

# Diversity impact assessment

<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>30 October 2020</p>
<p><b>LEAD OFFICER</b> Name, title and dept of person responsible for carrying out the DIA.</p>	<p>Jackie Brown, Assistant Director Adult Social Care</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 support needs.</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, 4 are Asian</p> <p>18 are men and 20 are women.</p> <p>The service is currently delivered an all-female staff. All are White British and none are registered disabled.</p>	

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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?

This proposals contained in the report supports the development of an improved outcome focused needs lead service that is envisaged will improve the service user experience. It does not place any eligible service users at risk of a reduced service,

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?

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- Can demand for services be managed differently?

- Service user and carer involvement in service development.
- Promotion and increased use of Self Directed Support for eligible service users.
- Closer links with universal services.

## 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
All service users and staff will be updated regarding the outcome of the consultation Communicate the decision by cabinet to all service users and staff.		13 <sup>th</sup> November 2020  December 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.

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**

Jackie Brown

**Date**

12<sup>th</sup> November 2020

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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