

**Working together to create a borough of opportunity
Predictive Equality Impact Assessment (PEIA) (V.2)
FOR ALL COUNCIL DECISIONS ONLY**



Title of report or proposal:

Recommissioning Mental Health Day Services

Describe in full the aims, objectives and purpose of the proposal, including desired outcomes:

There are currently 2 day centres in the Borough for adults with mental health needs, one in the North and one in the South. Approximately 130 people access these services. The day centres are based on an outdated model of day care, and serve as a means of providing day time social care on a collective basis to those with chronic mental health needs.

The recommissioning of day services intends to deliver an improved, more modern service that better meets the needs of the local population and better contributes to the delivery of the Council's objectives.

The recommissioned model will enable people with more complex and acute mental health needs to have time limited access to a more intensive service intended to promote social inclusion, employability and meaningful occupation.

The recommissioned day opportunities model will be provided from one base in the Borough. The Tamworth site in the South will therefore be closed in April 2007. There will be a smaller overall staffing group. The full recommissioned day opportunities model will be implemented by April 2008.

Department:

Community Services Department

Form and report **MUST** be checked and countersigned by the Principal Policy Officer (Organisational Development)

Officer Responsible: ***(to be completed by the report author)***

Angela Jenkinson 020 8753 5093 angela.jenkinson@lbhf.gov.uk

(Signature, Print Name, Contact Number and Email Address)

Principal Policy Officer: ***(to be completed by the Principal Policy Officer (OD))***

Signed off by Pinakin Patel at **11.46** on **05/04/07**. Email pinakin.patel@lbhf.gov.uk Tel 020 8753 5727

PLEASE ANSWER THE FOLLOWING QUESTIONS:

1. Who are the main people that this decision will affect?

Service Users and Borough Residents

The Mental Health Day Services Strategy will affect adults with mental health needs currently using services, as well as prospective service users.

Staff

The recommissioning will have a direct impact upon a number of staff at varying levels of seniority. In total, eight posts will be deleted, although there are post holders in only five of these. These changes will be subject to the normal consultation requirements with both individual staff and Trade Union representatives. The affected workforce is predominantly female. Three staff are from BME communities.

2. Identify the risks that could prevent the planned outcomes

Physical access points will be reduced, as the service will be based around one hub, not two centres. There will be no centre in the South of the Borough. However, opening times will be enhanced, thereby offering a more flexible service.

3. Could the proposal have a positive impact on **a) race b) disability c) gender d) sexual orientation e) age f) belief system groups?** (Please provide evidence e.g. user feedback, complaints, monitoring?)

The proposals arising from the review of mental health day services are a response to feedback from present and prospective service users via a range of consultation mechanisms including user representation on the Review Steering Group and completion of a user administered questionnaire. The recommissioned service is designed to promote enhanced and equitable take-up, outcomes and satisfaction for service users. Therefore, it is expected that there will be a positive impact across all user groups in the medium to long term in terms of improved service user experience.

Over and above this, the recommissioning of day services for people with mental health needs will also have a particularly positive impact for some core equalities target groups.

Disability - People with mental health needs are considered disabled, and so the recommissioning of day services is intended to improve the experience of disabled people in Hammersmith and Fulham.

Race - A significant number of mental health service users are from BME groups and therefore local BME communities should benefit from the remodelled day opportunities.

4. Could the proposal have a negative impact on **a) race b) disability c) gender d) sexual orientation e) age f) belief system groups?** (Please provide evidence e.g. user feedback, complaints, monitoring,?)

Overall, there is no adverse impact on the groups listed above although there is one particular area of risk as identified through consultation and detailed below.

Age – The recommissioned services will no longer provide ongoing daytime social care to those with chronic mental health needs. There are a number of service users who have been attending both Tamworth and Ellerslie Road Day Centres for many years. The recommissioned service will no longer be appropriate for many of these users. In reality, this is likely to particularly affect the older group of users, many of whom are ‘graduates’ – that is, those who have reached the age of 65 but have continued to receive a service. About 20% of current service uptake is from this user group.

Race – No adverse impact. An information and communications strategy will be developed and implemented to promote the new service.

Disability – No adverse impact. An information and communications strategy will be developed and implemented to promote the new service.

Gender – No adverse impact.

Sexual orientation – No adverse impact

Belief system groups – No adverse impact

5. Can any negative impact of the decision be justified?

Any negative impact of the decision can be justified by virtue of the fact that the recommissioned service model is intended to benefit greater numbers of people with mental health needs in the Borough. An information and communications strategy will be developed and implemented to promote the new service and ensure optimal uptake.

Actions are in also hand to minimise any possible negative impact of the decision. Each service user will have or has had an action plan developed collaboratively and designed to meet their future needs in the most appropriate future settings. In some cases, service users are less satisfied with these than with existing arrangements, although this may often be the result of institutionalisation. Day services for older people are also currently under review, and the views of older people currently using Tamworth and Ellerslie will be a particularly important influence on future service design. It should be noted that the future day opportunities for adults with mental health needs will be non age related.

6. If you have undertaken any internal/ external research or consultation(s) please list these below:

- The review of day services and the resultant new service model for adults with mental health needs was informed by a full consultation with service users and carers.
- The 31 October 2006 meeting of the multi-agency Mental Health Strategic Commissioning Group was advised of that a proposal to permanently close the Tamworth Centre was likely and the plans for the re-commissioning of day services. Service user representatives were not in attendance at the meeting. Consequently, the Strategic Commissioning Group Chair, the Head of Commissioning, Community Services Department, met with service user representatives separately, who expressed support of the new model of day services. Users also expressed some disappointment at the likelihood that a proposal to permanently close the Tamworth Centre would be made, but understood why this was so.
- Users are also represented on the Mental Health Care of Older People Strategy Group and have had a long standing interest in what happens at the Tamworth Centre. At the meeting which took place on 7 November 2006 the meeting was advised that a proposal to permanently close the Tamworth Centre would be likely. Users were also advised of the plans for the re-commissioning of day services. Concerns were raised by existing service users with regard to the new model of day services, for which they would not be eligible.
- The Assistant Director, Adult Social Care, met with outgoing service users at the Tamworth Centre on 23 January 2007. The then service users wrote collectively to the Assistant Director Adult Social Care, summarising their concerns and expressing their strong disagreement with regard to the permanent closure of the Tamworth Centre. The letter was supported by a petition signed by twenty-six of the then current service users. The letter and petition are available as background papers.
- Verbal representation has also been received from an ex-service user, expressing his strong disagreement with regard to the permanent closure of the Tamworth Centre. Written representation

from the same person has also been made with regard to the transfer of certain items of furniture to another service should the Tamworth Centre be closed.

- The Assistant Director, Adult Social Care, met with those users still receiving a mental health day care service at the Tamworth Centre on February 13th 2007. Of the twelve current users, only three wished to attend this consultation event, one of whom was accompanied by a carer. The key issue raised was that of the need for a central location at such time as the day service is provided from one base. Service users and the carer were concerned that Ellerslie Road was too far in the North of the Borough for it to be considered accessible as the base for Borough wide mental health day services.
- The remaining nine current service users did not wish to participate in further consultation with regard to the future of the Tamworth Centre.
- The Assistant Director, Adult Social Care, consulted with carers on 28 February 2007. Only a few carers attended. Again, the key issue raised was the issue of travelling to the North of the Borough and the need for a central location for mental health day service users. There was disagreement at the proposed closure of the Tamworth Centre.

7. Do you need to undertake any further consultation? If so, what and with whom?

There will be ongoing consultation with existing service users so as to agree personal action plans. There will be ongoing consultation with staff going through the redeployment process.

PLEASE EMAIL COMPLETED FORM TO PEIA@lbhf.gov.uk

**Contact: Pinakin Patel, 020 8753 5727
Assistant Chief Executive's Department
London Borough of Hammersmith & Fulham**