

# Diversity impact assessment

<b>TITLE</b>	Joint Adult Learning Disability Strategy
<b>DATE</b>	1 <sup>st</sup> August 2019
<b>LEAD OFFICER</b>	Lorraine Foster, Programme Lead, Partnership Commissioning

## 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 Joint Adult Learning Disabilities Strategy sets out the direction for the development of services and wider support for adults with learning disabilities in Medway. The strategy will support Medway Council and Medway CCG to continue to co-design, develop, deliver and monitor the quality of the care and support provided to people with learning disabilities in Medway.

The strategy considers legislative, organisational, demographic and wider environmental changes in seeking to transform services for people with learning disabilities in Medway. The strategy sits within the wider context of the Kent and Medway Sustainability and Transformation Plan (2016) and as such focuses on ensuring that services and support prevent escalation of need, promote of independence and provides early intervention where necessary within the current financial constraints. The strategy addresses the need to develop community services and reduce the reliance on secure inpatient care as set out in national plan - Building the Right Support (2015). And the strategy goes even further by ensuring that the Medway health and social care economy has a clear local plan as to how it will deliver on the actions set out in the NHS Long Term Plan (2019) to address the health inequalities experienced by people with learning disabilities.

## 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

Statutory duties including The Equalities Act 2010<sup>1</sup>, section 142, NICE Quality Standards for patient experience in adult services 2012<sup>2</sup>, the NHS Constitution 2012<sup>3</sup> and the Health and

<sup>1</sup> <https://www.legislation.gov.uk/ukpga/2010/15/contents>

<sup>2</sup> <https://www.nice.org.uk/guidance/qs15>

<sup>3</sup>

[https://webarchive.nationalarchives.gov.uk/20130104164106/http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH\\_132961](https://webarchive.nationalarchives.gov.uk/20130104164106/http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_132961)

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Social Care Act 2012<sup>4</sup> all place specific obligations on the Health and Social Care economy to involve patients and the public in designing, commissioning and delivering health and social care services. To this end over the last two years a range of methodologies have been utilised to gain feedback from stakeholders including people with learning disabilities, families and carers as to what's good about the current system of care and support for people with learning disabilities in Medway and what could be better.

Further engagement is taking place during the sign off and ratification process with a specific focus on engaging people with learning disabilities. The One Voice, No Limits Self-Advocacy Group, which is run by people with learning disabilities has been commissioned to undertake direct engagement with people with learning disabilities. The Group is attending a range of social and activity group across Medway including The Music Man Project, Aztec Day Services and M.A.P.S to elicit the views of people about the nine priorities identified. This type of work will continue to ensure that the final strategy is robust and that the action plan to support the strategy address those things that will make the most difference to people with learning disabilities living in Medway.

### 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			

<sup>4</sup> <http://www.legislation.gov.uk/ukpga/2012/7/contents/enacted>

Sexual orientation

Other (eg low income groups)

## 4 Summary of the likely impacts

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

The population of Medway is approximately 278,000 and is estimated to grow to approximately 330,000 by 2035. As the overall population of Medway grows and more people live longer, the population of people with learning disabilities also grows. According to recent figures, the national average for the prevalence of learning disability for all ages of the population in 2016/17 is 2.6 per 1000.<sup>5</sup> Medway by comparison has a figure of 2.15 per 1000 slightly lower than the national average. In April 2018, there were 938 people over the age of 18 recorded on GP registers in Medway who have a learning disability. In 2019 it is predicted that there will be 5281 adults in Medway with a learning disability. By 2035 the population is expected to rise to 6037 which represents a 17.5% increase on 2017 figures.

The strategy's prime purpose is to improve the lives of adults with learning disabilities, their parents/carers and wider support system. The ten priorities outlined below have been identified by stakeholders as key enablers in achieving this goal:

- Improved crisis management – a system of early intervention in order to avert crisis
- Increased capacity of clinical teams – increased nursing, occupational therapy and forensic support
- Improvements in health and wellness – increased numbers attending for annual health checks
- Integration of health and social care – improved access to services and support
- Workforce development – improved knowledge and skill in caring and supporting people with learning disabilities amongst staff
- Improved housing and support options – increased choice for people with learning disabilities and where and who they live with
- Active citizenship - increased opportunities to engage in the local community including through employment and volunteering
- Improved carers support – better support for carers so that they can continue to care
- Improved communications – improved information, guidance and advice
- Stop over medicating people with learning disabilities – identify services to enable behavioural support, effective treatment and specialist review

Implementation of this strategy is expected to have a positive impact as the priorities within it require changes to the way in which people with learning disabilities are cared for and supported in order to live happy and healthy lives free from harm. The promotion of independence, choice and control aspired to within the strategy will mean people with learning disabilities and their carers experience a more responsive system, designed to achieve positive outcomes.

The right to family life and the rights of people with learning disabilities to live their lives as they choose are integral to the strategy and as such will advance equality, as well as improve social cohesion within local communities.

<sup>5</sup> <https://fingertips.phe.org.uk/profile/learning-disabilities>

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## 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 Joint Adult Learning Disability Strategy. The strategy provides a framework for setting the strategic direction, vision and aims for the future of care and support provision for people with learning disabilities 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 priorities and actions highlighted 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.

Finalise the Joint Adult Learning Disability Strategy, and the priorities up to and including December 2022.

## 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

<b>Assistant Director</b>	Chris Mckenzie
<b>Date</b>	14.8.2018

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

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C&A (Children's Social Care):	contact your usual P&I contact	
C&A (all other areas):	phone 4013	email: <a href="mailto:jackie.brown@medway.gov.uk">jackie.brown@medway.gov.uk</a>
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