

Diversity impact assessment

TITLE	MEDWAY ADULT MENTAL HEALTH STRATEGY 2018 TO 2023
DATE	21 st September 2018
LEAD OFFICER	Chris McKenzie, Assistant Director, Adult Social Care

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 Medway Adult Mental Health Strategy 2018 to 2023 has been developed by NHS Medway Clinical Commissioning Group and Medway Council. It sets out our vision for improving outcomes for people with mental health problems in Medway over the next five years.

The strategy aims to provide direction for a detailed delivery plan that promotes better mental health for the population of Medway, prevent mental illness and enable early help for those who require it.

This strategy brings together the following five priorities:

1. Mental Health promotion, early help and prevention of mental illness
2. Supporting people with mental illness to live fulfilling lives
3. Improving targeted and responsive crisis support
4. Supporting people with Severe Mental Illness (SMI) including 'parity of esteem
5. Developing and implementing a Workforce Development Strategy

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

The Mental Health needs assessment captured a wide range of views from stakeholder engagement. Engagement with people with lived experience, carers and the public consisted attendance at focus groups and undertaking one to one interviews and online surveys.

In addition, through engagement with clinical teams and third sector provider's views about current care arrangements and support available was gathered. The findings of the assessment has informed the development of the Mental Health Strategy.

Once the draft strategy has gone through the governance process it will be go through the formal process of public consultation.

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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 (Equality Act 2010)	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?

Age:

Medway has a younger population compared to statistical neighbours. Broken down by age group, 24.5% (64,724) are aged 0-18, 61.5% (162,196) are 19-65 and 14% (37,005) are over 65

Young people are more likely to have a first episode of psychosis. Average age for first experiencing psychosis is younger in men, often in their teens and early 20s. Women who develop psychosis are more likely to do so in their early 20s.

The Mental Health Strategy has set targets to Improve access to Early Intervention in Psychosis service. Within 2 weeks of referral a young person

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should receive National Institute of Clinical Excellence (NICE) recommended treatment.

The strategy sets out our performance targets to increase access to Talking Therapies to older adults

Disability:

16.4% (43,354) of the population state that their day-to-day activities are limited. This is a lower proportion than the average cross England and Wales (17.9%) but higher than across the South East (15.7%).

In addition, 24,289 households (24.9%) report having at least one person in the household with a long-term health problem or disability.

There are 25,033 (9.5%) residents in Medway who provide some degree of unpaid care.

The Mental Health Strategy identifies people with disability and their carers at higher risk of developing mental illness. Parity of esteem in both physical health and mental health is a core value of the strategy and this principle will underpin the delivery of our services. The strategy outlines our aspirations to include Talking Therapy services in pathways for long term physical conditions.

Pregnancy and Maternity:

The rate of under 18 conceptions, 38.8 conceptions per 1,000 women aged 15 to 17 in 2011 was higher than Kent, the South East and England and Wales. Teenage mothers are 3 times more likely to experience postnatal depression.

The improved perinatal service will support more mothers locally and those who require inpatient care would have access to it closer to home.

Race:

The Black and Minority Ethnic group stands at 10.4% of the population, which is higher than Kent (6.3%) and the South East (9.4%) but lower than across England and Wales (14.1%). This has increased significantly from 5.4% in 2001. Nationally some studies show disproportionate rates of people from BME populations have been detained under the Mental Health Act 1983. The Mental Health Needs Assessment did not find any evidence to support this in Medway. Nevertheless the Strategy identifies people from BME origin and refugees are more at risk of developing mental illness.

Sex- Males:

The 2014-16 rate of suicide in Medway was 11.1 per 100,000 individuals, the England rate was 9.9. There were 79 suicides in this period over 2014-16 with 63 of 79 suicides in Medway being males. The Mental Health Strategy is

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aligned with suicide prevention in Medway and has targeted actions to reduce suicide rates in males in Medway.

Unemployed and those in debt:

Medway is ranked 118th most deprived Local Authority of 326 (1st being the most deprived) in England in the 2015 Index of Multiple Deprivation.

This is a relatively worse position than the index in 2010, when Medway was ranked 132nd most deprived of 326. The Mental Health Strategy has identified those who are unemployed and those with problem debt to be at a higher risk of developing mental illness. It estimates 6,480 of people with Common Mental Disorders (CMD) were claiming Employment Support Allowance ESA and 6,700 were claiming Housing Benefit HB. The Strategy recommends targeted preventative and health promotion through employment support offered from talking therapy services.

Homeless:

Common mental health problems are twice as high among the homeless and psychosis is 15 times higher than in the general population. The Strategy makes the recommendation to address access to support for this cohort of people through joint working of housing and mental health services.

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

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

There are no adverse impacts identified within this DIA for the Adult Mental Health Strategy. The strategy itself does not make any direct service changes, rather provides a framework for doing so by setting 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.		

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7 Recommendation

Proceed with proposal to approve the strategy.

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

Chris McKenzie, Assistant Director, Adult Social Care

Date

21 September 2018

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

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