

# Diversity impact assessment

<b>TITLE</b> <i>Name / description of the issue being assessed</i>	Adult Specialist Treatment for Substance Misusers Service Recommissioning
---	---

<b>DATE</b> <i>Date the DIA is completed</i>	1/2/2017
---	----------

<b>LEAD OFFICER</b> <i>Name, title and dept of person responsible for carrying out the DIA.</i>	Peter Gates Programme Manager Substance Misuse and Domestic Abuse
--	--

**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 community based specialist adult substance misuse treatment service will be recommissioned in 2017, with changes made to the service design model to improve the experience of recovery for people in Medway with a drug or alcohol dependency alongside promoting closer inter agency/joint working with vulnerable adults (including parents). There will be a reduced funding resource available from Medway Council for the new service that will affect some aspects of service availability – for example, there will be smaller specialist trained staff available; there will be a reduction in specialist service premises from two to one.

The new service model will offer a renewed focus on the needs of adults involved with harmful and risky use of alcohol by improving access pathways and offering a more diverse range of treatment options.

The current service model offers a premises based clinically led service to clients, with a stable number of opiate dependent and alcohol dependent adults alongside a smaller cohort of non opiate drug users. Support is offered via individual and group work based interventions at the service premises. There is little evidence of effective joint working, particularly with high impact individuals and households – for example, street homeless adults, families involved with Medway Council’s adult and children’s social care provision. The service also offers interventions that are intended to support adults with supporting the recovery from substance dependency, via facilitating access to a range of community groups and resources.

The new service will continue to offer clinical interventions via a fixed service centre in Chatham; however, there will be a significant change in the experience for adults accessing services who wish to be supported with recovery by non specialist community resources and interventions alongside developing further opportunities with employment/training / education. Furthermore, specialist practitioners will proactively support joint interventions with statutory services for complex adults and families in a range of outreach settings including home visits.

**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*

- A needs audit and service redesign project commissioned by Medway Public Health Department has informed and supported the future service design.
- Submitted data on specialist provider performance in Medway.

# Diversity impact assessment

- Consultation with key stakeholders and partners via Project Steering Group.

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

### 4 Summary of the likely impacts

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

- Adults who are referred to specialist treatment for substance misuse – will experience access to a wider range of community based resources that actively support recovery from dependency. There may be issues experienced in waiting times to access clinical prescribing programmes that are currently within national and local requirements due to reductions in staffing provision.
- Adults engaged in specialist treatment – particularly clinical prescribing services – will experience a change in availability of particular types of service delivery including one to one keywork sessions.
- Adults who misuse alcohol – will experience improved access to a range of appropriate interventions and resources to support reductions in alcohol use.

# Diversity impact assessment

- Families of substance misusers including partners and children – will experience improvements in joint service delivery and support to parents and partners who are involved in harmful substance misuse, including better liaison and communication between practitioners involved in support.
- Medway communities – will experience reductions in anti social behaviour including numbers of adults involved in street drinking; maintaining current low levels of drug related offending by opiate users.
- Practitioners from health, social care and criminal justice agencies – will experience improvements in communication; engagement; joint service delivery alongside specialist substance misuse treatment staff.

## 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?*

In regard to managing the potential adverse impact of reduced clinical capacity and possible increase in waiting times to access clinical interventions:

- The clinical service can only be delivered by an appropriately trained and qualified provider that meets relevant clinical safety standards, guidelines and requirements.
- Clinical interventions can be delivered via Medway GP's; however, evidence supports delivery via specialist provision delivers significantly improved outcomes for adults experiencing substance dependency issues.
- Initial presentations for clinical interventions place a demand on specialist provision that are challenging for management by non specialist services and providers.: clients present with range of clinical needs relating to physical dependency alongside complex social and healthcare needs.
- Develop additional capacity for groupwork session availability.
- Develop peer mentor/volunteer service capacity to offer regular one to one contact opportunities for adults accessing specialist treatment.
- Access to non clinical interventions will continue to be offered via regular open access sessions and opportunities to book individual appointments if appropriate.

## 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
The commissioned specialist provider of clinical interventions will maintain ongoing appraisal of effective access to services for adults willing to engage in treatment to ensure waiting times are kept within national expectations.	Commissioner; service providers	Ongoing review via quarterly performance monitoring meetings.
Joint working arrangements will be agreed with providers of non specialist clinical services in Medway to develop options for treatment of non complex adults.	Commissioner; service providers.	By December 2018 and ongoing review

# Diversity impact assessment

Provision of group work will be further developed alongside specialist service staff, peer mentors and volunteers to ensure diversity of resources available to different cohorts of substance misusers.	Service providers	By October 2018
Investment in provision that enable and supports recovery from dependency via pre existing resources in Medway via the voluntary sector, reducing numbers of long term clients in structured treatment.	Service commissioner ; recovery service provider	April 2018
Ensure service availability is delivered in an appropriate range of outreach settings (including homeless services; healthcare clinics and services; other settings) in line with changes in client need.	Service commissioner; clinical service provider	Ongoing review via quarterly performance monitoring meetings

## 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.

The recommendation of the lead officer is to proceed with the changes described, implementing the Action Plan to ensure minimisation of potential adverse effects.

## 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**

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

RCC: phone 2443 email: [annamarie.lawrence@medway.gov.uk](mailto:annamarie.lawrence@medway.gov.uk)

C&A: (Children's Social Care) contact your normal P&I contact

C&A (all other areas): phone 4013 email: [chrismckenzie@medway.gov.uk](mailto:chrismckenzie@medway.gov.uk)

BSD: phone 2472/1490 email: [corppi@medway.gov.uk](mailto:corppi@medway.gov.uk)

PH: phone 2636 email: [david.whiting@medway.gov.uk](mailto:david.whiting@medway.gov.uk)

Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication ([corppi@medway.gov.uk](mailto:corppi@medway.gov.uk))