

EQUALITY IMPACT ASSESSMENT TEMPLATE Agenda Item e

1. Topic of assessment

EIA title:	Surrey Drug and Alcohol Action Team – Substance Misuse
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EIA author:	Martyn Munro - Programme Manager
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2. Approval

	Name	Date approved
Approved by	Ruth Hutchinson	05/04/2013

3. Quality control

Version number	2	EIA completed	05/04/2013
Date saved	04/04/2013	EIA published	

4. EIA team

Name	Job title (if applicable)	Organisation	Role
Martyn Munro	Programme Manager	Surrey County Council	Surrey Substance Misuse Commissioning
Avril Gilliam-Hill	Programme Manager	Surrey County Council	Surrey Substance Misuse Commissioning
Karl Smith	Substance Misuse Commissioning Service User and Carer Development Officer	Surrey County Council	Surrey Substance Misuse Commissioning

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5. Explaining the matter being assessed

<p>What policy, function or service is being introduced or reviewed?</p>	<p>Surrey Substance Misuse Harm Reduction. Treatment and Recovery system which targets populations who are resident in Surrey:</p> <ul style="list-style-type: none"> • Young People • Opiate Drug users • Other Drug users • Dependant Alcohol users • Higher Risk Alcohol users <p>This system is currently commissioned through a number of contracts against a 4 tier treatment system:</p> <ul style="list-style-type: none"> • Tier 1 – Universal provision ie Police, Housing, Primary care and Education • Tier 2 – Low threshold substance misuse specialist interventions ie drop in centres, harm reduction and injecting equipment exchange. • Tier 3 – Care planned interventions including substitute prescribing, psychodynamic interventions and recovery support. • Tier 4 – Inpatient treatment including detoxification, recovery programmes and rehabilitation
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<p>What proposals are you assessing?</p>	<p>Substance Misuse Commissioning as a part of the Surrey Public Health Executive is from the 01/04/2013 transferring to Surrey County Council.</p> <p>There are no immediate changes in the services being provided arising from the transfer of responsibilities to the council but procurement will continue on a number of projects which forms part of the existing Drug and Alcohol Action Team and Public Health Substance Misuse commissioning cycle;</p> <ul style="list-style-type: none"> • Tier 3 Young Peoples Drug and Alcohol treatment. • Tier 3 Treatment, both clinical and non clinical within the 5 Surrey Prisons. • The Drug Intervention Programme (DIP); a Criminal Justice Treatment Programme. • Drug Rehabilitation Requirement; Community Treatment order available to courts for adult offenders • Tier 3 Community drug and alcohol treatment for adults • Tier 4 inpatient detoxification and recovery unit <p>Surrey’s treatment system seeks to maximise the number of people who overcome addictions and sustain long-term recovery. Drug misusers have access to employment, education and housing, and that they become contributing members of society.</p> <p>Families and communities also receive tangible benefits while drug misusers are in treatment, and that these benefits are sustained following successful treatment.</p> <p>Separate EIAs will be undertaken to inform decisions on each of these services and future provision of other services as they are commissioned or recommissioned.</p>
<p>Who is affected by the proposals outlined above?</p>	<p>The extent to which individuals are affected by these changes will vary depending on an individual’s need, the intervention sought and or the complexity in relation to the wider needs of the individual and or family across tier 1 partner agencies i.e. Safe Guarding, criminal justice, co-morbidity and social functioning :</p> <ul style="list-style-type: none"> • Service users and their carers or families as appropriate. • External organisations we commission to deliver services on behalf of the Council or in partnership with it.

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6. Sources of information

Engagement carried out
<p>Service users are actively involved in the design and delivery of their own care packages. The care planning process is an active agreement between the service provider and directs the interventions and treatment delivered with the service user; this process must include acknowledgement of the risk to the service users and others ie family and the community, and will impact upon the interventions that can be provided safely, however obstacles and solutions are additionally included in all care planning.</p> <p>Service providers and service user involvement regularly consult service users on their satisfaction with services and report quarterly to contract review meetings issues and solutions developed in partnership to resolve and improve provision.</p> <p>Service users acting in a representative capacity assist providers in the design and development of services.</p> <p>Service user involvement representatives provide advice to commissioners and contract managers throughout the commissioning cycle to develop effective evidence based substance misuse treatment service in Surrey.</p> <p>Surrey Substance Misuse Commissioning is undertaken in line with both National and Local drivers and service user need. Quality commissioning is based upon effective needs-assessment processes and is followed up by performance-assurance arrangements which monitor and evaluate the developments planned and commissioned in line with evidenced need.</p>
Data used
<ul style="list-style-type: none"> • National Drug Treatment Monitoring Service (NDTMS) Adult Provider (by Residence) Quarterly Performance Report (Green report) client management for PDU and All drug service users • NDTMS Purple performance and client management for Alcohol services users • NDTMS DOMES report • DIRWEB DIP performance and client management reports • Drug Treatment Monitoring Unit (DTMU) Young people and Adult • <u>Surrey-i</u>, our local data and information portal, which can be searched by protected characteristic. • Service monitoring reports. • Service User Involvement Team (SUIT) engagement, development and feedback • User feedback and/or complaints data.

7. Impact of the new/amended policy, service or function

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7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence																																										
Age	<p>Interventions; within best practice evidence based guidance as defined by the National Treatment Agency and National Institute for Health and Clinical Excellence and local needs, for young people and adults are provided by distinct substance misuse specialist providers at appropriate settings in a variety of locations across county</p> <p>The increased risk of significant harm and neglect among children of drug misusing parents receives heightened awareness and appropriate action from all those working with drug misusers.</p> <p>The system ensures that safeguarding children becomes a central feature of practice.</p>	<p>Access to interventions may be limited in locations where a provider is not currently located or with poor access to transport networks, In such cases providers deliver interventions on an outreach basis.</p>	<table border="1"> <thead> <tr> <th colspan="3">Adult Partnership Quarterly Performance Report 2012 / 2013, Quarter 3</th> </tr> <tr> <th colspan="3">Age group at mid point of the year (30/09/2010)¹</th> </tr> </thead> <tbody> <tr> <td>18</td> <td>62</td> <td>3%</td> </tr> <tr> <td>19</td> <td>39</td> <td>2%</td> </tr> <tr> <td>20 – 24</td> <td>205</td> <td>11%</td> </tr> <tr> <td>25 – 29</td> <td>277</td> <td>15%</td> </tr> <tr> <td>30 – 34</td> <td>306</td> <td>17%</td> </tr> <tr> <td>35 – 39</td> <td>314</td> <td>17%</td> </tr> <tr> <td>40 – 44</td> <td>278</td> <td>15%</td> </tr> <tr> <td>45 – 49</td> <td>187</td> <td>10%</td> </tr> <tr> <td>50 – 54</td> <td>98</td> <td>5%</td> </tr> <tr> <td>55 – 59</td> <td>51</td> <td>3%</td> </tr> <tr> <td>60 – 64</td> <td>25</td> <td>1%</td> </tr> <tr> <td>65</td> <td>7</td> <td>0%</td> </tr> </tbody> </table>	Adult Partnership Quarterly Performance Report 2012 / 2013, Quarter 3			Age group at mid point of the year (30/09/2010) ¹			18	62	3%	19	39	2%	20 – 24	205	11%	25 – 29	277	15%	30 – 34	306	17%	35 – 39	314	17%	40 – 44	278	15%	45 – 49	187	10%	50 – 54	98	5%	55 – 59	51	3%	60 – 64	25	1%	65	7	0%
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¹ Adult Partnership Quarterly Performance Report 2012/2013 Quarter 3 – Drug User Profile (all in treatment YTD)

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Age	<p>Young People Substance Misuse treatment; NDTMS reporting and Halo client management system offer the opportunity to matrix and drill down age data across a number of variable streams ie. Age / Drug cited. This data is assessed using national comparators and used to understand why service use by certain age groups could be particularly high, or if certain age groups are under-represented. Data is also compared between district and borough areas within Surrey.</p>		<p><u>YP Quarterly Local Assurance Report 2012/13</u></p>				
			<p><u>Age</u></p>		<p>Quarter 3</p>		
			<p>No.</p>	<p>%</p>			
			<p>■ Aged 9 - 12</p>	<p>1</p>	<p>0</p>		
			<p>■ Aged 13</p>	<p>6</p>	<p>3</p>		
			<p>■ Aged 14</p>	<p>14</p>	<p>7</p>		
			<p>■ Aged 15</p>	<p>67</p>	<p>32</p>		
			<p>■ Aged 16</p>	<p>56</p>	<p>26</p>		
			<p>■ Aged 17</p>	<p>68</p>	<p>32</p>		
			<p>■ Aged 18</p>	<p>0</p>	<p>0</p>		
			<p>■ Aged 19</p>	<p>0</p>	<p>0</p>		
			<p>■ Aged 20 - 21</p>	<p>0</p>	<p>0</p>		
			<p>■ Aged 22 - 24</p>	<p>0</p>	<p>0</p>		

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Age	Adult Alcohol treatment; NDTMS reporting and Halo client management system offer the opportunity to matrix and drill down age data across a number of variable streams ie. Age / Sex / interventions commenced. This data is assessed using national comparators and used to understand why service use by certain age groups could be particularly high, or if certain age groups are under-represented. Data is also compared between district and borough areas within Surrey.		Adult Alcohol Partnership Quarterly Performance Report 2012 / 2013, Quarter 3 Age group at mid-point of the year - all in treatment (YTD)				
			Male		Female		
			Number	Percent	Number	Percent	
			18-24	28	2	29	2
			25-29	53	4	29	2
			30-34	70	6	40	3
			35-39	98	8	72	6
			40-44	132	11	90	7
			45-49	125	10	73	6
			50-54	98	8	79	6
			55-59	73	6	41	3
			60-64	34	3	24	2
65+	30	2	25	2			
Total	741	60	502	39			
Disability	As part of a comprehensive assessment for a service users planned treatment. All sites used should be accessible to disabled people.		Not recorded				
Gender reassignment	As part of a comprehensive assessment for a service users planned treatment.		Not recorded				

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Pregnancy and maternity	Prioritised programme response to pregnant services users, including liaison with maternity services and children and family teams as appropriate.		The number of Adult Drug pregnant females entering services in 2012/13 was low at 0.9% compared to a national average of 4.8% ²
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² Diagnostic Outcomes Monitoring Executive Summary 2012-13 Q2

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Race

Committed to reducing inequalities in access and health outcomes

The majority of service users are White British (90%). This is followed by White Irish (3%). This is proportionately higher than the Surrey population as a whole which in 2011 stood at White British (84%) and White Irish (1%)³.

Adult Partnership Quarterly Performance Report 2012 / 2013, Quarter 3 Ethnicity ⁴		
White British	1656	90%
White Irish	12	1%
Other White	48	3%
White & Black Caribbean	11	1%
White & Black African	5	0%
White & Asian	12	1%
Other Mixed	12	1%
Indian	4	0%
Pakistani	13	1%
Bangladeshi	2	0%
Other Asian	22	1%
Caribbean	5	0%
African	5	0%
Other Black	5	0%
Chinese	2	0%
Other	15	1%
Not Stated	6	0%
Missing ethnicity code	14	1%

³ 2011 Census ONS <http://www.surreyi.gov.uk/Viewdata.aspx?P=Data&referer=%2fViewpage.aspx%3fC%3dbasket%26BasketID%3d224>

⁴ Adult Partnership Quarterly Performance Report op cit

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Race	<p>Young People Substance Misuse treatment; NDTMS reporting and Halo client management system offer the opportunity to matrix and drill down Race data across a number of variable streams. This data is assessed using national comparators and used to understand why service use by certain ethnic groups could be particularly high, or if certain ethnic groups are under-represented. Data is also compared between district and borough areas within Surrey.</p>	YP Quarterly Local Assurance Report 2012/13			
		Ethnicity			
			No.	%	
		White British	156	74	
		White Irish	1	0	
		Other White	3	1	
		White and Black Caribbean	3	1	
		White and Black African	0	0	
		White and Asian	1	0	
		Other Mixed	1	0	
		Indian	0	0	
		Pakistani	0	0	
		Bangladeshi	0	0	
		Other Asian	0	0	
		Caribbean	0	0	
		African	0	0	
		Other Black	0	0	
Chinese	0	0			
Other	1	0			
Not Stated	3	1			
Missing Ethnic Code	43	20			

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Race	Adult Alcohol treatment; NDTMS reporting and Halo client management system offer the opportunity to matrix and drill down Race data across a number of variable streams. This data is assessed using national comparators and used to understand why service use by certain ethnic groups could be particularly high, or if certain ethnic groups are under-represented. Data is also compared between district and borough areas within Surrey.		Adult Alcohol Partnership Quarterly Performance Report 2012 / 2013, Quarter 3 Ethnicity - all in treatment (YTD)		
				Number	Percent
			White British	1140	92
			White Irish	22	2
			Other White	35	3
			White & Black Caribbean	1	0
			White & Black African	2	0
			White & Asian	6	0
			Other Mixed	7	1
			Indian	5	0
			Pakistani	4	0
			Bangladeshi	1	0
			Other Asian	3	0
			Caribbean	2	0
			African	3	0
			Other Black	2	0
			Chinese	0	0
Other	6	0			
Not Stated	1	0			
Unknown / Missing or Inconsistent	3	0			
Religion and belief	As part of a comprehensive assessment for a service users planned treatment.		Not record		

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Sex		Requires further engagement with women not presenting for substance misuse interventions	<table border="1" data-bbox="1368 193 2085 395"> <tr> <th colspan="3">Adult Partnership Quarterly Performance Report 2012 / 2013, Quarter 3 Gender⁵</th> </tr> <tr> <td>Male</td> <td>1343</td> <td>73%</td> </tr> <tr> <td>Female</td> <td>506</td> <td>27%</td> </tr> </table> <p>Women are significantly under-represented in treatment (this is the experience nationally – the ratio in Surrey is similar to that across the country).</p>	Adult Partnership Quarterly Performance Report 2012 / 2013, Quarter 3 Gender ⁵			Male	1343	73%	Female	506	27%							
Adult Partnership Quarterly Performance Report 2012 / 2013, Quarter 3 Gender ⁵																			
Male	1343	73%																	
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Sex	Young People Substance Misuse treatment; NDTMS reporting and Halo client management system offer the opportunity to matrix and drill down Sex data across a number of variable streams		<table border="1" data-bbox="1368 576 2186 778"> <tr> <th colspan="2">YP Quarterly Local Assurance Report 2012/13</th> <th colspan="2">Quarter 3</th> </tr> <tr> <td colspan="2">Sex</td> <th>No.</th> <th>%</th> </tr> <tr> <td>■ Male</td> <td></td> <td>133</td> <td>63</td> </tr> <tr> <td>■ Female</td> <td></td> <td>79</td> <td>37</td> </tr> </table>	YP Quarterly Local Assurance Report 2012/13		Quarter 3		Sex		No.	%	■ Male		133	63	■ Female		79	37
YP Quarterly Local Assurance Report 2012/13		Quarter 3																	
Sex		No.	%																
■ Male		133	63																
■ Female		79	37																

⁵ Adult Partnership Quarterly Performance Report op cit

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Sex	Adult Alcohol treatment; NDTMS reporting and Halo client management system offer the opportunity to matrix and drill down Sex data across a number of variable streams. This data is assessed using national comparators and used to understand why service use amongst male or females could be particularly high, or if either are under-represented. Data is also compared between district and borough areas within Surrey.		Adult Alcohol Partnership Quarterly Performance Report 2012 / 2013, Quarter 3 Age group at mid-point of the year - all in treatment (YTD)				
				Male		Female	
				Number	Percent	Number	Percent
			18-24	28	2	29	2
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			55-59	73	6	41	3
			60-64	34	3	24	2
65+	30	2	25	2			
Total	741	60	502	39			
Sexual orientation	As part of a comprehensive assessment for care planning		Optional recording. Currently not submitted to NDTMS/Halo, the current status is to be reviewed and evaluated completion 28/06/2013				
Marriage and civil partnerships	As part of a comprehensive assessment for care planning		Not recorded				

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7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	N/A see section 6		Evaluation of contracted provider is currently underway. Completion 28/06/2013
Disability	N/A see section 6		Evaluation of contracted provider is currently underway. Completion 28/06/2013
Gender reassignment	N/A see section 6		Evaluation of contracted provider is currently underway. Completion 28/06/2013
Pregnancy and maternity	N/A see section 6		Evaluation of contracted provider is currently underway. Completion 28/06/2013
Race	N/A see section 6		Evaluation of contracted provider is currently underway. Completion 28/06/2013
Religion and belief	N/A see section 6		Evaluation of contracted provider is currently underway. Completion 28/06/2013
Sex	N/A see section 6		Evaluation of contracted provider is currently underway. Completion 28/06/2013
Sexual orientation	N/A see section 6		Evaluation of contracted provider is currently underway. Completion 28/06/2013
Marriage and civil partnerships	N/A see section 6		Evaluation of contracted provider is currently underway. Completion 28/06/2013

8. Amendments to the proposals

Change	Reason for change
N/A	

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9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
positive	<p>Improving procurement practice so that each decision is fully informed by Equality Impact Assessments</p> <p>Substance misuse commissioning workforce within PHE PDP further develop EIA skill base</p>	<p>2013-14 for scheduled procurement</p> <p>2014-15 Q1-2 for scheduled procurement</p> <p>Q1-4 2013-14</p>	MM/AGH
positive	<p>Improving data collection on the prevalence and nature of problems across groups with protected characteristics to inform contract management and assessment of the effectiveness of services</p>	<p>Establish and conduct on existing contracts Q1-Q3 2013-14. Identify ongoing assessment and review Q4 2013-14</p> <p>Further develop utilisation EIA data streams present in existing NDTMS reports and Halo client management system Q1 2013-14</p>	MM/AGH

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positive	Enhancing service user involvement in the design and delivery of service	Q1 2013-14	MM/AGH
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10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	Data available on uptake of services by people in most of the protected characteristic groups and significant engagement with individuals about the design and delivery of their care and treatment which informs the effectiveness of interventions for all groups.
Key impacts (positive and/or negative) on people with protected characteristics	Positive for all groups but there is a marked under representation of women receiving care and treatment.
Changes you have made to the proposal as a result of the EIA	This set of services is transferring to the council. It is not at this stage being reconfigured or re-commissioned. Separate EIAs will be carried out as services go through procurement.
Key mitigating actions planned to address any outstanding negative impacts	Collecting more information on prevalence across the protected characteristics groups to further improve contract management and the evaluation of the effectiveness of services. Additional engagement with women to improve the rate of take up of services.
Potential negative impacts that cannot be mitigated	None.