

### Appendix 3 - Equality Impact Assessment

<b>Directorate: Adult Services</b>	
<b>Service: Drug and Alcohol Action Team</b>	
<b>Name of Officer/s completing assessment: Nick Davies</b>	
<b>Date of Assessment: August 15</b>	
<b>Name of service/function or policy being assessed: Drug and Alcohol Services</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>To ensure high quality, effective and outcome focussed adult drug and alcohol treatment services are delivered in the borough. Such services not only minimise harms and maximise health and life chances for the individual service users but also reduce the impact on other local services such as health and criminal justice agencies.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The service is commissioned by the borough's Drug and Alcohol Action Team (DAAT), largely utilising the DAAT allocation of the Public Health grant but also an element of the Police and Crime Commission Grant.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed. Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Under the potential proposed changes, there will be current service users and potential future service users, who will no longer access drug and alcohol treatment. The changes are likely to stop those at the lower end of their use, or who are not in the criminal justice system or known to Children's Social Care due to child protection issues, from accessing treatment. This will not necessarily target any particular group of the treatment population but will affect people using different substances, of different ages, genders and ethnicities. All those requiring treatment and support are at risk of developing secondary problems. Treatment prevents drug and alcohol related deaths, secondary health issues including all alcohol related conditions such as liver disease, blood borne viruses, secondary mental health issues as well as societal issues such as family breakdown, unemployment and homelessness.</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Those on probation orders based around treatment requirements including Drug Rehabilitation Requirements and Alcohol Treatment Requirements will still benefit from a service as will some service users with children.</p>

5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>See 3 above. In addition, there will still be limitations in the model delivered to those who will be eligible for the services such as lack of nursing provision and narrower scope of group work therefore reducing recovery opportunities.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>The service will not be able to offer equal access to anyone in the borough who requires it. The demographics of the service users are monitored on a local level and via the National Drug Treatment Monitoring System, with data published and evaluated by Public Health England.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>We will be consulting staff and stakeholders fully</p>
8.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Those who are unable to access the proposed service would be signposted to mutual aid organisations such as AA and NA and some may be able to access the 'Breaking Free Online' support package. These options would not be suitable for everyone however.</p>
9.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>See 6 above.</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	X
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

### 10. Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Consultation with stakeholders and service users	Service users, service staff, DAAT staff, Public Health, CCG, BHFT, Adult Social Care, Children's Social Care, third sector, Housing, Police, Probation, Community Rehabilitation				Proposal of commencement in August 2015.	

	Company, Community Safety.					
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<p><b>Signed</b>  <b>Lead Officer:...</b>Nick Davies ..... <b>Date:...</b>2/8/15</p> <p><b>Director:.....</b>.....<b>Date:.....</b></p>
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