

# Diversity impact assessment

<b>TITLE</b> Name / description of the issue being assessed	Neurodevelopmental Pathway – Autism and ADHD
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<b>DATE</b> Date the DIA is completed	18/12/19
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<b>LEAD OFFICER</b> Name, title and dept of person responsible for carrying out the DIA.	Lorraine Foster, Programme Lead, Partnership Commissioning
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**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 proposed change is for the procurement of a Kent and Medway Neurodevelopmental (ND) Health Service for Adults (18+) which will significantly improve access, quality and value for money across Kent and Medway and is fully supported and identified as a priority need by the STP and NHSE Long Term Plan (2019).

Currently provision of assessment, diagnosis and post diagnostic support for adults with Autistic Spectrum Conditions (ASC) and/or Attention Deficit Hyperactivity Disorder (ADHD) across Kent and Medway is fragmented. The Medway Autism Self-Assessment (2018) highlighted a number of gaps and inconsistencies within the current pathway for people with ASC and/or ADHD. These findings are supported by anecdotal feedback from professional groups, carers and people living with ASC and ADHD in Medway.

**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

Legislation (Autism Act, 2009) places a legal duty on health and social care agencies to provide services for people with Autistic Spectrum Conditions (ASC). Further national policy drivers have reinforced the need for action in this area:

- Fulfilling and rewarding lives the strategy for adults in England (2010)
- Implementing fulfilling and rewarding lives: Statutory guidance for local authorities and NHS organisations to support implementation of the autism strategy (2010)
- Think Autism: fulfilling and rewarding lives, the strategy for adults with autism in England: an update (2014)
- Adult Autism Strategy: statutory guidance (2015)
- The Government response to No voice unheard, no right ignored, a consultation for people with Learning disabilities, autism and mental health conditions (2015)

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Currently assessment and diagnosis of ASC for Medway residents is provided by Psicon Limited. Specialist assessment, diagnosis and treatment for ASC and/or ADHD for Medway residents is provided by the South London and Maudsely NHS Trust (SLaM).

There is no commissioned pre-diagnostic or post diagnostic support for adults with ASC in Medway. The assessment and diagnosis of ASC should sit within a wider local pathway that provides both pre diagnosis and post diagnosis support in line with the Autism Act 2014<sup>i</sup>.

There is no commissioned pre-diagnostic support for adults with ADHD in Medway. As stated in NICE Guideline 87 there should be an agreed local pathway for those with ADHD inclusive of pre-diagnostic support<sup>ii</sup>.

Most of the ASC and ADHD provision in Medway suffers from increasing demand, long waits and non-compliance with national standards and guidelines. This means a poor experience for patients, increased clinical risk and a possible deterioration in health as the condition/s remain unmanaged. The wider costs of ND conditions and lack of commissioned services have a significant impact on the system as a whole. This is evidenced through increasing demands on social care commissioned services to provide care packages and support to this cohort, as well as increasing demands in primary care and MH services for those with comorbid conditions.

### 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			

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<b>Religion/belief</b>			
<b>Sex</b>			
<b>Sexual orientation</b>			
<b>Other (e.g. low income groups)</b>			

## 4 Summary of the likely impacts

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

<b>Patient benefits</b>			
	<b>Current service</b>	<b>New service</b>	<b>Change</b>
1	Fragmented provision / not all locally based – for ADHD diagnostic & post diagnostic ASC based in London. ADHD / Medical review – (ongoing prescribing) is sporadic / postcode lottery of GP's some without LES – patients often have to be seen in London via SLaM	Service continuity through a comprehensive Health & Social care MDT will be locally available across all areas / once LES agreements in place ADHD medication provision will provide consistency	Complete range of diagnostic services available locally within their CCG area for patients.  Patient improved experience with NC services – improved satisfaction with GF once LES in place for ongoing prescribing for ADHD meds (enable tracking of prescribed drugs & costs).
2	Post diagnostic provision (Psychology) requires individual funding / OT sensory functional assessments are not funded / LCMHTs do not provide MH services for ASC patients	Post diagnostic Psychology & or OT sensory functional assessment provision available as part of core service for patients where identified need. MDTs enable holistic individual support	Complete range of Post-diagnostic services available locally within their CCG area for patients will improve patient satisfaction & support carers through individualised local care packages

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3	Individual funding requests for highly complex autism support results in high cost / out of area placements for treatment	Complex autism MDT provision accessible for patients where identified need – step-up avoidance / early intervention / lower cost. Step down enabling from TC cohort to locally based treatment	Early access to complex autism MDT service enables early intervention & deescalates crisis situations accelerating to avoid step into TC cohort (step down enables those to return to their communities, in line with TCP objectives). Patients remain with or closer to families / carers & home environment
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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 assessed adverse effects. The proposal aligns with the Kent and Medway STP aims by putting people at the heart of services, helping them to stay well and independent in their own homes and communities and avoid being admitted to hospital. More specifically adoption of the proposal will ensure that people living with ASC and ADHD in Medway have access to:

- Improved the health and wellbeing
- high-quality, joined-up health and social care
- the right care and support in the right place, at the right time
- their needs being met within the funding available and,
- health and care services that are sustainable.

**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
Presentation at HASC of the proposed Kent and Medway neurodevelopmental pathway	Lorraine Foster	16 Jan 2020

## 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.

Recommendation is to proceed with the development of a joint Kent and Medway Adult Neurodevelopmental Pathway.

## 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**

James Williams

**Date**

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<sup>i</sup> <https://www.autism.org.uk/about/strategy/2014-strategy.aspx>

<sup>ii</sup> <https://www.nice.org.uk/guidance/ng87/chapter/Recommendations#information-and-support>