

<p><b>TITLE</b> Name / description of the issue being assessed</p>	<p>Options for developing support services for people who use 147 Nelson Road, Community Resource Centre</p>
<p><b>DATE</b> Date the DIA is completed</p>	<p>6 November 2019</p>
<p><b>LEAD OFFICER</b> Name, title and dept of person responsible for carrying out the DIA.</p>	<p>Chris Mckenzie</p>
<p><b>1 Summary description of the proposed change</b></p> <ul style="list-style-type: none"> <li>• What is the change to policy / service / new project that is being proposed?</li> <li>• How does it compare with the current situation?</li> </ul>	
<p>The Council is currently considering options for developing service for people who use the 147 Nelson Road day centre. Options include:</p> <ol style="list-style-type: none"> <li>1. Maintaining the service as it is</li> <li>2. Amalgamating the service with the Community Outreach Support Service</li> <li>3. Closing the centre but re-providing those with Care Act Eligible needs with personalised support</li> </ol>	
<p><b>2 Summary of evidence used to support this assessment</b></p> <ul style="list-style-type: none"> <li>• Eg: Feedback from consultation, performance information, service user records etc.</li> <li>• Eg: Comparison of service user profile with Medway Community Profile</li> </ul>	
<p>Evidence has been gathered from the ASC database, visits to the Centre and discussions with the manager and other staff.</p> <p>All service users have mental health problems.</p> <p>They are fairly equally spread across all adult age groups.</p> <p>Of the 38 existing users for whom ethnicity is recorded, 34 are white British, 3 Asian and 1 African.</p> <p>28 are men and 25 are women.</p> <p>The service is currently delivered by 4 staff. 1 is man and 3 are women. They range in age from 30 – 60, all are white British and none are disabled.</p> <p>A period of consultation is proposed that will seek views on the options in section 1. Any feedback received through the consultation, will be used as further evidence to develop this assessment and to support the decision making proposal.</p>	

### 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?

Following consultation, if no appropriate remedial actions were taken, and there was a proposed closure, this would have a detrimental impact on the current user group, all of whom have mental health problems. Their opportunities to undertake daytime social and leisure activities would be reduced and they would lose valuable support.

Use of the centre is well spread across all adult age groups and changes would therefore result in no differential impact related to age.

Also, if changes to the service are proposed this would impact on the 4 current staff. There would be no differential negative impact associated with protected characteristics.

## 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?

At this stage it is unclear whether there will be any changes that will result in an adverse impact on services users and staff, as this will depend the outcome of the consultation and therefore which option is decided. The DIA will, however, be updated following consultation and will consider the likely impact of the recommended option.

The impact of any changes could be managed by fully reviewing the individual needs of each service user and arranging alternative support where required.

## 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
Consult with the public, service users, staff and other stakeholders on the service development options.	Head of Service	02/01/2020 – 27/02/2020
Review all existing service users and arrange alternative, personalised support packages, if required, depending on outcome of consultation and final decision.	Head of Service	Dependant on outcome of consultation process

## 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.

It is recommended that the public, service users, staff and other stakeholders are consulted on service development options.

Further, it is recommended that the DIA is revised following consultation, when specific recommendations are made to Cabinet.

## 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: <a href="mailto:annamarie.lawrence@medway.gov.uk">annamarie.lawrence@medway.gov.uk</a>
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>
BSD:	phone 2472/1490	email: <a href="mailto:corppi@medway.gov.uk">corppi@medway.gov.uk</a>
PH:	phone 2636	email: <a href="mailto:david.whiting@medway.gov.uk">david.whiting@medway.gov.uk</a>