

# Diversity impact assessment (draft, interim)

<b>TITLE</b> Adult Social Care Strategy	
<b>DATE</b> April 2016	
<b>LEAD OFFICER</b> Jo Barrie, Senior Commissioning Officer Better Care Fund.	

## 1 Summary description of the proposed change

The development of an Adult Social Care Strategy for Medway will be essential to drive an ambitious programme of transformation and change. The strategy provides a strategic vision and set of underpinning values about “Getting Better Together” and identifies the key strategic themes of Prevention, Partnership, Personalisation, Integration, Innovation and Safeguarding.

The strategy includes a high level delivery plan which will require further development in light of the diagnostic recently undertaken in partnership with Newton Europe.

## 2 Summary of evidence used to support this assessment

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

Consultation took place at a workshop on 3<sup>rd</sup> February 2016 within the ASC Division involving Heads of Service, Team Managers, Partnership Commissioning and Performance & Intelligence. The strategy has been updated following the consultation, and theme leads identified within the ASC Management Group for each of the themes.

Further engagement in relation to the strategy and shaping the delivery plan will take place over summer 2016. A programme of activity will be planned to engage with service users, carers and the voluntary and community sector. It is anticipated that this activity will shape the delivery plan and actions, but not alter the strategic direction and principles contained within the strategy itself, which has already been consulted on with relevant experts and programme leads within adult social care.

In terms of service user profile, these broadly reflect the ethnic profile of the community as a whole, with 87% of those aged 18-64 and 85% of those aged 65+ classing themselves as White British.

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

\* For those protected characteristics starred, adult social care in Medway does not currently collect the relevant data.

### 4 Summary of the likely impacts

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

The Medway Adult Social Care Strategy aims to increase personalisation of services, and choice and control for all service users, through the increasing use and uptake of direct payments and ISF's.

Proposals to develop an employment strategy which supports disabled people and those with mental health needs into paid employment, will advance equality and foster good relations for those groups of people.

It is unlikely that the proposals within the strategy will negatively impact on any one protected characteristic, the overall aim being to improve the

experience of those who may require care and support, and to intervene as early as possible to prevent escalating needs, for example, through the use of early interventions such as our reablement services.

For those receiving longer term care and support, we aim to take an increasingly personalised approach, focussed on achieving personal outcomes, whilst enabling those in receipt of care and support and their families to maintain as much choice and control as possible.

For Carers, we will move towards better engagement and co-production in the development of care and support that assists carers to maintain their role. We will also support the refresh of the Carers Strategy for Medway.

In Medway, approximately 10% of the population provides some sort of unpaid care. National figures from the 2011 Census relating to those providing unpaid care, show that females were notably more likely to be unpaid carers than males; 57.7 per cent of unpaid carers were females and 42.3 per cent were males in England and Wales. Females also took on a higher share of the unpaid care burden than males in a similar proportion, regardless of the amount of unpaid care the region's usually resident population provided. The share of unpaid care provision fell most heavily on women aged 50-64; but the gender inequality diminished among retired people.

In terms of gender, for the age range 18-64 the proportions of those in receipt of an adult social care service are broadly balanced with the wider population profile. For 65+ however, over 1000 more women than men receive care and support. Therefore any impact arising from service changes, either positively or negatively, disproportionately affects women aged 65+.

Data relating to religious belief shows that the majority of those in receipt of care and support chose not to state their religion, with the next highest group being Christian.

## **5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?**

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

There are no adverse impacts identified within this DIA for the Adult Social Care Strategy. The strategy itself does not make any direct service changes, rather provides a framework, establishing the strategic direction, vision and aims for the future of care and support in Medway.

## 6 Action plan

- *Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence*

Action	Lead	Deadline or review date
No adverse effects on protected characteristic groups are likely from the strategy. None of the actions highlighted under each of the strategic themes are detrimental to any protected characteristic groups.		

## 7 Recommendation

*The recommendation by the lead officer should be stated below. This may be:*

- *to proceed with the change, implementing the Action Plan if appropriate*
- *consider alternatives*
- *gather further evidence*

*If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.*

To proceed with the publication of an adult social care strategy for Medway, with the delivery plan to be updated in light of Newton Europe findings.

To proceed with a process of consultation and engagement on the delivery plan with partners, the community and service users and their families.

## 8 Authorisation

*The authorising officer is consenting that:*

- *the recommendation can be implemented*
- *sufficient evidence has been obtained and appropriate mitigation is planned*
- *the Action Plan will be incorporated into the relevant Service Plan and monitored*

**Assistant Director**

**Date**