nurse and part of the core primary care team. It is a fantastic service for patients'*

We asked respondents to provide examples of what could be improved in terms of health and social care delivery. Answers included:

- **Mental Health and Alcohol & Substance Misuse:** Some respondents argued the links between mental health and alcohol and substance misuse often go unrecognised. This is negatively impacting the reliability of diagnoses and effectiveness of treatment. As one respondent explained, *'there is a need for the workforce within mental health to increase competency levels in order*

top deal with matters relating to substance use more effectively...due to the high number of psychiatric admissions due to drug and alcohol use...'

- **Patient discharge:** Some respondents raised concerns about delayed patient discharge due to the amount of time it can take to put together post-discharge care packages.
- **Partnership working:** Many respondents felt that communication, information sharing and partnership working between service providers are poor. As one respondent explained, *'despite health and social care being a "partnership", there are still obvious divides between them. This is causing a barrier to collaborative working and reducing the likelihood of achieving positive outcomes for many people.* Another respondent said, *'services can often appear disjointed, information should flow better to improve service delivery'.*
- **Staff, training and resources:** Many respondents felt that health and social care services are understaffed, leading to longer waiting times for patients. They feel that patient outcomes are also negatively affected by the lack of investment in staff training. As one respondent explained, *'the training [staff]... does not appear to be keeping pace with ideas formulated in health and social care...'*

Appendix 1: Equality Monitoring Data

TABLE 3: WHAT IS YOUR AGE?

Option	Total	Percent of All
Under 16	0	0%
16-24	0	0%
25-44	16	16.33%
45-64	23	23.47%
65 or over	4	4.082%
Not Answered	55	56.12%

TABLE 4: WHAT IS YOUR GENDER?

Option	Total	Percent of All
Female	35	35.71%
Male	8	8.16%
Other (please specify)	0	0%
Not Answered	55	56.12%

TABLE 5: WHICH OF THE FOLLOWING OPTIONS BEST DESCRIBES HOW YOU THINK OF YOURSELF?

Option	Total	Percent of All
Heterosexual or Straight	37	37.76%
Gay or Lesbian	0	0%
Bisexual	1	1.02%
Other (please specify)	3	3.06%
Not Answered	57	58.16%

TABLE 6: WHAT IS YOUR ETHNIC GROUP?

Option	Total	Percent of All
White Scottish	29	29.59%
White British	10	10.20%
White Irish	1	1.02%
White other	1	1.02%
Gypsy and Traveller	0	0%
Polish	0	0%
Mixed or multiple ethnic groups	0	0%
Pakistani	0	0%
Indian	1	1.02%
Bangladeshi	0	0%
Chinese	0	0%
Other Asian	0	0%
African	0	0%
Caribbean, Caribbean Scottish or Caribbean British	0	0%
Black, Black Scottish or Black British	0	0%
Other Black	0	0%
Arab, Arab Scottish or Arab British	0	0%
None of the above	0	0%
Not Answered	56	57.14%

TABLE 7: ARE YOU A BRITISH / UNITED KINGDOM CITIZEN?

Option	Total	Percent of All
Yes	41	41.84%
No	1	1.02%
Not Answered	56	57.14%

TABLE 8: ARE YOU A NATIONAL OF ANOTHER COUNTRY?

Option	Total	Percent of All
EU national	3	3.06%
Refugee	0	0%
Asylum seeker	0	0%
Other (please specify)	0	0%
Not Answered	95	96.94%

TABLE 9: WHAT RELIGION, RELIGIOUS DENOMINATION OR BODY DO YOU BELONG TO?

Option	Total	Percent of All
None	25	25.51%
Church of Scotland	8	8.16%
Roman Catholic	7	7.14%
Other Christian	1	1.02%
Muslim	0	0%
Buddhist	0	0%
Sikh	0	0%
Jewish	0	0%
Hindu	0	0%
Pagan	0	0%
Other (please specify)	1	1.02%
Not Answered	56	57.14%

TABLE 10: WHAT IS YOUR EMPLOYMENT STATUS?

Option	Total	Percent of All
Student	0	0%
Employed / self-employed	39	39.80%
Not employed and looking for work	0	0%
Not employed and not looking for work	0	0%
Apprentice/ training	0	0%
Retired	2	2.04%
Other (please specify)	1	1.02%
Not Answered	56	57.14%

TABLE 11: DO YOU HAVE A PHYSICAL OR MENTAL HEALTH CONDITION OR ILLNESS, OR A LEARNING DISABILITY, WHICH YOU EXPECT TO LAST FOR 12 MONTHS OR MORE?

Option	Total	Percent of All
Yes	8	8.16%
No	33	33.67%
Don't know	1	1.02%
Not Answered	56	57.14%

TABLE 12: IF YES, DOES YOUR CONDITION OR ILLNESS REDUCE YOUR ABILITY TO CARRY OUT DAY TO-DAY ACTIVITIES?

Option	Total	Percent of All
Yes, a lot	1	1.02%
Yes, a little	3	3.06%
Not at all	13	13.27%
Not Answered	81	82.65%

TABLE 13: ARE YOU A CARER?

Option	Total	Percent of All
Yes	12	12.24%
No	30	30.61%
Not Answered	56	57.14%

Equality & Poverty Impact Assessment (EPIA)

Information

Name of EPIA: Falkirk Health and Social Care Partnership (HSCP) Strategic Plan	EPIA Reference No. (if applicable):
Division/Department/Service/Team Lead: Falkirk Integration Joint Board	Contact details: Patricia Cassidy, Chief Officer
1.0 Identify the main aims and projected outcomes of the proposal / policy / project outline:	
<p>The Falkirk Health and Social Care Partnership Strategic Plan describes why, what and how health and social care services will be delivered for all adults aged over 18 years. This plan presents a framework to deliver the agreed strategic vision over the following three years and will be reviewed each year.</p> <p>The strategic vision is “to enable people in the Falkirk HSCP area to live full and positive lives within supportive and inclusive communities”.</p> <p>A number of key outcomes and priorities have been identified. These outcomes are:</p> <ul style="list-style-type: none"> ▪ Self Management - Individuals, their carers and families can plan and manage their own health, care and well being. Where supports are required, people have control and choice over what and how care is provided. ▪ Safe – High quality health and social care services are delivered that promote keeping people safe and well for longer ▪ Experience - People have a fair and positive experience of health and social care, delivered by a supported workforce that are skilled, committed, motivated and valued ▪ Strong sustainable communities– Individuals and communities are resilient and empowered with a range of supports in place that are accessible and reduce health and social inequalities. <p>This Strategic Plan is the second plan to be developed by the HSCP. The outcomes and priorities will provide a direction and focus for service change and improvement that will enable people, carers and the community to promote and maintain their health and well-being and independence.</p> <p>The local outcomes and priorities are aligned to the national health and well-being outcomes and local plans for example the Falkirk Community Planning Partnership Strategic Outcomes and Local Delivery (SOLD) Plan.</p> <p>The Strategic Plan takes account of the legislative strategic planning requirements and the integration agenda and a whole system approach. The Plan is supported by key documents:</p> <ul style="list-style-type: none"> ▪ Strategic Needs Assessment ▪ Medium Term Financial Plan ▪ Risk Management Strategy and risk register ▪ Clinical and Care Governance Framework ▪ Performance Management Framework ▪ Falkirk Carers Strategy ▪ Integrated Workforce Plan ▪ Participation and Engagement Strategy ▪ Housing Contribution Statement ▪ Market Facilitation Plan. 	

2.0 For budget changes ONLY please include information below:		Total	Benchmark e.g. Scottish Average
Current spend on this service – (£,000's)	Total		
Reduction / increases to this service budget (£,000's)	Per annum		
Is this a change e.g. to introduce a new Charge or Concession	Expected annual income total		
	Current cost per person		
When will the saving be achieved	Start date for savings		
	End date – if any		

Equality Protected Characteristics:

3.0 Which individuals / staff are likely to be affected by the proposal / policy / project? (please score)										
Equality protected characteristics	Age (A)	Disability (D)	Gender (G)	Ethnicity (E)	Religion (R)	Sexual orientation (SO)	Transgender (TG)	Pregnancy & Maternity (P&M)	Marriage & Civil Partnership (M&CP)	
Insert X where appropriate	X	X	X	X	X	X	X	X	X	
Please summarise the POSITIVE impact for each <u>affected</u> protected characteristic using appropriate initial:	Please summarise the NEGATIVE impact for each <u>affected</u> protected characteristic using appropriate Initial				Please summarise the NEUTRAL impact for each <u>affected</u> protected characteristic using appropriate Initial					
Age, Disability The Strategic Plan is for all adults aged 18+ years, with the aim to deliver better outcomes for all of these protected characteristics. There are strong links with relevant strategic and operational planning arrangements and partnership working, for example with children and young people, community	none				Gender, Ethnicity, Religion Sexual Orientation, Transgender, Pregnancy & Maternity, Marriage & Civil Partnership There is not a specific focus in the plan on these groups, however it is intended that all people can access the health and social care services they need, and that a holistic approach to assessment					

<p>justice.</p> <p>In response to the national and legislative drivers for health and social care integration, this will ensure that health and social care provision is more joined-up and seamless, especially for people with long term conditions and disabilities.</p> <p>The Strategic Needs Assessment and consultation and engagement activities have identified that these would be the partnership priority categories for significant change and improvement.</p>		<p>and provision of services will be taken. This is in line with ensuring individual's needs, circumstances and views are taken into consideration and meet their identified outcomes.</p>
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Wider inequality issues / cross cutting themes

3.1 Are there any cross cutting themes or poverty indicators which when combined with equality protected characteristics could increase the level of inequality for individuals / groups with protected characteristics.	
<p>Poverty / Inequality indicator</p> <p>This list is not exclusive. Please add in categories or delete as necessary</p>	<p>Description of impact - <i>will the proposal / policy / project have an impact on e.g. standard of living covering a person's ability to be independent, to feel safe, to be able to stay well fed, to have a house, to keep warm, to gain skills; to have a job and have access to other basic services to enhance well-being and reduce inequality.</i></p>

Wealth, income, poverty and welfare reform	<p>The IJB is a member of the Community Planning Partnership and therefore has a shared responsibility to deliver the Strategic Outcomes and Local Delivery (SOLD) Plan priorities and outcomes. These are:</p> <p><u>Priorities</u></p> <ul style="list-style-type: none"> ▪ Improving mental health and wellbeing ▪ Maximising job creation and employability ▪ Minimising the impact of substance misuse on communities, families and individuals ▪ Tackling the impact of poverty on children <p><u>Outcomes</u></p> <ul style="list-style-type: none"> ▪ Our Area Will Be a Fairer and More Equal Place to Live ▪ We Will Grow Our Local Economy to Secure Successful Businesses, Investment & Employment ▪ Children Will Become Adults Who Are Successful And Confident ▪ Our Population Will Be Healthier ▪ People live full, independent and positive lives within supportive communities ▪ Our area will be a safer place to live. <p>The HSCP will support the delivery of Towards a Fairer Falkirk 2019 – 2024, Falkirk’s strategy to understand and address the impact of poverty.</p> <p>The IJB will also respond to the Fairer Scotland Duty.</p>
Health inequalities; physical / emotional / behavioural	<p>The Strategic Plan has 4 key outcomes and aligning priorities (see section 1). These aim to address the combined impact of equality protected characteristics, including the issues that impact on individuals beyond their health and social care needs.</p>
Physical security; homelessness; criminal justice;	<p>The IJB is a member of the Community Planning Partnership and this will therefore ensure links with a number of relevant plans, including:</p> <ul style="list-style-type: none"> ▪ Community Safety Plan ▪ Community Justice Transition Plan ▪ Local Housing Strategy – through the Housing Contribution Statement ▪ Integrated Children’s Services Plan ▪ Falkirk Alcohol and Drugs Partnership Development Plan

Social responsibility / caring	<p>The Strategic Plan addresses these issues in a number of ways. For example, supporting carers is a continued priority identified within the Strategic Plan.</p> <p>The HSCP will also support the delivery of the Carers Strategy 2019 – 2022.</p> <p>The outcome relating to <i>Strong sustainable communities</i> recognises the importance of supporting people and communities and that community engagement and empowerment is key.</p> <p>The IJB, through the Council and NHS will act in accordance with respective policies and procedures in relation to environmental impacts and sustainability.</p>
Influencing ability and participation; literacy / numeracy / language / rural	<p>The Strategic Plan and associated documents - the Participation and Engagement Strategy and the Communications Framework – will ensure a focus on enabling participation, access to information and services across all groups, particularly those noted as hard to reach. The partnership will ensure that information will be available in suitable formats to meet the needs of a range of audiences.</p>

Partners / other Stakeholders

3.2 Which sectors are likely to have an interest in or be affected by the proposal / policy / project?							
Partners / Stakeholders	Business	Councils	Education Sector	FIRE	NHS	Police	Third Sector
Insert X where appropriate:	X	X	x	x	x	x	x
Describe the interest / affect:							
<p>Business (including the Independent sector and others eg supported employment) - The Strategic Plan will be underpinned by a Market Facilitation Plan. The plan will give the Partnership a good understanding of the current levels of need and demand for health and social care services. This will then help us to identify what the future demand for care and support might look like and help support and shape the market. This will ensure there is a diverse, appropriate and affordable provision available to deliver effective outcomes and to meet needs. The plan will represent the dialogue with service providers, service users, carers and other stakeholders about the future shape of our local social care and support market. By implementing the plan, we can ensure that we are responsive to the changing needs and aspirations of Falkirk's residents.</p> <p>Council and NHS Forth Valley – the IJB through the Integration Scheme and the Strategic Plan will direct those health and social care functions delegated from the parties. In relation to specialist health services there will be engagement as required.</p> <p>Education – there are a number of areas where the education sector will have an interest and where the IJB will actively engage with partners. These include:</p> <ul style="list-style-type: none"> ▪ Children and young people at points of transition from children's to adult services ▪ Community based learning opportunities ▪ Workforce and availability of appropriate further and higher education courses and training ▪ Routes into employment for service users <p>Fire and Rescue and Police services – the IJB as a community planning partner will work with these services in relation to Outcome 3 (Safe) around areas of adult support and protections issues and wider community safety work.</p> <p>Third sector – the sector is integral to the delivery of the Strategic Plan and has a role in contributing to the HSCP local outcomes. The Third sector is represented on the IJB and the Strategic Planning Group, and will be involved as locality planning develops over the period of the plan.</p>							
Other interested parties (please list):	<p>Describe the nature of the relationship / impact:</p> <p>Other – includes organisations directly contributing to health and social care for example the Scottish Ambulance Service, NHS 24 and organisations indirectly contributing to health and social care for example Falkirk Community Trust. There will be an interest in our regulators, for example Care Inspectorate, Health Improvement Scotland, Audit Scotland.</p>						

Quantitative and / or qualitative evidence

3.3 Please include any evidence or relevant information that has influenced the decisions contained in this EPIA (this could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements)	
Quantitative evidence:	Describe type; where accessible and key findings if not covered elsewhere in this assessment
Social data: Service and workforce equality profile; Census information, Customer / staff survey etc.	The Strategic Needs Assessment has been prepared and provides a comprehensive description of health and social care data relevant to the partnership. This brings together demographic data about the local population, including information about deprivation, housing and lifestyle factors and data about the needs of the local population describing the current pattern and level of services, and where possible identifies the extent of the gap between need and supply.
Environmental data: Research; Geographic / location information; crime rates; crime types;	The IJB, as a member of the Community Planning Partnership, will work with partners to contribute, where required, to Strategic Environmental Assessments and as a partner to strategic plans. The IJB is required to submit a Climate Change Duty report on an annual basis.
Financial data: Procurement / budget; welfare benefits; welfare reform	As noted at 3.2 Business the Market Facilitation Plan will give the partnership a good understanding of the current levels of need and demand for health and social care services. The IJB will work within the commissioning and procurement arrangements of NHS FV and Falkirk Council to ensure consistency in commissioning services in line with the Strategic Plan priorities. The Strategic Plan has a financial statement prepared by the Chief Finance Officer.
Health data: ageing; well-being;	The Strategic Needs Assessment is the underpinning document supporting the Strategic Plan and provides evidence in support of the outcomes and priorities.
Qualitative evidence:	Describe type; where accessible and key findings
Social - case studies; personal /group feedback / other:	The Consultation and Engagement report provides information on the consultation process to develop the Strategic Plan and the feedback received.

Best judgement over hard evidence

3.4 (a) Has 'best judgement' been used in place of data/research/	3.3(b) Who provided the 'best judgement'	3.3c What gaps in data/information were
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evidence? YES / NO		identified?
Both – There has been a range of information available from different sources and informed judgement to assess and analyse this.	<ul style="list-style-type: none"> Integration Joint Board Strategic Planning Group Strategic Planning Co-ordinating Group Staff engagement groups Consultees 	
3.4(d) Is further research necessary? YES / NO		
If NO – please say why:		

Consultation

4.0 Has the proposal / policy / project been subject to involvement/consultation? If YES - state which individuals and organisations were involved / consulted; what form the involvement / consultation took and outcome.	
Who was involved/consulted: Please indicate if it was active involvement or consultation	List: <p>The HSCP set out to involve key stakeholders during the production of the Strategic Plan. The list of prescribed stakeholders for the Strategic Plan is set out in the Public Bodies (Joint Working)(Scotland) Act 2014:</p> <ul style="list-style-type: none"> Users of health care Users of social care Carers of users of social care Carers of users of health care Commercial providers of social care Non-commercial providers of social care Commercial providers of health care Non-commercial providers of health care Non-commercial providers of social housing Health professionals Social care professionals Staff of the Health Board and local authority who are not health professionals or social care professionals Third sector bodies carrying out activities related to health or social care other local authorities operating within the area of the Health Board preparing the integration scheme or the revised integration scheme. Residents of the locality <p>An equalities monitoring proforma was distributed as part of the consultation document and the on-line survey. The return was low however the profile of respondents was considered in the Consultation and Engagement report.</p>

How was the involvement/consultation carried out? For other – describe: As this is a review of the Strategic Plan a public online consultation exercise was undertaken. <ul style="list-style-type: none"> An online public consultation was undertaken. As this is a review of the strategic plan the online consultation was considered appropriate and proportionate. 		Focus group	Survey	Display / exhibitions	Users panels	Public event	Other
			X		X	X	x
What were the results from consultation?	List: Please see the attached Consultation and Engagement Report prepared on the consultation carried out in the development of the Strategic Plan.						
4.1	Has the proposal / policy / project been reviewed / changed as a result of consultation?	YES / NO					
4.2	Have the results of the consultation been fed back to the consultees?	YES / NO					
4.3	Is further consultation recommended	YES / NO					
4.4	If <u>no</u> consultation has taken place. Please say why:						

Assessment outcome

5.0 Which of the following outcomes best matches your assessment of this proposal / policy / project?			
No major change required	Adjust the proposal	Continue with the proposal	Stop and remove the proposal
The EPIA demonstrates that the proposal is robust; there is no potential for discrimination and opportunities to promote equality have been taken.	The EPIA identifies some potential impact or missed opportunities. Adjustments can be made to remove barriers / promote opportunities.	The EPIA identifies adverse impact / missed opportunities. Adjustments cannot be identified. You must set out reasons for continuing with this proposal:	The proposal demonstrates actual / potential unlawful discrimination. Stop; remove and / or make changes.
No major change required – the EQIA has identified either positive or neutral impact on the equality protected characteristic groups, including poverty. The Plan will be subject to annual review and will			

continue to be informed with relevant data. The Partnership will encourage all staff and partners to have a human rights approach and complete all required fields on client based records, to ensure there is robust monitoring of all protected characteristics over the period of the plan.

The IJB will consider any emerging impacts as required. Equalities consideration is a standing requirement in all reports to the IJB.

Mitigating actions to minimise any negative impact

5.1 Have mitigating actions been identified? YES / NO. If YES outline below:

Issue	Action	Lead officer	Evaluation and Review date:	Strategic reference to Corporate Plan / Service Plan / Equality Outcomes

No mitigating actions

5.2 Where a negative impact on diverse communities has been identified and no mitigation actions have been put forward; what is the justification for continuing with the proposal / policy / project?

Please outline:

EPIA Equality commentary

5.3 Equality commentary

Comments:	Signature:	
	Date:	

Sign off

5.4 Sign off by Division / Department / Service / Team EPIA assessment officer

Date of sign off:	26.03.19	Signature:	Suzanne Thomson
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5.5 Sign off by Head of Service / Service Director

Date of sign off:	26.03.19	Signature:	Patricia Cassidy
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