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Equality Impact Assessment

Directorate	Customers, Workforce & Governance
Service Area	Drug and Alcohol Action Team
Policy/Service being assessed	Specification for adult community and inpatient drug and alcohol treatment services for Coventry and Warwickshire (to commence December 2011)
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	New service
EqlA Review team – List of members	Louise Williams and Will Johnston
Date of this assessment	12-01-11
Signature of completing officer (to be signed after the EqlA has been completed)	
Name and signature of Head of Service (to be signed after the EqlA has been completed)	
Signature of DMT Equalities Champion (to be signed after the EqlA is completed and signed by the completing officer)	

A copy of the Equality Impact Assessment Report including relevant data and information to be forwarded to the Directorate Equalities Champion and the Corporate Equalities & Diversity Team



Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION AND PROMOTE EQUALITY



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

DEPARTMENT:	Relevance/Risk to Equalities																										
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Priority status For EIA		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Specification for adult community and inpatient drug and alcohol treatment services		✓			✓				✓			✓			✓			✓			✓			✓			✓
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities																											✓

Form A2

Equality Impact Assessment Please Explain

Stage 1 – Scoping and Defining	
(1) What are the aims and objectives of policy/service?	The aim of the service is to deliver an integrated, seamless provision of treatment and care for adults and their carers/families with a dependency on drugs and/or alcohol. The service will offer a range of clinical and non-clinical interventions aimed at promoting sustainable recovery and reintegration. The service will support objectives of tackling health inequalities and reducing levels of drug and alcohol related crime. The service will cover the local authority areas of Coventry and Warwickshire.
(2) How does the policy/service fit with the organisation's wider objectives?	The service fits with the council's objective of protecting the community and making Warwickshire a safer place to live.
(3) What are the expected outcomes of the policy/service? Who is intended to benefit from the policy/service and in what way?	<p>The expected outcomes of the service are:</p> <ul style="list-style-type: none">▪ Freedom from dependence on drugs or alcohol▪ Prevention of drug related deaths and blood borne viruses▪ A reduction in crime and re-offending▪ Sustained employment▪ The ability to access and sustain suitable accommodation▪ Improvement in mental and physical health and well-being▪ Improved relationships with family members, partners and friends▪ The capacity to be an effective and caring parent <p>Individuals and their families with a drug and/or alcohol dependency will benefit from the service. Indirectly, the service will benefit the wider community through a reduced risk of harm.</p>

<p>(4) Does this policy/service have the potential to directly or indirectly discriminate against any particular group?</p> <p>Please identify all groups that are affected</p>	<p>RACE</p> <p>BME and emerging populations</p> <p>Gypsy and traveller populations</p> <p>Refugees and asylum seekers</p>	<p>SEX</p> <p>Women</p>	<p>AGE</p> <p>Younger drinkers (aged 18-24)</p> <p>Student populations</p> <p>Older people (aged 55+ years)</p>	<p>GENDER REASSIGNMENT</p>
	<p>RELIGION/ BELIEF</p>	<p>PREGNANCY / MATERNITY</p> <p>Service users with dependent children</p>	<p>DISABILITY</p>	<p>SEXUAL ORIENTATION</p> <p>Lesbian, Gay, Bisexual and Transgender communities</p>
	<p>Other – please specify</p> <ul style="list-style-type: none"> ▪ Homeless people ▪ Sex workers ▪ Recreational users ▪ Rural communities ▪ Offenders ▪ Harmful drinkers ▪ Severely dependent drinkers ▪ Street drinkers ▪ Dual diagnosis service users ▪ Stimulant service users ▪ Victims and perpetrators of domestic violence and abuse ▪ Treatment naïve ▪ Service users in employment and therefore unable to attend during normal opening times 			

(5) Are there any obvious barriers to accessing the service?

Location/geography – the rural nature of Warwickshire presents a challenge to the delivery of the service. Those without their own transport or access to public transport networks are particularly disadvantaged. The new service will address this barrier through the development of outreach provision.

Communication and information – historically, information and advice has been delivered in English and in written/verbal format. This may be a barrier to individuals accessing the service for whom English is not their first language or those who have a visual or hearing impairment. The new service will take this into account by preparing material in a variety of formats and by utilising interpreting and translation services when required.

Service operating times – current services operate during or slightly outside office hours. This goes against the recovery agenda as it can discriminate against people who are actively engaged in training or employment. The new service will be required to offer more flexible opening arrangements in order to achieve the recovery outcomes and provide greater accessibility for those with training and / or employment obligations.

(6) How does the policy/service contribute to promotion of equality?

Throughout the specification there are requirements for the service provider to be aware of and respond to the needs of under-represented and specific vulnerable groups, as listed on the previous page.

Specific requirements include:

- Prior to the commencement of the service, the provider will develop action plans (to be reviewed annually with commissioners) on improving treatment access, appropriateness and effectiveness for the listed under-represented and specific vulnerable groups
- Advice and information will be targeted at the under-represented and specific vulnerable groups
- Assessment and appointments will be available in a range of settings and at times to suit the needs of specific groups of service users e.g. those in employment, parents with childcare difficulties
- Outreach provision will increase access to a number of specific groups, particularly those in rural communities and with transport difficulties.
- Information will be made available in a variety of accessible formats
- Interpretation and translation services will be used when required

The provider is asked to undertake an Equality Impact Assessment on annual basis to identify further improvements required.

(7) Does the policy/service have the potential to promote good relations between groups?	Not applicable.
Stage 2 - Information Gathering	
(1) What type and range of evidence or information have you used to help you make a judgement about the policy or service?	<p>Drug and alcohol needs assessments have been undertaken locally to inform the content of the service specification.</p> <p>The needs assessments consider demographic information, levels of drug and alcohol misuse amongst different groups, drug and alcohol related health and crime information, provision of and levels of access to current treatment and wider services such as housing and employment support.</p>

(2) What consultation data has been used?
What new consultation, if any, do you need to undertake?

Consultation with partners, service providers and service users was undertaken as part of the needs assessment process. Recommendations relating to addressing service gaps and how drug and alcohol treatment and care should be delivered in the future included:

- Integration of drug and alcohol treatment
- Outreach provision, particularly for service users in the rural areas of the county
- Intensive outreach, enabling workers to take clients to appointments with treatment providers and chase up individuals who fail to attend appointments
- Provision which overcomes barriers to women entering treatment
- Specialist support to manage the transition between services for young people and services for adults
- Improved aftercare and support, with recovery focused support around housing and employment available for as long as a service user needs them
- Counselling services for both drug and alcohol service users
- Support for family and friends of service users, both before and during treatment
- Intensive support for clients both prior to and following detoxification services
- Promotion of community detoxification
- Consistent safeguarding provision across a range of services
- Clearly defined care pathways, including improved links between the criminal justice and treatment system

This feedback was taken on board in developing the new service specification. Consultation was then undertaken on the specification itself with key stakeholders and service user involvement representatives to further identify any additions or amendments required. Amongst the feedback taken on board were additions in relation to the under-represented and vulnerable groups which the service would target, amendments in relation to the support for perpetrators and victims of domestic abuse and to the sections regarding safeguarding both children and adults.

Stage 3 – Making a Judgement

<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group?</p> <p>Is there any evidence of needs not being met? e.g. language or physical access barriers; lack of appropriate resources or facilities</p>	<p>The needs assessments identified that current service provision was limited in terms of access to treatment in rural areas; barriers to parents; support for families and carers of those misusing drugs or alcohol; and links between the criminal justice and treatment systems, particularly in the case of alcohol.</p> <p>The new service aims to address these limitations and reduce any adverse or negative impacts for particular groups.</p>
<p>(2) If there is an adverse impact, can this be justified?</p>	<p>The new service specification places additional focus on meeting the identified unmet needs. However, financial resources are limited and there will inevitably be people that cannot be reached by our services, particularly in the case of ensuring access across all urban and rural areas in Coventry and Warwickshire.</p>
<p>(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?</p>	<p>The new service specification includes a number of new initiatives and working practices to increase service access thereby reducing any adverse impact.</p> <p>In addition, two pieces of research are being undertaken in 2011: one will look at why people don't engage specifically in alcohol treatment; and the second will look at the barriers faced by female parents to accessing drug treatment. The research findings will be used to further enhance service provision.</p>
<p>(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?</p>	<p>The service will target under-represented and vulnerable groups as identified previously.</p>

<u>Stage 4 – Action Planning, Review & Monitoring</u>	
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>No further action required.</p>
<p>(2) Review and Monitoring State how and when you will monitor policy and EqIA Action Plan</p>	<p>The service will commence in December 2011. Performance management meetings will take place monthly where provision against the requirements of the service specification will be monitored and performance against key indicators will be challenged.</p> <p>Annual Equality Impact Assessments will be undertaken by the service provider in conjunction with the commissioners.</p>

Please annotate your policy with the following statement:

‘An Equality Impact Assessment on this policy was undertaken on (date of assessment) and will be reviewed on (date three years from the date it was assessed).