

# Diversity impact assessment

<b>TITLE</b>
<b>Adult Social Care Strategy</b>
<b>DATE</b>
May 2021
<b>LEAD OFFICER.</b>
Jackie Brown, Assistant Director Adult Social Care
<b>1 Summary description of the proposed change</b>
What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?
<p>The previous Adult Social Care Strategy was set for 2016 – 2020. We have therefore revised and set out the new objectives and focus for Medway Adult Social Care over the next 4 years. As with the previous strategy it aims to ensure that we safeguard our residents and improve outcomes for our Service Users, while ensuring that the service we provide achieves the best value for the council.</p> <p>The primary aim of the strategy is to prevent and reduce social need by providing effective support so that citizens maintain their independence. Wherever possible and appropriate we will support citizens with eligible social care needs to remain in or return to their own home, so that they can maintain important relationships with family, friends, and continue to actively be a part of their own community.</p>
<b>2 Summary of evidence used to support this assessment</b>
Eg: Feedback from consultation, performance information, service user. Eg: Comparison of service user profile with Medway Community Profile
<p>The draft strategy was shared with teams across the Adult Social Care division and with colleagues in Partnership Commissioning. Feedback received was reviewed and the strategy was amended accordingly.</p> <p>The strategy was then shared with both Healthwatch Medway and the Voluntary Community Sector (VCS) via MVA. Positive responses and feedback to the strategy were received, along with a few concerns.</p> <p>A virtual meeting was held on the 14<sup>th</sup> May, with a number of organisations from the VCS where the Assistant Director, Adult Social Care, was able to respond to queries, concerns and discuss implementation of the strategy.</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 Yes when there is an impact or No when there isn't)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age		X	X
Disability		X	X
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?

The Adult Social Care Strategy aims to improve the quality of the services we provide, and outcomes for our Service Users by aligning better with health colleagues and continuing to build on integration for the benefit of Medway residents. Our underlying objective in all that we do is the desire to help those we care for stay and live well.

It is unlikely that the proposals within the strategy will negatively impact on any one protected characteristic, the overall aim being to improve the experience of

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those who may require care and support, and to intervene as early as possible to prevent escalating needs.

In Medway, approximately 10% of the population provides some sort of unpaid care. The most recent data available is from the 2011 Census relating to those providing unpaid care, the data shows that females were notably more likely to be unpaid carers than males; 57.7 per cent of unpaid carers were females and 42.3 per cent were males in England and Wales. Females also took on a higher share of the unpaid care burden than males in a similar proportion, regardless of the amount of unpaid care the region's usually resident population provided. The share of unpaid care provision fell most heavily on women aged 50-64; but the gender inequality diminished among retired people. As the number of people over the age of 65 years has increased since 2011 it is likely that there are now more people who are carers in Medway.

In terms of gender, for the age range 18-64 the proportions of those in receipt of an adult social care service are broadly balanced with the wider population profile. For 65+ however, 67% of people who receive care and support are female. Therefore any impact arising from service changes, either positively or negatively, disproportionately affects women aged 65+.

Data relating to religious belief shows that the majority of those in receipt of care and support chose not to state their religion, with the next highest group being Christian.

## 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 Adult Social Care Strategy. The strategy itself does not make any direct service changes, rather provides a framework, establishing the strategic direction, vision and aims for the future of care and support 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 actions highlighted under each of the strategic themes are detrimental to any protected characteristic groups.		

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<b>7 Recommendation</b>
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.
To proceed with the publication of the Adult Social Care Strategy for Medway to ensure that we are improving the quality of the service that we provide. Continue to support our residents to remain in their own homes for as long as possible, in order for them to maintain their independence, so that they can maintain important relationships with family, friends, and continue to actively be a part of their own community.
<b>Assistant Director</b>
Jackie Brown – Assistant Director Adult Social Care
<b>Date of authorisation</b>
7 June 2021