

## Appendix B – West Kent Drug and Alcohol Contract Equalities Impact Assessment (EQIA)

EQIA Submission Form  
Information collected from the EQIA Submission

### EQIA Submission – ID Number

#### Section A

**EQIA Title**

West Kent Drug and Alcohol Service Contract Recommission

**Responsible Officer**

Max Guest - CED SC

**Approved by (Note: approval of this EqIA must be completed within the EqIA App)**

Jessica Mookherjee - CED SC

#### Type of Activity

**Service Change**

No

**Service Redesign**

No

**Project/Programme**

No

**Commissioning/Procurement**

Commissioning/Procurement

**Strategy/Policy**

No

**Details of other Service Activity**

No

#### Accountability and Responsibility

**Directorate**

Adult Social Care and Health

**Responsible Service**

Integrated Commissioning

**Responsible Head of Service**

Victoria Tovey - CED SC

**Responsible Director**

Anjan Ghosh - CED SC

#### Aims and Objectives

The Public Health Service Transformation Programme aims to:

Improve services for our communities; targeting those who need them most; informed by evidence and ensuring join up and alignment internally as well as with other related services

Maximise impact of investment; spending where it can have the biggest impact. This will ensure Public Health Services are efficient and reprofile funding into a new prevention proposition

Quality assure services against best practice; ensuring they are safe and effective

Ensure services are fit for the future, sustainable and responsive to need (political, economic, social, technological, legal, international and environmental) and continue to be affordable. This will include managing changes in demand, ensuring provider capacity and capability, insights-led changing trends in society and utilising new technology.

## Section B – Evidence

**Do you have data related to the protected groups of the people impacted by this activity?**

Yes

**It is possible to get the data in a timely and cost effective way?**

Yes

**Is there national evidence/data that you can use?**

Yes

**Have you consulted with stakeholders?**

Yes

**Who have you involved, consulted and engaged with?**

Service Provider & Stakeholder Engagement Workshops

**Has there been a previous Equality Analysis (EQIA) in the last 3 years?**

No

**Do you have evidence that can help you understand the potential impact of your activity?**

Yes

## Section C – Impact

**Who may be impacted by the activity?**

**Service Users/clients**

Service users/clients

**Staff**

Staff/Volunteers

**Residents/Communities/Citizens**

Residents/communities/citizens

**Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?**

Yes

**Details of Positive Impacts**

The service's specification is being refined to ensure all protected groups are able to have equal access and benefit from the service.

A specific women's pathway is being developed to recognise the different needs and experiences of this group. This will support a bespoke recovery offer for this cohort moving forwards. This pathway will be complimented when anticipated recruitment for a women's worker is complete.

A specific pathway for the neurodivergent community will also be developed.

The contract will continue to fund an LGBTQ+ Inclusion Worker to support the services across West Kent - this worker will not only support this cohort directly, but will continue to upskill and educate all frontline staff on some of the issues this group may face and how best to engage with support this cohort. They will also share appropriate resources and partner agency details.

The service supports a wide range of underserved groups. A particular focus for the service is supporting those with co-occurring conditions such as mental and/or physical health needs.

In order to ensure accessibility for those with additional needs, the service offers a number of different options when it comes to service delivery e.g. residential rehab, detox, community treatment, day programme, blended offer (online and face to face). Similarly, a number of different referral options enable users to access the service through whichever option is most convenient.

Kent's new Lived Experience Recovery Organisation will develop close links with the West Kent service to ensure further co-production of the service offer and accessibility, this will include leads in areas such as

families and advocacy.

**Negative impacts and Mitigating Actions**

**19. Negative Impacts and Mitigating actions for Age**

**Are there negative impacts for age?**

No. Note: If Question 19a is "No", Questions 19b,c,d will state "Not Applicable" when submission goes for approval

**Details of negative impacts for Age**

Not Completed

**Mitigating Actions for Age**

Not Completed

**Responsible Officer for Mitigating Actions – Age**

Not Completed

**20. Negative impacts and Mitigating actions for Disability**

**Are there negative impacts for Disability?**

No. Note: If Question 20a is "No", Questions 20b,c,d will state "Not Applicable" when submission goes for approval

**Details of Negative Impacts for Disability**

Not Completed

**Mitigating actions for Disability**

Not Completed

**Responsible Officer for Disability**

Not Completed

**21. Negative Impacts and Mitigating actions for Sex**

**Are there negative impacts for Sex**

No. Note: If Question 21a is "No", Questions 21b,c,d will state "Not Applicable" when submission goes for approval

**Details of negative impacts for Sex**

Not Completed

**Mitigating actions for Sex**

Not Completed

**Responsible Officer for Sex**

Not Completed

**22. Negative Impacts and Mitigating actions for Gender identity/transgender**

**Are there negative impacts for Gender identity/transgender**

No. Note: If Question 22a is "No", Questions 22b,c,d will state "Not Applicable" when submission goes for approval

**Negative impacts for Gender identity/transgender**

Not Completed

**Mitigating actions for Gender identity/transgender**

Not Completed

**Responsible Officer for mitigating actions for Gender identity/transgender**

Not Completed

**23. Negative impacts and Mitigating actions for Race**

**Are there negative impacts for Race**

No. Note: If Question 23a is "No", Questions 23b,c,d will state "Not Applicable" when submission goes for approval

**Negative impacts for Race**

Not Completed

**Mitigating actions for Race**

Not Completed

<b>Responsible Officer for mitigating actions for Race</b>
Not Completed
<b>24. Negative impacts and Mitigating actions for Religion and belief</b>
<b>Are there negative impacts for Religion and belief</b>
No. Note: If Question 24a is "No", Questions 24b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Religion and belief</b>
Not Completed
<b>Mitigating actions for Religion and belief</b>
Not Completed
<b>Responsible Officer for mitigating actions for Religion and Belief</b>
Not Completed
<b>25. Negative impacts and Mitigating actions for Sexual Orientation</b>
<b>Are there negative impacts for Sexual Orientation</b>
No. Note: If Question 25a is "No", Questions 25b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Sexual Orientation</b>
Not Completed
<b>Mitigating actions for Sexual Orientation</b>
Not Completed
<b>Responsible Officer for mitigating actions for Sexual Orientation</b>
Not Completed
<b>26. Negative impacts and Mitigating actions for Pregnancy and Maternity</b>
<b>Are there negative impacts for Pregnancy and Maternity</b>
No. Note: If Question 26a is "No", Questions 26b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Pregnancy and Maternity</b>
Not Completed
<b>Mitigating actions for Pregnancy and Maternity</b>
Not Completed
<b>Responsible Officer for mitigating actions for Pregnancy and Maternity</b>
Not Completed
<b>27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships</b>
<b>Are there negative impacts for Marriage and Civil Partnerships</b>
No. Note: If Question 27a is "No", Questions 27b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Marriage and Civil Partnerships</b>
Not Completed
<b>Mitigating actions for Marriage and Civil Partnerships</b>
Not Completed
<b>Responsible Officer for Marriage and Civil Partnerships</b>
Not Completed
<b>28. Negative impacts and Mitigating actions for Carer's responsibilities</b>
<b>Are there negative impacts for Carer's responsibilities</b>
No. Note: If Question 28a is "No", Questions 28b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Carer's responsibilities</b>
Not Completed
<b>Mitigating actions for Carer's responsibilities</b>
Not Completed

<b>Responsible Officer for Carer's responsibilities</b>
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Not Completed
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