

TITLE Name / description of the issue being assessed	Review of the Old Vicarage provision
DATE Date the DIA is completed	6 October 2019
LEAD OFFICER Name, title and dept of person responsible for carrying out the DIA.	Jackie Brown, Head of Business Change (People)
1 Summary description of the proposed change <ul style="list-style-type: none"> • What is the change to policy / service / new project that is being proposed? • How does it compare with the current situation? 	
<p>The Old Vicarage is an established eight-bedded residential unit for children and young people located in the village of Upnor within Medway. It provides a medium to long-term residential service for up to eight young people aged 12-18.</p> <p>The home currently has four young people in placement, with four vacancies. Medway's recent inspection of children's social care service in July 2019 concluded that too many vulnerable children and young people in need of statutory help and protection wait too long for intervention. This reflects the current trend whereby the Old Vicarage is unable to meet the needs of the evolving demand.</p> <p>The Council's current forecast overspend has significant ramifications for all areas of Medway Council's provision.</p> <p>It is therefore proposed to review the current purpose of the Old Vicarage and explore the various types of provision that could be provided.</p> <p>It is recommended that we commence consultations with staff and service users to examine the future use of the Old Vicarage provision.</p> <p>The proposed consultation will include the service users of the provision.</p> <p>Consultation will also include the following staff who work at the provision:</p> <ul style="list-style-type: none"> • One registered manager • One deputy manager • Three team leaders • Nine residential care workers • Three residential care workers employed on a casual basis 	

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 public consultation will be carried out for four weeks from the 19 November 2019 to 16 December 2019 and will include contacting and notifying:

- The parents and carers of the young people living at the provision.
- Staff employed at the provision.

Meetings will be held with parents/carers and staff affected.

The meetings will be held as group meetings and will also be offered on an individual basis.

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?

- Young people living at this provision may be affected depending on the outcome of the consultation.
- Parents/Carers/Families may be affected depending on the outcome of the consultation.
- Staff working at this provision may be affected depending on the outcome of the consultation.

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?

Depending on the outcome of the consultations, and to mitigate adverse impacts it is important that:

- All people affected are notified of the consultations in order to be able to express their views.
- A review of the service users' care and support needs under Care Act legislation are carried out by Social Workers to determine each client's eligible needs.
- Alternative provisions suitable for the Service User are identified.
- Identify whether there are any alternative suitable roles available for staff to enable them to continue working in the authority.

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
Carry out consultation with affected clients, parents/carers.		
Carry out consultation with affected staff.		
Determine suitable alternative care and support packages which may be implemented depending on the outcome of the consultation.		

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 DIA will be updated after the proposed consultation is completed.

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
C&A (Children's Social Care):	contact your usual P&I contact	
C&A (all other areas):	phone 4013	email: jackie.brown@medway.gov.uk
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