

Diversity impact assessment

APPENDIX 1

TITLE <i>Name/description of the issue being assessed</i>	De-commissioning of Crisis Intervention 10 service provided by Avante Stepahead Support
DATE <i>Date the DIA is completed</i>	19 March 2014
LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Marilyn Morgan

1 Summary description of the proposed change

- *What is the change to policy/service/new project that is being proposed?*
- *How does it compare with the current situation?*

The service has worked to a Service Level Agreement since 2008, which has been extended on an annual basis. This arrangement is not compliant with procurement legislation, and so has been reviewed as part of a wider review of Early Help services commissioned by Children and Adults Directorate. The recommendation of the review is that the service should be de-commissioned giving a notice period of 3 months from April 2014.

2 Summary of evidence used to support this assessment (stage 1)

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

The methodology for undertaking the review has been as follows:

- Meetings and discussion with service providers
- Request for written information including:
 - Referral and access processes
 - Volume of service delivered
 - Priority needs addressed
 - Outcomes information collated and evidence of outcomes achieved
- Service user views
- Other stakeholder views

During the period under review, of 39 young people referred 18 were female, and 21 male. One was an expectant mother and one was a parent (no gender given). 41% of young people referred were under 18, but none of the young people were assessed as being the responsibility of children's social care.

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None of the stakeholders who responded were aware of this service, including the YOT Accommodation Lead, and Children's Social Care Service Managers. This is reflected in the lack of referrals from these agencies.

According to a draft Youth Housing and Support Action Plan developed in July 2013, 75% of young people aged 16/17 presenting as homeless in Medway are already known to children's social care. This suggests that the service is not reaching these young people, since none of their clients were assessed as being the responsibility of children's services.

The majority of the young people accepted as homeless by Medway Council's Housing Department in 2012/13 were female; 78% compared to 22% males. Needs data suggests that young women who are pregnant or have a child are most likely to present as homeless and in need of support. The client referral information given by the service does not reflect this demographic.

3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age	✓		
Disability			
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity		✓	
Race			
Religion/belief			
Sex			
Sexual orientation			

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Other (eg low income groups) ✓

4 Summary of the likely impacts

- *Who will be affected?*
- *How will they be affected?*

The purpose of the current Crisis 10 project is to provide advice, support and practical help to young people aged 16 to 21 who are homeless or at risk of homelessness. The specification targets care leavers, young offenders or those having difficulties with accessing housing, benefits and specialist advice.

5 What actions can be taken to mitigate likely adverse impacts?

- *Are there alternative providers?*
- *What alternative ways can the Council provide the service?*
- *Can demand for services be managed differently?*

This service primarily meets the needs of Housing clients therefore should not be funded by Children's Services. Only 8% of referrals are from Children's Services.

However, the draft Homelessness Prevention Strategy seeks to achieve the targets of "early intervention and prevention to meet the housing needs of those under 25" and "a reduction in the number of 16/17 year olds presenting as homeless" and Housing is currently tendering for a Housing Related Accommodation Support Service which may meet the needs of this specific client group.

6 Action plan

- *Actions to mitigate adverse impact and/or obtain new evidence*

Action	Lead	Deadline or review date
Housing advised of likely de-commissioning in order to factor the impact into their strategy and tendering process.	Marilyn Morgan	Completed February 2014
YOT accommodation lead linked to Housing Strategy staff	Marilyn Morgan	Completed March 2014
Confirmation of decision to Housing	Marilyn Morgan	April 2014

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7 Recommendation

Approve mitigating actions outlined above.

8 Authorisation

Assistant Director

Date

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC: phone 2443 or email annamarie.lawrence@medway.gov.uk

C&A: phone 1031 or email paul.clarke@medway.gov.uk

CPI: phone 2472 or 1490 or email: corppi@medway.gov.uk

Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication

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Appendix 2

TITLE <i>Name/description of the issue being assessed</i>	Contract review of Place2Be service.
DATE <i>Date the DIA is completed</i>	23 March 2014
LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Marilyn Morgan

1 Summary description of the proposed change

- *What is the change to policy/service/new project that is being proposed?*
- *How does it compare with the current situation?*

- Cease to subsidise the service offered to three academies with effect from April 2014, and cease to fund the remaining six schools by 31 March 2015.
- Place2Be is currently funded £171,284 per annum. This funding comprises 35% of the total funding to deliver the service with individual schools contributing the remaining 65%. The current funding provides therapeutic and emotional support in nine schools, three of which have academy status.

2 Summary of evidence used to support this assessment (stage 1)

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

Performance Information:

Over the review period of October 2013 to September 2014,

- 178 children were involved in 1:1 work receiving an average of 16 1:1 sessions per child (target 150)
- 1,449 children were involved in Place2Talk work (target 1500)
- 73 children were involved in group work (target 100)
- 995 hours of meetings/work with school staff took place (target 800)
- 376 hours of meetings/work with parents took place (target 150)
- 168 assessments of children were undertaken (target 250)

In 2012/13, Place2Be delivered therapeutic services to eight primary schools and one secondary school in Medway, reaching a school population of 3,598 children. There are approximately 100 schools in Medway who do not have access to this service, which has led to an inequity of service delivery for those children and young people who need support.

The service is very well regarded and provides good evidence of positive health outcomes, but it is not equitable to subsidise some schools and not

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others. Currently, three Academies receive extra funding to cover the cost of services that used to be provided by the local authority, and as such should not be subsidised by the Council.

Locally, there are several services, apart from Place2 Be, that aim to meet the emotional health needs of children of school age. These are:

- The Child and Adolescent Support Team
- Onside
- Health for Learning
- All Saints Sure Start Children's Centre
- School Nursing

Additionally, some schools employ individual counsellors or the services of third sector organisations. In England, school based counselling seems to be most commonly funded through school's own budget (72%) with the counsellor employed on a sessional basis through an external agency.

Stakeholder and Service User Consultation:

This service is widely known by other services contacted, and has an active steering group which includes head teachers of the schools commissioning the service. The Educational Psychology Service (EPS) considers Place2Be to be very responsive to working in partnership and that its absence would potentially increase referrals to the EPS.

Need analysis within Medway

It is anticipated that 1 in 10 children and young people aged 5-16 suffer from a diagnosable mental health disorder – that is, around three children in every class.

3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age	✓		
Disability	✓	✓	✓
Gender reassignment			
Marriage/civil partnership			

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Pregnancy/maternity			
Race			
Religion/belief			
Sex			
Sexual orientation			
Other (eg low income groups)			

4 Summary of the likely impacts

- *Who will be affected?*
- *How will they be affected?*

Those children in the nine schools who currently have access to Place2Be funded counselling and therapeutic services may be affected if the schools choose not pick up the additional funding requirement.

5 What actions can be taken to mitigate likely adverse impacts?

- *Are there alternative providers?*
 - *What alternative ways can the Council provide the service?*
 - *Can demand for services be managed differently?*
- There are a number of alternative providers already delivering therapeutic and counselling support to children and young people. Some schools also employ and fund counselling services independent of this contract.
 - By continuing to fund schools until March 2015 this will allow schools time to budget for retaining the service to be paid out of the schools' budget. Academies already receive extra funding to cover the cost of counselling services and could continue to deliver services through that funding stream.
 - Demand for services could be managed through the above approach and also from other providers already delivering a range of counselling and therapeutic approaches.
 - CADMT has committed ongoing support to Place2Be to market their service to schools after 2015.

6 Action plan

- *Actions to mitigate adverse impact and/or obtain new evidence*

Action	Lead	Deadline or review date
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Continue to support Place2Be over the next financial year, and in particular to identify how the service can be supported to further market to schools.	Partner ship Commi ssionin g	March 2015

7 Recommendation

To note mitigating actions.

8 Authorisation

Assistant Director

Date

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Appendix 3

TITLE <i>Name/description of the issue being assessed</i>	De-commissioning Medway Challengers
DATE <i>Date the DIA is completed</i>	20 March 2014
LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Marilyn Morgan
1 Summary description of the proposed change <ul style="list-style-type: none"> <i>What is the change to policy/service/new project that is being proposed?</i> <i>How does it compare with the current situation?</i> 	
<p>The proposal is to de-commission Medway Challengers with effect from April 2014, giving a notice period of 6 months.</p> <p>This is a youth support and activity group for Looked After Children aged from 5 to 18, providing informal education, peer and adult support, a wide range of activities and the development of key life and social skills. The service aims to support young people who may not be ready to engage in mainstream community groups so that they can develop social/life skills.</p> <p>The service has worked to a Service Level Agreement since 2008, which has been extended on an annual basis. This arrangement is not compliant with procurement legislation.</p>	
2 Summary of evidence used to support this assessment (stage 1) <ul style="list-style-type: none"> <i>Eg: Feedback from consultation, performance information, service user records etc.</i> <i>Eg: Comparison of service user profile with Medway Community Profile</i> 	
<p>Outputs over the review period include 50 youth support groups/activity sessions and 6 full activity days. 41 young people participated in the activities.</p> <p>YLF are able to provide case studies as evidence of good outcomes, but more information is needed to show 'distance travelled' for individual young people, evidence of reach to the whole client group, and the rate of transition to mainstream services.</p> <p>Service user satisfaction with YLF is high. The most recent survey conducted by YLF themselves found that:</p>	

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- 94% felt that YLF listened to them
- 88% said that YLF treated them as individuals
- 94% said that YLF takes their views and opinions seriously
- 94% said YLF were supportive and on their side

YLF provides services for children using a range of social care services, including those who are looked after. Their service are targeted at looked after children, those at risk of offending, or those who are socially excluded.

- YOT activity data November 2013, shows that there were 423 young people aged 10-17 at the time of the offence convicted in the previous 12 months.
- The Office for National Statistics estimates that 3,491 young people in Medway aged 11 to 19 have a neurotic disorder such as anxiety, depression and phobias¹.
- The Strengths and Difficulties Questionnaire (SDQ) is a series of 25 questions asked of all looked after children aged four to 16 years at the date of their latest assessment (six-monthly for children under five and annually for children aged five and over) to measure their emotional and behavioural health.²
- The rate of young people aged 16 to 18 years not in education, employment or training (NEET) is a national indicator which reflects skill development during the school years and indicates those at greater risk of a range of negative outcomes, including poor health and early parenthood. Medway's rate has been higher than the South East in the last two comparable years.³
- An estimated 830 Medway young people provide unpaid care to relatives.⁴
- There are 369 Looked After Children as of January 2014, and the expectation is that the number of LAC will stabilise at around this level. This represents a 17% decrease from Quarter 1, 2011/12.

This service is wholly funded by Medway CCG, who have approved de-commissioning.

¹ Office for National Statistics, 2012. Singleton, N. et al (2001)

² The Health of School Aged Children: The Annual Public Health Report of the Director of Public Health Medway 2012/13

³ Ibid

⁴ Ibid

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3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age	✓		
Disability			
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			
Race			
Religion/belief			
Sex			
Sexual orientation			
Other (eg low income groups)	✓		

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

Cessation of this service may impact on vulnerable young people including Looked After Children, who have been members of this support/activity group and enjoyed the social opportunities provided.

5 What actions can be taken to mitigate likely adverse impacts?

- Are there alternative providers?
- What alternative ways can the Council provide the service?
- Can demand for services be managed differently?

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The intention is to explore commissioning a service which supports the emotional wellbeing of Looked After Children, with greater reach than that of Medway Challengers. In 2012, the average SDQ for emotional and behavioural health of looked after children in Medway was scored “borderline”. However, 41% of individual children had a score that raised concern, higher than the England average of 36%. There is an identified gap in personalised mental health support for the group of LAC whose needs fall between Children’s Social Care and CAMHS.

6 Action plan

- *Actions to mitigate adverse impact and/or obtain new evidence*

Action	Lead	Deadline or review date
Medway Council Youth Service advised of de-commissioning in order to work with the provider to offer alternative opportunities to the young people involved	Marilyn Morgan /David Dowie	April 2014
Needs analysis and business case for commissioning service to meet LAC emotional/mental health needs.	Partnership Commissioning	During 2014/15

7 Recommendation

To approve mitigating actions.

8 Authorisation

Assistant Director

Date

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Diversity impact assessment

Appendix 4

TITLE <i>Name/description of the issue being assessed</i>	De-commissioning of Home-Start Medway (and commissioning a new service from April 2015)
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DATE <i>Date the DIA is completed</i>	19 March 2014
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LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Marilyn Morgan
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1 Summary description of the proposed change

- *What is the change to policy/service/new project that is being proposed?*
- *How does it compare with the current situation?*

Home-Start Medway opened in 1987, and is a voluntary home visiting scheme supporting vulnerable families with at least one child under five. It operates across the local authority area, providing a preventative service which is responsive to working in partnership with other services such as children's centres and health visiting. Volunteers, supported by a Home-Start co-ordinator, help the family to set their own goals which are regularly reviewed. The aim is to work with the family for no more than 9 months (6 months is the optimum).

Medway Council has supported Home-Start since 2000. The service has worked to a Service Level Agreement since 2008, which has been extended on an annual basis. This arrangement is not compliant with procurement legislation.

This service is jointly funded with the CCG, who provide 73% of the current available resources, and who will need to be engaged fully in any decision about future service provision.

The intention is to decommission this service, giving a notice period of 12 months from April 2014, and to reduce funding for 2014/15 by 14%.

2 Summary of evidence used to support this assessment (stage 1)

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

The methodology for undertaking the review has been as follows:

- Meetings and discussion with service providers

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- Request for written information including:
 - Referral and access processes
 - Volume of service delivered
 - Priority needs addressed
 - Outcomes information collated and evidence of outcomes achieved
- Service user views
- Other stakeholder views

The provider is able to follow up outcomes for 51 of the 101 families who left the service between October 2012 and September 2013¹.

- 100% of families self-reported improved outcomes in the areas identified at the point of referral.
- 49% families reported improvement in the area of managing children's behaviour.
- 82% reported improvement in coping with parental mental health issues.
- 72% reported improvement in coping with feeling isolated.
- 49% reported improvement in coping with the stress caused by family conflict.
- 43% reported improvement in using other services.

The projected under-five population for 2013 is 18,010, and this is set to rise by 3.8% in 2015 and by 6.5% in 2020.²

Information recorded by the service demonstrates the main reasons for families receiving a service in 2012/13 are as follows (NB families may have more than one difficulty identified):

Mental health (including post natal depression) – 80% of families referred

There were 3,554 live births in Medway in 2011. It has been estimated that mild-moderate depressive illness and anxiety states affect 100-150/1000 maternities – in Medway this equates to 350 to 525 women.³ There is a local gap in services for women who fall between support offered by health visiting via their maternal mental health package of care and referral on to secondary

¹ Reasons for not following up include the families ultimately declined a service or became uncontactable.

² Office for National Statistics (ONS) 2012

³ Joint Commissioning Panel for Mental Health Guidance for commissioners of perinatal mental health services Volume 2 November 2012

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mental health services.

Relationship issues –36% of families referred

The extent of family conflict in Medway is difficult to quantify, but a YouGov survey on Family Violence⁴ found that as many as 53% of parents with dependent children experience serious or frequent conflict. 64% reported the conflict took the form of arguments, 57% shouting, and 29% verbal insults.

Lone parenthood – 43% of families referred

According to the 2011 Census, 7.9% of Medway householders are lone parents compared to 6.1% in the South East and 7.1% nationally. Forty-four per cent of Medway lone parents are not in employment.

Financial issues –32% of families referred

According to Medway Citizens Advice Bureau, Medway has the highest level of debt in Kent and the South East and the average unsecured personal debt per person stands at £43,000 compared with £18,000 in 2010.⁵ The median gross weekly pay for full time workers in Medway is £487.80 compared to £536.60 in the South East and £507.60 nationally.⁶

3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age	✓		
Disability			
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity	✓		
Race			

⁴ n=1018, YouGov February 2012

⁵ Medway CAB presentation 2012

⁶ ONS annual survey of hours and earnings, 2012

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Religion/belief			
Sex	✓		
Sexual orientation			
Other (eg low income groups)	✓		

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

De-commissioning this service reduces the support available to lone parent mothers of children under five who are experiencing mental health, relationship and/or financial difficulties with a consequent risk of negative outcomes for the families affected.

5 What actions can be taken to mitigate likely adverse impacts?

- Are there alternative providers?
- What alternative ways can the Council provide the service?
- Can demand for services be managed differently?

Medway has reached the final stages of a bid for Big Lottery funding, which if successful, may provide additional resources targeted at a similar service user group. The provider will be given 12 month's notice to ensure continuity of service in the meantime.

This service is jointly funded with Medway CCG, who provide 73% of the current available resources: the recommendation to the CCG is that they consider financing a tender directed towards perinatal support, particularly in relation to mothers suffering post natal depression, has been agreed.

6 Action plan

- Actions to mitigate adverse impact and/or obtain new evidence

Action	Lead	Deadline or review date
See above –awaiting result of CCG Commissioning meeting and lottery bid		
Early Years Strategy Manager advised of outcomes of Procurement Board/CCG Commissioning Committee	Marilyn Morgan	Meeting arranged 19 March 2014

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7 Recommendation

8 Authorisation

Assistant Director

Date

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Diversity impact assessment

APPENDIX 5

TITLE <i>Name/description of the issue being assessed</i>	Cease funding New Directions Mentoring Service
DATE <i>Date the DIA is completed</i>	20 March 2014
LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Marilyn Morgan
<p>1 Summary description of the proposed change</p> <ul style="list-style-type: none"> • <i>What is the change to policy/service/new project that is being proposed?</i> • <i>How does it compare with the current situation?</i> <p>The New Directions Mentoring Service offers one-to-one support for young people in Medway aged 8-17 who are from socially disadvantaged backgrounds, at risk of offending and/or social exclusion.</p> <p>The proposal is to de-commission the service giving a notice period of three months from April 2014.</p>	
<p>2 Summary of evidence used to support this assessment (stage 1)</p> <ul style="list-style-type: none"> • <i>Eg: Feedback from consultation, performance information, service user records etc.</i> • <i>Eg: Comparison of service user profile with Medway Community Profile</i> <p>Performance Information</p> <p>From October 2012 to September 2013, 47 young people were involved in mentoring arrangements. The project has five specified outcomes to achieve and the provider has supplied evidence to support outcomes achieved. In February 2013 the mentoring service was successful in meeting the Approved Provider Standard following an assessment by the Mentoring and Befriending Foundation (MBF).</p> <p>Stakeholder Feedback</p> <p>Service user views were collected and Medway Council requested results of the survey but this was not supplied. However, a number of case studies supplied included positive feedback from service users.</p> <p>The commissioning manager for the service considers “The service is well managed by the provider and achieves positive outcomes for young people.” Medway Action for Families, the Integrated Prevention Service, Strood Academy and Parklands Resource Centre were consulted and all gave</p>	

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positive feedback. Medway Youth Offending Team do not refer to the service as they found it unresponsive.

Needs data

This service is directed towards young people from socially disadvantaged backgrounds, who are at risk of offending and/or socially excluded. Local needs data includes the following:

- 12,850 children live in poverty in Medway¹
- 423 young people aged 10 to 17 at the time of the offence were convicted of an offence in the last 12 months.²
- The rate of young people aged 16 to 18 years not in education, employment or training (NEET) is a national indicator which reflects skill development during the school years and indicates those at greater risk of a range of negative outcomes, including poor health and early parenthood. Medway's rate has been higher than the South East in the last two comparable years.³

3 What is the likely impact of the proposed change?

Is it likely to :

- *Adversely impact on one or more of the protected characteristic groups?*
- *Advance equality of opportunity for one or more of the protected characteristic groups?*
- *Foster good relations between people who share a protected characteristic and those who don't*

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age	✓		
Disability			
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			
Race			

¹ HMRC 2011

² YOT activity data, cited November 2013 The Health of School Aged Children: The Annual Public Health Report of the Director of Public Health Medway 2012/13

³ Ibid

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Religion/belief			
Sex			
Sexual orientation			
Other (eg low income groups)	✓		

4 Summary of the likely impacts

- *Who will be affected?*
- *How will they be affected?*

Decommissioning of the service could have an adverse impact on young people about to step down from the Integrated Prevention Service (IPS) and Diversion at the Point of Arrest scheme as mentoring is part of approximately 40 exit strategies a year.

5 What actions can be taken to mitigate likely adverse impacts?

- *Are there alternative providers?*
- *What alternative ways can the Council provide the service?*
- *Can demand for services be managed differently?*

Young Lives Foundation has a 14 month contract to deliver a whole-family mentoring service (for 20 families) on behalf of Medway Action for Families. This started 13th January 2014 and will end in March 2015.

The Youth Offending Team are putting in place their own mentoring service.

6 Action plan

- *Actions to mitigate adverse impact and/or obtain new evidence*

Action	Lead	Deadline or review date
Recommend YOT liaise and potentially work in partnership with IPS to train and support mentors.	YOT/IP S	July 2014

Diversity impact assessment

7 Recommendation

To note mitigations and approve recommended action.

8 Authorisation

Assistant Director

Date

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Diversity impact assessment

Appendix 6

TITLE <i>Name/description of the issue being assessed</i>	Cease funding Relate Medway and North Kent
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DATE <i>Date the DIA is completed</i>	24 March 2014
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LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Marilyn Morgan
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1 Summary description of the proposed change

- *What is the change to policy/service/new project that is being proposed?*
- *How does it compare with the current situation?*

Medway Council supports bursaries for parents in low paid families to enable them to access relationship counselling at a reduced rate. The funding amounts to £4,993 p.a., and the decision has been taken to cease funding (giving a notice period of 3 months from April 2014)

2 Summary of evidence used to support this assessment (stage 1)

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

The service provides support to some low income families facing relationship difficulties , but the impact is not measurable and the number supported is small comparative to need.

This funding has not been awarded through competitive tendering, which means the council is in breach of procurement and state grant aid legislation which aims to secure equity of treatment for potential providers.

3 What is the likely impact of the proposed change?
Is it likely to :

- *Adversely impact on one or more of the protected characteristic groups?*
- *Advance equality of opportunity for one or more of the protected characteristic groups?*
- *Foster good relations between people who share a protected characteristic and those who don't*

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age			

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Disability			
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			
Race			
Religion/belief			
Sex			
Sexual orientation			
Other (eg low income groups)	✓		

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

A small number of adults may not be able to access relationship counselling.

5 What actions can be taken to mitigate likely adverse impacts?

- Are there alternative providers?
- What alternative ways can the Council provide the service?
- Can demand for services be managed differently?

The aim of the funding was to support children's emotional wellbeing. A comprehensive review of CAMHS across all tiers of need is being undertaken and an action plan will be in place to meet areas of improvement.

6 Action plan

- Actions to mitigate adverse impact and/or obtain new evidence

Action	Lead	Deadline or review date
CAMHS review	Dick Frak	Autumn 2014

Diversity impact assessment

7 Recommendation

8 Authorisation

Assistant Director

Date

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C&A: phone 1031 or email paul.clarke@medway.gov.uk

CPI: phone 2472 or 1490 or email: corppi@medway.gov.uk

Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication

Diversity impact assessment

Appendix 7

TITLE <i>Name/description of the issue being assessed</i>	Cease funding Peer Mediation service provided by Medway Mediation
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DATE <i>Date the DIA is completed</i>	23 March 2014
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LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Marilyn Morgan
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1 Summary description of the proposed change

- *What is the change to policy/service/new project that is being proposed?*
- *How does it compare with the current situation?*

Medway Council contributes £6,324 p.a. to Medway Mediation to support the Peer Mediation service. This service trains students to be peer mediators within schools, helping other students to resolve conflicts in a positive way.

The decision has been taken to cease funding (giving a notice period of 3 months from April 2014)

2 Summary of evidence used to support this assessment (stage 1)

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

Funding for this project has rolled on year on year although it is not a commissioning priority for children's services and would not form part of a competitive tender at this time. This type of schools based service should be funded by individual schools from their own budgets.

3 What is the likely impact of the proposed change?

Is it likely to :

- *Adversely impact on one or more of the protected characteristic groups?*
- *Advance equality of opportunity for one or more of the protected characteristic groups?*
- *Foster good relations between people who share a protected characteristic and those who don't*

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age	✓		
Disability			

Diversity impact assessment

Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			
Race			
Religion/belief			
Sex			
Sexual orientation			
Other (eg low income groups)			

4 Summary of the likely impacts

- *Who will be affected?*
- *How will they be affected?*

This is likely to have minimal impact as schools will still be able to purchase the service.

5 What actions can be taken to mitigate likely adverse impacts?

- *Are there alternative providers?*
- *What alternative ways can the Council provide the service?*
- *Can demand for services be managed differently?*

The provider will continue to market this service as part of its wider restorative justice portfolio.

6 Action plan

- *Actions to mitigate adverse impact and/or obtain new evidence*

Action	Lead	Deadline or review date
n/a		

Diversity impact assessment

7 Recommendation

To note the low level impact of the funding cut.

8 Authorisation

Assistant Director

Date

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC: phone 2443 or email annamarie.lawrence@medway.gov.uk

C&A: phone 1031 or email paul.clarke@medway.gov.uk

CPI: phone 2472 or 1490 or email: corppi@medway.gov.uk

Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication

Diversity impact assessment

Appendix 8

TITLE <i>Name/description of the issue being assessed</i>	Cease contribution to funding of KASBAH Advisory Service
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DATE <i>Date the DIA is completed</i>	24 March 2014
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LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Marilyn Morgan
--	-----------------------

1 Summary description of the proposed change

- *What is the change to policy/service/new project that is being proposed?*
- *How does it compare with the current situation?*

Medway Council contributes £3,518 p.a. to KASBAH to support their Advisory Service.
The decision has been taken to cease funding (giving a notice period of 3 months from April 2014)

2 Summary of evidence used to support this assessment (stage 1)

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

KASBAH operates across Kent and Medway and in 12/13 registered an income of £664,939 and a surplus of £113,546 with the Charity Commission. The current funding contribution comprises 0.5% of KASBAH's income.

Although funded by Children's Services, monitoring information for the 6 month period from March 2013 to October 2012 period shows that of the 25 Medway clients in receipt of help from the advisory service, only 3 of these were under 18.

3 What is the likely impact of the proposed change?

Is it likely to :

- *Adversely impact on one or more of the protected characteristic groups?*
- *Advance equality of opportunity for one or more of the protected characteristic groups?*
- *Foster good relations between people who share a protected characteristic and those who don't*

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
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Diversity impact assessment

Age			
Disability	✓		
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			
Race			
Religion/belief			
Sex			
Sexual orientation			
Other (eg low income groups)			

4 Summary of the likely impacts

- *Who will be affected?*
- *How will they be affected?*

A small number of disabled people may be affected by the cut in funding, but there are other sources of advice and information for disabled people and their carers (both national and local).

5 What actions can be taken to mitigate likely adverse impacts?

- *Are there alternative providers?*
- *What alternative ways can the Council provide the service?*
- *Can demand for services be managed differently?*

Ensure provider advised clients of alternative sources of advice and information if the Medway service closes.

6 Action plan

- *Actions to mitigate adverse impact and/or obtain new evidence*

Action	Lead	Deadline or review date
Ensure provider advised clients of alternative sources of advice and information if the Medway	Partnership	July 2014

Diversity impact assessment

service closes.	Commi ssionin g	

7 Recommendation

Approve mitigating action.

8 Authorisation

Assistant Director

Date

Contact your Performance and Intelligence hub for advice on completing this assessment
 RCC: phone 2443 or email annamarie.lawrence@medway.gov.uk
 C&A: phone 1031 or email paul.clarke@medway.gov.uk
 CPI: phone 2472 or 1490 or email: corppi@medway.gov.uk
 Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication