

# Diversity impact assessment

<b>TITLE</b> Name / description of the issue being assessed	Kent and Medway Adults Learning Disability and Autism Collaborative
<b>DATE</b> Date the DIA is completed	03.11.21
<b>LEAD OFFICER</b> Name, title and dept of person responsible for carrying out the DIA.	Johanna Elwell, Partnership Commissioner Medway Council/Kent and Medway CCG

## 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 Medway Council to join with Kent County Council and Kent and Medway Clinical Commissioning Group to form a partnership implementing a whole system model. The aim of the model is to improve strategic leadership around the delivery of services for autistic adults and adults with learning disability.

## 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

In 2001 The Department of Health's white paper 'Valuing People'<sup>1</sup>, set-out guidance on the future expectations of services in communities for people with learning disabilities. Further legislation and guidelines including Autism Act 2009, Mental Capacity Act 2005, Mental Health Act 2007, Equality Act 2010 and Nice Guidelines NG11 (2015), NG54 (2016), QS142 (2017), NG96 (2018), NG93 (2018)) have to date driven the agenda forward.

The Care Act 2014<sup>2</sup> sets out a range of statutory duties for Local Authorities, including a number related to the prevention agenda. It requires all Local Authorities to, work in partnership to provide, or arrange services, facilities, resources, or take other steps, towards preventing, delaying or reducing the development of need for care and support. These statutory duties include people with learning disabilities.

<sup>1</sup> Valuing People: A New Strategy for Learning Disability for the 21st Century:  
<https://www.gov.uk/government/publications/valuing-people-a-new-strategy-for-learning-disability-for-the-21st-century>

<sup>2</sup> The Care Act 2014: <http://www.legislation.gov.uk/ukpga/2014/23/contents/enacted>

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The national plan, Building the Right Support (2015)<sup>3</sup> also gives a framework within which local community services for people with learning disabilities are to be developed and the reliance on secure inpatient hospital is to be reduced.

The NHS long Term Plan (2019)<sup>4</sup> sets out specific actions that the local health and social care economy must address to improve outcomes for people with learning disabilities.

A National Strategy for autistic children, young people and adults: 2021 to 2026<sup>5</sup> has been published alongside an implementation plan for the first year of the plan. Key areas of focus include tackling health and care inequalities and building the right support in the community.

### 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			

<sup>3</sup> Building the Right Support 2015: <https://www.england.nhs.uk/wp-content/uploads/2015/10/lid-nat-imp-plan-oct15.pdf>

<sup>4</sup> NHS Long Term Plan: <https://www.england.nhs.uk/long-term-plan/>

<sup>5</sup> Autism Strategy 2021-2026 <https://www.gov.uk/government/publications/national-strategy-for-autistic-children-young-people-and-adults-2021-to-2026>

<b>Religion/belief</b>			
<b>Sex</b>			
<b>Sexual orientation</b>			
<b>Other (eg low income groups)</b>			

#### 4 Summary of the likely impacts

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

The proposal is about partnership working and the management structure that will ensure Medway has an equal voice in decision making and service delivery. Medway currently commissions adult learning disability and autism health services with two NHS providers. The same two providers are also part of the partnership collaborative with KCC and KMCCG. Medway service users will not see a change or loss to their current services as these will continue to be delivered by the same providers.

The whole system model includes three newly developed management boards:

- Strategic Leadership Board
- Delivery Partnership Board
- Programme Management Unit

None of the above will be decision making but will form part of a more robust and effective partner planning framework, which will inform key decisions made by the KMCCG's Governing Body and KCC's Cabinet and related bodies. This would also include Medway's governing boards.

The whole system Model is designed to achieve more effective collaborative and strategic leadership, without the need for organisational restructure recognising the unique roles of the council and NHS. Therefore, it does not require the transfer of council or NHS staff between organisations and there will be no requirement for significant investment in new roles and systems other than the part funding of a Programme Director post.

The whole system approach is consistent with NHS England and NHS Improvement (NHSEI) model of delivering significant health and wellbeing improvements, through Integrated Care Systems (ICS). The ICS model envisages that each key element from NHS and council strategic commissioning through to professional and clinical expertise and provider delivery, are equal both in terms of system design and achieving critical outcomes.

Integrated health and social care from a collaborative agreement means that

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professionals from different disciplines complement each other so that a seamless service is provided to the individual. Integrated services provide an opportunity to create efficiencies in the way support is delivered/monitored. Good communication and understanding of each other's role reduce duplication and provides a better coordinated service to the individual that is not only efficient but also makes best use of finite resources.

## 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 the Collaborative proposal. Medway will have inclusion in the Strategic Leadership Board at Director level ensuring Medway voices, views and wishes are incorporated into the strategy and implemented by the Programme Management Unit.

There would be a risk should Medway decide not to join the Collaborative as Medway would still need to make plans to improve learning disability and autism services. It would require significantly more investment and take longer to achieve whilst not being able to access the infrastructure and architecture that is currently under development between KCC and KMCCG.

## 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
Cabinet	Nick Jones	14 <sup>th</sup> December 2021

## 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 Kent and Medway Collaborative arrangements.

## 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>