

## Diversity Impact Assessment: Screening Form

<b>Directorate/ Organisations</b> <ul style="list-style-type: none"> <li>• Medway Council, Children and Adult Services</li> <li>• Kent County Council</li> <li>• NHS Swale Clinical Commissioning Group</li> <li>• NHS Medway Clinical Commissioning Group</li> <li>• NHS Medway Foundation Trust</li> </ul>	<b>Name of Function or Policy or Major Service Change</b>  <b>Proposed changes to the way that overnight short break services for disabled children, young people aged 5 – 18 years and their families living in Medway and Swale are provided.</b>	
<b>Officer responsible for assessment</b>  Victoria Nystrom-Marshall	<b>Date of assessment</b>  28 June 2013	<b>New or existing?</b>  New
<b>Defining what is being assessed</b>		
<b>1. Briefly describe the purpose and objectives</b>	<p>Medway NHS Foundation Trust gave notice in September 2011 that the Trust would no longer intended to be a provider of overnight short break services for disabled children, young people and their families living in Medway and Swale. This is in line with other hospital trusts across the country. This notification was an immediate trigger for a review and consultation regarding short breaks provision in Medway to ensure that families accessing the provision are able to access alternative and potentially a greater range of short breaks provision.</p> <p>Medway NHS Foundation Trust provides overnight short breaks at Preston Skreens and at Aut Even. Preston Skreens on the Isle of Sheppey will close for such provision in 2013. This will take place in consultation with commissioning partners Medway Council, NHS Medway CCG, Kent County Council, and NHS Swale CCG to ensure that the timeframe will enable individuals to transition into any new provision. Further provision for overnight breaks at Aut Even will remain open.</p> <p>Other drivers for the review are:</p> <p>The need to compare our existing service with current best practice:</p> <ul style="list-style-type: none"> <li>A) having nursing and care staff on shift for an overnight short break delivers improved outcomes for the family.</li> <li>B) Offers of a broader menu of options for families to choose from</li> </ul>	

rather than an overnight stay.

Preston Skreens is a facility offering short breaks. It is in a poor state of repair, with inadequate access within the buildings. There are not enough en-suite bathrooms and the communal space needs to be modernised and made more accessible to meet current mobility standards. Medway NHS Foundation Trust has stated in its formal notice letter that it does not consider the building fit for purpose. It would require very significant investment to bring it up to national children's home standards as defined by the Department for Education.

Aut Even is a facility which offers short breaks over 5 days.

We have carried out wide consultation with stakeholders across Medway and Swale between April – June 2013 regarding preferred service options. Surveys, consultation events, one-to-one interviews, and taster sessions were adopted to ensure that all families who already or may need to access overnight short breaks in Medway had the opportunity to respond.

The consultation demonstrated that some families were unaware of the range of opportunities available to them and may wish to reconsider their options now that these have been made clearer.

We want to continue to deliver short break opportunities for the benefit of children and young people with disabilities, by providing a range of different types of experiences, including overnight accommodation.

The options consulted on were:

1A Extend the range of day, evening and overnight short breaks for families in Medway and Swale

1B Extend Aut Even to seven days a week and purchase additional overnight short breaks from an alternative residential provider for families in Medway

1C A combined residential overnight short break unit with additional short breaks overnight places for families in Medway

2A extend the range of ten day evening and overnight short breaks for families in Swale

2B Commission overnight short breaks from a new provider for families in Medway and Swale

**The recommended/preferred option is**

	<p>1A extend the range of day, evening and overnight short breaks for families in Medway and Swale</p> <p>together with</p> <p>1B Extend Aut Even to seven days a week and purchase additional overnight accommodation from an alternative provider.</p> <p>The recommendation on the preferred option has taken into account this Diversity Impact Assessment.</p> <p>The closure of Preston Skreens and the extension of Aut Even may be subject to TUPE.</p> <p>The recommended options will ensure that</p> <ol style="list-style-type: none"> <li>1) Services will be developed in response to the needs recently identified</li> <li>2) Services will ensure improved outcomes for children and young people with disabilities.</li> <li>3) Existing service users will continue to have access to similar services in Medway or Kent.</li> </ol> <p>The decision on the preferred option will be made in consultation with parent representatives and commissioners, Medway Council, Kent County Council, NHS Swale Clinical Commissioning Group, NHS Medway Clinical Commissioning Group by September.</p>
<p><b>2. Who is intended to benefit, and in what way?</b></p>	<p>Overnight short breaks are provided to children and young people with severe profound and complex disabilities, aged 5 to 18 years, providing respite for them and their families who's circumstances are also taken in to account. Typical disabilities include combinations of severe learning difficulties, profound and multiple learning difficulties, severe autism, challenging behaviour associated with disability, global developmental delay often in combination with a wide range of long term medical conditions including cerebral palsy, epilepsy, visual impairments and incontinence.</p> <p>The main benefits are:</p> <p>Children and young people with a complex needs will have:</p> <ul style="list-style-type: none"> <li>• Improved emotional and physical health and wellbeing</li> </ul>

	<ul style="list-style-type: none"> <li>• Leading more ordinary lives</li> <li>• Help in the transition to adulthood and living more independently</li> <li>• Reduced likelihood of being placed in long term residential care away from family environment</li> </ul> <p>Parents, carers and families of disabled children and young people will:</p> <ul style="list-style-type: none"> <li>• Lead more ordinary lives</li> <li>• Time to spend for themselves and the rest of the family</li> <li>• Reduced stress and worry for a time</li> </ul> <p>Local Authorities and communities will have:</p> <ul style="list-style-type: none"> <li>• Reduced cost in long-term residential care</li> <li>• Reduced cost in health services</li> </ul> <p>The number of children and young people who have used these two facilities over the past few years are:</p> <p>2010/11 500 2011/12 600 2012/13 700</p>
<p><b>3. What outcomes are wanted?</b></p>	<p>We have consulted with parents, carers, staff, voluntary organisations and other groups to understand needs and to develop proposals for the future</p> <p>They have said that they want:</p> <ul style="list-style-type: none"> <li>• Short breaks to have a positive impact on the disabled children, young people and their families.</li> <li>• Short breaks which gives children and young people the chance to have fun, make friends and to grow in independence</li> <li>• Short breaks to give parents and their siblings a break from caring.</li> </ul> <p>Young people have told us that they want:</p> <ul style="list-style-type: none"> <li>• To spend more time with friends at school</li> <li>• A sleep over with friends like their brothers and sisters have</li> </ul> <p>Overall the preferred options from the survey were:</p> <ul style="list-style-type: none"> <li>• Option 1A Extend the range of day, evening and overnight short breaks for families in Medway and Swale. This was the top option and tended to be chosen more by non users of overnight short breaks</li> <li>• Option 1B Extend Aut Even to seven days a week and purchase additional overnight short breaks from an alternative residential provider for families in Medway. This option tended to</li> </ul>

	be chosen by the existing users of the overnight short breaks	
<b>4. What factors/forces could contribute/detract from the outcomes?</b>	<p>Contribute</p> <p>A formal consultation process has been carried out between April – June 2013 in conjunction with stakeholders. In addition, a booster survey was carried out in June to clarify responses.  <a href="http://www.medwaychildrenstrust.co.uk/documents/short-breaks-consultation-document-1363699051.pdf">Link to Consultation document</a>  <a href="http://www.medwaychildrenstrust.co.uk/documents/short-breaks-consultation-document-1363699051.pdf">http://www.medwaychildrenstrust.co.uk/documents/short-breaks-consultation-document-1363699051.pdf</a></p> <p>A summary of the outcome from the consultation has been produced and will be circulated shortly. A copy will also be made available on the Children’s Trust website</p>	<p>Detract</p> <p>The recommended option has financial implications. Funding is expected to be met in full by Medway Council, Kent County Council, NHS Medway Clinical Commissioning Group, NHS Swale Clinical Commissioning Group.</p> <p>Some disabled children and young people and their families who are currently accessing overnight short breaks facilities at Preston Skreens or Aut Evens may be unsettled if they need to transfer to a new service. This disruption will be mitigated by assessment of their care needs which will be carried out prior to any new service arrangements coming into effect.</p> <p>It is planned that existing short break providers and staff will be provided with help and support from the Disabled Children’s team to aid the transition</p>
<b>5. Who are the main stakeholders?</b>	<ul style="list-style-type: none"> <li>• Children and young people with complex needs</li> <li>• Disabled children and young people living in Medway or Swale</li> <li>• Families of disabled children and young people living in Medway or Swale</li> <li>• Staff potentially affected by the proposal (example: those employed at Preston Skreens and Aut Even.</li> <li>• Representative groups (service user groups such as the Medway Parent Carer Forum, Kent Parents Consortia and Save Preston Skreens Group)</li> <li>• Medway Council</li> <li>• Kent County Council</li> <li>• Medway NHS Foundation Trust</li> <li>• Swale Clinical Commissioning Group</li> <li>• Medway Clinical Commissioning Group</li> </ul> <p>Stakeholder views will be taken into account however the final decision will be taken by:</p>	

	<ul style="list-style-type: none"> <li>• Medway Council</li> <li>• Kent County Council</li> <li>• Swale Clinical Commissioning Group</li> <li>• Medway Clinical Commissioning Group</li> </ul> <p>These organisations will be responsible for commissioning future short breaks services.</p>				
<p><b>6. Who implements this and who is responsible?</b></p>	<p>Project Sponsor: David Quirke-Thornton, Deputy Director Commissioning and Strategy, Children and Adult Services</p> <p>Research Lead: Michelle Lofting, Research Analyst, Children and Adult Services</p> <p>Commissioning Lead: Victoria Nystrom-Marshall, Head of Partnership Commissioning for Children</p> <p>Commissioner: Donna Mills, Partnership Commissioning Manager</p>				
<p><b>Assessing impact</b></p>					
<p><b>7. Are there concerns that there <u>could</u> be a differential impact due to racial/ethnic groups?</b></p>	<table border="1"> <tr> <td data-bbox="592 831 671 913"></td> <td data-bbox="671 831 1332 913">Brief statement of main issue</td> </tr> <tr> <td data-bbox="592 913 671 1099">NO</td> <td data-bbox="671 913 1332 1099">Those assessing levels of need according to the published access statement to support services for families with children with disabilities and service providers are committed to racial equality. Access to service criteria is based on disability needs.</td> </tr> </table>		Brief statement of main issue	NO	Those assessing levels of need according to the published access statement to support services for families with children with disabilities and service providers are committed to racial equality. Access to service criteria is based on disability needs.
	Brief statement of main issue				
NO	Those assessing levels of need according to the published access statement to support services for families with children with disabilities and service providers are committed to racial equality. Access to service criteria is based on disability needs.				
<p><b>What evidence exists for this?</b></p>	<p>Eligibility criteria to the short stay services is based only on level of need i.e. a child or young person's disability or complex needs and impact on their family.</p> <p>Services record and monitor the ethnicity profiles of service users. This information is used to understand the reach of the project in comparison with ethnicity profiles of Medway and to make adjustments as necessary should analysis require it and to ensure service improvement.</p>				

<p><b>8. Are there concerns that there <u>could</u> be a differential impact due to <i>disability</i>?</b></p>	<p>NO</p>	<p>Eligibility criteria is not changing so disabled children will not be treated unfairly in terms of their access to services. Depending on the options chosen, access to services may increase.</p> <p>As part of this work we are trying to provide and promote a broader range of short break options that can meet the changing needs of children and young people as they grow up and become more independent.</p> <p>However, due to the nature of some disabilities, some disabled children, young people and families may be unsettled, if they need to transfer to a new provider. This change is unavoidable since the current provider has given notice that they will no longer provide the service.</p>
<p><b>What evidence exists for this?</b></p>	<p>It is possible that some disabled children and young people and their families who are currently accessing overnight short breaks facilities at Preston Skreens or Aut Even may be unsettled if they need to transfer to a new service. This is due to their conditions such as severe Autism which means that they may be affected by change more than others since this condition requires stability and familiarisation.</p> <p><u>Plans to mitigate against this include:</u></p> <ul style="list-style-type: none"> <li>• full re assessments of existing users to fully understand their care needs</li> <li>• potential for those most likely to be affected by change to be able to use more familiar settings</li> <li>• support will be given to families from existing short breaks providers and care staff to prepare and aid families in the transition from Preston Skreens to new facilities</li> </ul> <p>During December 2012 there were 50 children accessing the Preston Skreens unit (30 from Medway and 20 from Swale). At Aut Even there were 51 children accessing the facility, all from Medway.</p> <p>There are no plans to change the eligibility criteria, those assessed in needing additional support will continue to receive it from Aut Even facility or another facility within Kent or Medway. All individuals will be offered a reassessment to ensure that services meet present needs.</p>	
<p><b>9. Are there concerns that there <u>could</u> be a differential impact due to <i>gender</i>?</b></p>	<p>NO</p>	<p>Each assessment for overnight short breaks is based on the child's disability and the impact that has on them and the family. Gender is not part of the criteria</p>
<p><b>What evidence exists for this?</b></p>	<p>Assessment is person centred and not by gender. Services record and monitor the gender of service users. This information is used to understand the</p>	

		reach of the service and to make adjustments as necessary should analysis require and to ensure service improvement
<b>10. Are there concerns there <u>could</u> be a differential impact due to <i>sexual orientation</i>?</b>	NO	Each assessment for overnight short breaks is based on the child's disability and the impact that has on them and the family. Sexual orientation is not part of the criteria.
<b>What evidence exists for this?</b>		Assessment is person centred and not by Sexual orientation. Services are not currently monitoring this equalities information as a matter of course since the needs of the young people are complex and preclude them from such knowledge. However, assessment at transition to adulthood does take this need into account.
<b>11. Are there concerns there <u>could</u> be a have a differential impact due to <i>religion or belief</i>?</b>	NO	Each assessment for overnight short breaks is based on the child's disability and the impact that has on them and the family. Religion is not part of the criteria
<b>What evidence exists for this?</b>		Assessment is person centred and not by religion Services do record this equalities information.

<b>12. Are there concerns there <u>could</u> be a differential impact due to people's age?</b>	NO	Residential overnight short break provision is currently limited to disabled children and young people and those with complex needs aged 5 to 18 years as assessed as being in need.  Depending on what option is chosen the service could potentially be offered to a wider age group.
<b>What evidence exists for this?</b>		Medway like all other Local Authorities has a published local offer of need in terms of short breaks. At the moment overnight short breaks is offered to 5 to 18 years. The age profile of current service users will be assessed to better understand the age differentiation and to help inform the future service provision.
<b>13. Are there concerns that there <u>could</u> be a differential impact due to <i>being transgendered or transsexual</i>?</b>	NO	Each assessment for short breaks is based on the child's disability and the impact that has on them and the family. Transgender or transsexual is not part of the criteria
<b>What evidence exists for this?</b>		Assessment is person centred and not by transgender or transsexual. Services are not currently monitoring this equalities information as a matter of course since the needs of the young people are complex and preclude them from such knowledge. However, assessment at transition to adulthood does take this need into account.
<b>14. Are there any <i>other</i> groups that would find it difficult to access/make use of the function (e.g. speakers</b>		If yes, which group(s)?



<b>of other languages; people with caring responsibilities or dependants; those with an offending past; or people living in rural areas)?</b>	NO	
<b>What evidence exists for this?</b>	<p>The consultation has not identified any other groups currently unable to access the service.</p> <p>The provision of short breaks activities in particular overnight short shorts is assessment on a published criteria based on disability or complex need.</p>	
<b>15. Are there concerns there could be a differential impact due to <i>multiple discriminations</i> (e.g. disability <u>and</u> age)?</b>	NO	<p>Brief statement of main issue</p> <p>There is now a requirement for Local Authorities (LA) to publish a local offer of support services for families with children with SEN or disabilities</p>
<b>What evidence exists for this?</b>	<p>It is unlikely that service users will be impacted on multiple discrimination grounds as it has already been identified that there will not be an adverse impact on single protected characteristics (see s 7-13)</p> <p>Children and young people are eligible for support and services if they have a physical or mental impairment, which has a substantial and long-term effect on their ability to carry out day-to-day activities. This may include:</p> <ul style="list-style-type: none"> <li>• a physical or learning disability</li> <li>• a hearing or visual impairment</li> <li>• Autism and Asperger's Syndrome <ul style="list-style-type: none"> <li>• challenging behaviour as a result of their learning disability</li> </ul> </li> <li>• children who have complex health needs and who may have palliative, life limiting or a life-threatening condition.</li> </ul>	

<b>Conclusions &amp; recommendation</b>		
<b>16. Could the differential impacts identified in questions 7-15 amount to there being the potential for adverse impact?</b>		<p>It is possible that some disabled children and young people and their families who are currently accessing overnight short breaks facilities at Preston Skreens or Aut Even may be unsettled if they need to transfer to a new service. This is due to their conditions such as</p>

		<p>severe Autism which means that they may be affected by change more than others since this condition requires stability and familiarisation.</p> <p><u>Plans to mitigate against this include:</u></p> <ul style="list-style-type: none"> <li>• full re assessments of existing users to fully understand their care needs</li> <li>• potential for those most likely to be affected by change to be able to use more familiar settings</li> <li>• support will be given to families from existing short breaks providers and care staff to prepare and aid families in the transition from Preston Skreens to any new services</li> </ul> <p>There are no protected character groups that will be adversely impacted.</p> <p>We know this because our monitoring information (user profiles) tells us so and also the consultation feedback does not indicate any concerns regarding specific groups that will be adversely impacted.</p>
<p><b>17. Can the adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or another reason?</b></p>	YES	<p>Need is assessed on a published criteria the same as other local authorities. A copy of the eligibility statement is attached.</p> <p>It is possible that some disabled children and young people and their families who are currently accessing overnight short breaks facilities at Preston Skreens or Aut Even may be unsettled if they need to transfer to a new service.</p> <p>Medway NHS Foundation Trust has already given notice which means it is likely the provider and some staff may change.</p>
<p>Recommendation to proceed to a full impact assessment?</p>		
NO		
No but	<p><b>What is required to ensure this complies with the requirements of the legislation? (see DIA Guidance Notes)?</b></p>	<p>This change will not adversely impact access to services for any of the characteristics so a full impact assessment is not required. However, increased transitional support will be provided in respect of some disabled users as the nature of their disability may mean that they will find any change unsettling.</p>
Yes	<p><b>Give details of key person responsible and target date for carrying out full impact assessment (see DIA Guidance Notes)</b></p>	

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<b>Action plan to make Minor modifications</b>		
<b>Outcome</b>	<b>Actions (with date of completion)</b>	<b>Officer responsible</b>
Ensuring that family needs are fully understood	Families at Preston Skreens are being offered an updated assessment that is completed in partnership with parents and in consultation with children to ensure that their needs are fully understood and met. To be completed by 31 <sup>st</sup> July 2013	Nigel Leonard, Service Manager
Recognising the impact of change on families, providing families with a realistic timeframe and support	A realistic timeframe to be agreed in which individuals will be able to transition into any new provision identified by families with input from staff working with families and parent representatives.	Short Breaks Steering Group (comprising of parent carer representatives, Service Managers, NHS Medway Foundation Trust, LA Commissioners, and NHS Commissioners)
Ensuring both affected families and those who took part in the consultation are informed of the outcomes	Feedback session(s) to be held with families who may be affected by change and those who participated in the consultation to review outcomes and discuss next steps.	Donna Mills, Partnership Commissioning Manager and Michelle Lofting, Research Lead
Ensuring the quality of services	All short breaks provision funded by Medway Council has been reassessed to ensure that high quality short breaks provision is available. Short breaks provision will be reviewed to ensure that this aligns with the priorities identified during the consultation with preferred option agreed in July / August.	Donna Mills, Partnership Commissioning Manager

<b>Planning ahead: Reminders for the next review</b>	
<b>Date of next review</b>	This is a one off project in light of the Medway NHS Foundation Trust given formal notice that is no longer wants to be the provider of children and young people's overnight short breaks in Medway and Swale.
<b>Areas to check at next review (e.g. new census information, new legislation due)</b>	

<b>Is there <i>another</i> group (e.g. new communities) that is relevant and ought to be considered next time?</b>	N/A	
<b>Signed (completing officer/service manager)</b> Donna Mills	<b>Date</b> 2 July 2013	
<b>Signed (service manager/Assistant Director)</b> Victoria Nystrom-Marshall	<b>Date</b> 2 July 2013	

*NB: Remember to list the evidence (i.e. documents and data sources) used*