

**KENT COUNTY COUNCIL  
EQUALITY IMPACT ASSESSMENT**

**Initial Screening**

**Directorate:** Families and Social Care

**Name of service**

Mental Health Community Support Services

**Type**

Review of current provision and function / delivery of future services.

**Responsible Owner/ Senior Officer**

Penny Southern, Interim Director Learning Disability and Mental Health

**Completed by:** Samantha Sheppard (Efficiency Officer)

**Date of Initial Screening**

02.12.11

**Updated 13.08.12 in response to feedback from formal consultation**

## Screening Grid – revised 13 August 2012

Characteristic	Could this policy, procedure, project or service affect this group differently from others in Kent? YES/NO	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO	Assessment of potential impact HIGH/MEDIUM/LOW/ NONE/UNKNOWN		Provide details: a) Is internal action required? If yes, why? b) Is further assessment required? If yes, why? c) Explain how good practice can promote equal opportunities
			Positive	Negative	
<b>Age</b>	No	No	High	Low	a) No b) No – informal and formal consultation have not raised any issues. Service users will not be impacted by proposal c) Services will be delivered in accordance with KCC Equalities policy and standards
<b>Disability</b>	Yes	No	High	Low	a) No b) Yes – staff have raised issues related to disability and ability to travel to fulfil role (see Action Plan). No -Service users will not be impacted by proposal. c) Services will be delivered in accordance with KCC Equalities policy and standards
<b>Gender</b>	No	No	High	Low	a) No b) No – informal and formal consultation have not raised any issues. Service users will not be impacted by proposal c) Services will be delivered in accordance with KCC Equalities policy and standards
<b>Gender identity</b>	No	No	High	Low	a) No b) No – informal and formal consultation have not raised any issues. Service users will not be impacted by proposal c) Services will be delivered in accordance with

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					KCC Equalities policy and standards
<b>Race</b>	No	No	High	Low	<ul style="list-style-type: none"> <li>a) No</li> <li>b) No – informal and formal consultation have not raised any issues. Service users will not be impacted by proposal</li> <li>c) Services will be delivered in accordance with KCC Equalities policy and standards</li> </ul>
<b>Religion or belief</b>	No	No	High	Low	<ul style="list-style-type: none"> <li>a) No</li> <li>b) No – informal and formal consultation have not raised any issues. Service users will not be impacted by proposal</li> <li>c) Services will be delivered in accordance with KCC Equalities policy and standards</li> </ul>
<b>Sexual orientation</b>	No	No	High	Low	<ul style="list-style-type: none"> <li>a) No</li> <li>b) No – informal and formal consultation have not raised any issues. Service users will not be impacted by proposal</li> <li>c) Services will be delivered in accordance with KCC Equalities policy and standards</li> </ul>
<b>Pregnancy and maternity</b>	Yes	No	Medium	Low	<ul style="list-style-type: none"> <li>a) No</li> <li>b) Yes – staff have raised issues related to recruitment process and maternity (see Action Plan). No - service users will not be impacted by proposal</li> <li>c) Services will be delivered in accordance with KCC Equalities policy and standards.</li> </ul>

## **Part 1: INITIAL SCREENING**

### **Context**

This initial screening has been carried out to identify any characteristics or considerations that need to be taken forward as the plans to review and modernise the service progress.

The cost of the service to KCC is supplemented by an income from Supporting People. That contract will end 31 December 2011.

Review of this service has identified that there are inconsistencies in management structure, staffing levels and activity levels across the county. In addition, the service is not considered to be value for money when compared to Community Support Services purchased through external private providers.

### **Aims and Objectives**

The current model of service delivery is inconsistent across the county and out of date. It is not in line with KCC policy to promote independence and personalisation. The modernisation of the service will focus on moving away from traditional services which promote dependence and towards a consistent model of enablement and recovery across the entire service.

It will support KCC equality duties as an equality issues will be considered and actioned within the re-structure.

### **Beneficiaries**

Eligible service users and their carers will benefit from a service which designed to support their needs, support them in remaining in their homes and communities, reduce social isolation and promote independence and inclusion.

Staff will benefit from a modernised service that is sustainable over the longer term. Expanding the purpose and function of the service will enable them to develop new and existing skills.

KCC can benefit by commissioning a service which encompasses the aims and objectives of the Equality Act and KCC Equality Strategy.

### **Consultation and data**

An informal consultation has been conducted with staff and KNMPT partners to gather views on the future of the service. These have been used to inform future service model development.

There are currently 252 adults with mental health issues being supported by this service (Swift report July 2012). This number has fallen since the time of the initial screening when 458 people were receiving the service. The service operates across the county and provides support that enables service users to live independent lives in their own homes and local communities.

The service operates Monday - Friday, 9am – 5pm.

The service employs 65 staff who are all seconded to Kent and Medway Partnership Trust (KMPT).

Formal consultation on a new structure began on 12th July and ended on 11<sup>th</sup> August 2012. All affected staff were sent a consultation pack and invited to attend a meeting to discuss the proposal.

All current service users received a letter informing them of the consultation and confirming that the service they receive would not change at this time as a result of the proposal.

### **Potential Impact**

Initial screening noted that there may be some impact in relation to the characteristics of disability, specifically related to mental health issues which may be profound or long term. Regarding age, race and religion or belief, gender, gender identity and sexual orientation, there is no information available at this time to determine whether there will be any impact. Any such information is expected to arise from the formal consultation process and will be considered in any future EIA's.

Formal consultation as identified some impact to the characteristics of disability and pregnancy / maternity. Please see action plan for more details.

### **Adverse Impact:**

The initial screening notes that there may be an adverse impact on protected characteristics and that this will be low. Any future service will be both needs led and sensitive taking into account mental health needs of eligible service users to ensure that they receive a high quality service.

### **Positive Impact:**

By providing a short term, target focused intervention service it is likely that there will be increased integration and reduced isolation for service users as greater independence is achieved. In addition, the interventions may prevent relapse and longer term placements such as hospitalisation and residential homes.

## **JUDGEMENT**

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### **Option 1 – Screening Sufficient**                      **YES/NO**

Following this initial screening our judgement is that Internal action is required (see below).

#### **Justification:**

There is insufficient information at this time to fully assess the impact of any future service model.

A further screening will be completed once the commissioning proposal has been agreed and will incorporate relevant issues raised as part of a formal consultation process.

### **Option 2 – Internal Action Required**                      **YES/NO**

There is potential for adverse impact on particular groups and we have found scope to improve the proposal

*Please see action plan at end of this document.*

### **Option 3 – Full Impact Assessment**                      **YES/NO**

*Only go to full impact assessment if an adverse impact has been identified that will need to undertake further analysis, consultation and action*

## Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Disability	Social isolation Reduce independence	Consider and commission services that will promote inclusion and independence	Increased independence Reduction relapse Increased social isolation	Samantha Sheppard	January 2012	Part of role
Disability	Impaired sight impacts ability to travel across geographic location in a timely manner as outlined in job description	Clarify with all staff that ability to travel is not synonymous with ability to drive but can refer to any mode of transport which allows people to move across a geographic location in the line of their work.  Consider this during recruitment and selection phase.	Minimal – staff are already working to this job description.  Staff are reassured that they will not be disadvantaged.	Samantha Sheppard	July 2012	
Pregnancy / maternity	Members of staff who are pregnant	Staff have identified when	Staff understand the process and	Samantha Sheppard	September / October 2012	

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	and will be on maternity leave during the recruitment / selection phase or during the implementation of the new structure.	they will be on leave.  Staff to provide preferred contact details.  Staff informed of process in adequate time.  Appropriate accommodations put in place so as to not disadvantage staff.	are not disadvantaged.			