

Appendix 3

Initial Equality Impact Assessment – Policy Change

Department	Department of Education and Social Services
Policy	Return of Mental Health Social Work team from Southwest London and St Georges Mental Health Trust to Local Authority Management.
People involved	Susan Hasler-Winter Sandra Storey Clare O'Connor

1. What are the aims of the policy change?

To ensure that Mental Health Service Users and their carers have access to high quality services, that are appropriate, personalised, safe and also achieve good value for money.

To ensure that the Department discharges its statutory duties under the Mental Health Act 2007 and the Care Act 2014.

To ensure that the Department delivers effective recruitment and retention and has a fully recruited, stable, well trained workforce with clarity about the departments priorities and there role within it.

2. What is the rationale behind the policy change?

Management of the Mental Health social care workforce was seconded to South West London and St Georges Mental Health Trust (SWLSTGMHT) in 2001. This arrangement was reviewed periodically and a new Section 75 agreement commenced in January 2014. The accompanying committee paper sets out the rationale for returning the management of the seconded workforce back to Local Authority management.

The main reasons are;

- Not meeting performance targets such as reviews and carers assessments
- Not undertaking eligible needs assessments and transitioning people onto Personal Budgets.
- Not meeting safeguarding timescales
- Not managing the staffing budget or recruiting a stable workforce with over reliance on agency staff.

3. What information do you have on the policy and the potential impact of your policy in relation to the following?

See appendix1 for full breakdown

Table 1: MH service users in receipt of a social care service

Grouping	Description	No MH service users	Proportion Mental Health service users supported by DESS	Proportion of other service users supported by DESS	2011 census 18 plus population
Race	White/White Other	342	56.9%	66.1%	74..6%
	Black/Black British	164	27.4%	18.5%	9.3%
	Asian/Asian British	52	8.7%	10.9%	10.5%
	Mixed	22	3.7%	1.3%	3.5%
	Other ethnic groups	8	1.3%	2.1%	2.0%
	Not Stated	12	2%	1.1%	n/a
	Total	599	100%	100%	100%
Gender	Female	291	48.6%	59.2%	52.1%
	Male	308	51.4%	40.8%	47.9%
	total	599	100%	100%	100%
Age	18-64	373	62.3%	35.8%	89.29%
	65+	226	37.7%	64.2%	10.71%
	total	599	100%	100%	100%

Summary of data

- A greater proportion of Mental Health Black/Black British service users are supported (27.4%) compared with 18.5% in the rest of the department and with a representation of 9.3% in the Wandsworth

population, therefore any changes would have a greater impact on this group of service users.

- A greater proportion of males (51.4%) are supported compared with 40.8% in the rest of the department and 47.9% in the Wandsworth population, therefore any changes would have a greater impact on this group of service users
- A greater proportion of younger people 18-64 are supported (62.3%) compared with 35.8% in the rest of the department but lower than the 89.29% in the Wandsworth population.

4. Thinking about each group below please list the impact that the policy will have.

	<u>Positive</u> impacts of policy	Possible <u>negative</u> impacts of policy
Race	<p>The percentage of Black/Black British service users is above the borough average and these will benefit from better quality and personalised assessments and support plans that promote independence and improve access to culturally specific services such as using Direct Payments to recruit Personal Assistants.</p> <p>Recording information and data about service users onto the Social Care IT system (Frameworki) instead of the MH IT system (RIO) will facilitate improved analysis and support effective strategic planning giving service users access to a wider range of culturally, gender or age specific services where appropriate.</p> <p>The MH social care</p>	<p>A change in the delivery model may unsettle service users and their carers which may have a greater impact on Black/Black British service users as the number supported is above the borough average.</p> <p>This will be mitigated by keeping them fully informed about what is happening and reassuring them that their services will improve or at least not be affected detrimentally.</p> <p>Relationships between Health staff and Social work staff may be affected with consequential impacts on service users and carers.</p> <p>This will be mitigated by a sensitive change management programme.</p> <p>Service users who are in receipt of both health and social care provision could receive a less well co-ordinated approach.</p> <p>This can be mitigated by joint training and staff development opportunities as well as a</p>

	<p>workforce will benefit from closer links to other social work teams which will support learning, sharing of information and promote positive new ideas.</p> <p>Other social work teams will benefit from the knowledge and expertise which MH social workers will bring in terms of risk management, cultural issues, understanding the impact of mental ill health on families, children and carers etc</p> <p>The service users and MH social workers will benefit from closer working relationships with Drug and Alcohol social workers.</p> <p>Service users will benefit from closer links within Adult and Childrens service to promote smooth transition planning and greater insight into mental health conditions.</p>	<p>range of clear working protocols that are unambiguous in terms of responsibility around risk management, line management and joint working. Also by ensuring that staff continue to have access to both Health and Social Care IT systems.</p>
Gender	The percentage of service users who are men are greater than the Borough average and these will benefit as above.	The percentage of service users who are men are greater than the Borough average and these may be affected as above
Disability		

Age	The percentage of service users who are aged 18-64 are greater than the Borough average and these will benefit as above.	The percentage of service users who are aged 18-64 are greater than the Borough average and these may be affected as above
Faith	Not known	Not known
Sexual orientation	Not known.	Not known as we do not hold the relevant information .

5. Is a full EIA required? No. The EIA uses available data to identify potential impact.

- **Does the policy support a frontline service?**

Yes.

- **Is it clear what impact the policy will have on all the equality groups?** We have data on the service users currently accessing services or known to the department. This allows us to identify what the impact may be on these individuals so that we can take account of the potential impact
- **Overall will the change have a negative impact on any of the equality groups?**

There is no indication that the change will have a negative impact on any of the equality groups.

Comments

6. Through the initial EIA have you identified any actions that needed to be implemented to improve access or monitoring of the policy? (please list)

- Keeping service users and carers fully informed will reassure them that their services will improve or at least not be affected detrimentally.
- A sensitive change management programme will address concerns about staffing issues.
- Effective co-ordinated working will be supported by joint training and staff development opportunities as well as a range of clear working protocols that are unambiguous in terms of responsibility around risk management, line management and joint working. Also by ensuring that staffs continue to have access to both Health and Social Care IT systems.

Signed

Date

Approved by: Clare O'Connor