

EQUALITY, DIVERSITY AND INCLUSION

DONCASTER METROPOLITAN BOROUGH COUNCIL

Due Regard Statement Template

How to show due regard to the equality duty in how we develop our work and in our decision making.

Due Regard Statement

A **Due Regard Statement** (DRS) is the tool for capturing the evidence to demonstrate that due regard has been shown when the council plans and delivers its functions. A Due Regard Statement must be completed for all programmes, projects and changes to service delivery.

- A DRS should be initiated at the beginning of the programme, project or change to inform project planning
- The DRS runs adjacent to the programme, project or change and is reviewed and completed at the relevant points
- Any reports produced need to reference "Due Regard" in the main body of the report and the DRS should be attached as an appendix
- The DRS cannot be fully completed until the programme, project or change is delivered.


<p>1 Name of the 'policy' and briefly describe the activity being considered including aims and expected outcomes. This will help to determine how relevant the 'policy' is to equality.</p>	<p>Aims</p> <p>To progress the implementation of the Five Year Forward View for Mental Health in Doncaster a procurement exercise will be undertaken for the delivery of a Community Based Crisis Support Service in four locations across the borough that will align with the Integrated Community Led Support (CLS) model and the RDaSH community model.</p> <p>To move away from grant funding to a competitive tendering process for the Community Based Crisis Support Service. Two providers have had grant funding for a significant number of years to deliver community based support for people experiencing mental health issues. Their grant arrangements will end on the 31 March 2018.</p> <p>The benefit of tendering the service will be in relation to the following:</p> <p>value for money and a quality focussed approach as the service will be awarded as a result of competitive tenders being evaluated on quality and cost. Deliverables for the service will be clearly identified and reported against at regular performance monitoring meetings. The service will also be more holistically managed to ensure the Councils requirements are met in all aspects of the service. This service will be community based in four localities that have a high prevalence of the population with mental health issues as identified by Public Health. The service will be accessible and inclusive of the protected characteristics.</p> <p>Expected Outcomes.</p> <p>Build on local good practice as evidenced by the two local incumbent grant funded providers.</p> <p>The Community Based Crisis Support Service will provide a service to individuals in a community setting that has the ability to provide appointments for a period when statutory services are closed.</p> <p>The Community Based Crisis Support Service will allow individuals to receive support with their physical health check, implementing healthy living classes and cookery classes to develop a healthy lifestyle.</p> <p>The Community Based Crisis Support Service will provide an environment to implement evidence-based preventative interventions that target high-risk locations and support high-risk groups</p>
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		<p>(including young people who self-harm and older adult males) within the Doncaster population.</p> <p>The Community Based Crisis Support Service will provide a ‘talking shop’ approach, allowing individual’s to walk in, discuss any issues and potentially be signposted or integrated into correct pathways of care.</p>
2	<p>Service area responsible for completing this statement.</p>	<p>Commissioning and Contracts Team.</p>
3	<p>Summary of the information considered across the protected groups.</p> <p>Service users/residents</p> <p>Doncaster Workforce</p>	<p>Mental well-being is influenced by many factors, including: genetic inheritance, childhood experiences, life events, individual ability to cope and levels of social support. Gender has a significant impact on mental health and vulnerability to mental health problems. Additionally, wider determinants such as adequate housing, employment, financial security and access to appropriate health care impact on an individual mental wellbeing.</p> <p>Local Context</p> <ul style="list-style-type: none"> • Doncaster has a high prevalence of patients attending A&E with a Mental related issue (1 in 4). • Incidence of depression is higher for females than males with both rates of incidence expecting to remain stable over the next few years (2025). • With an increasingly ageing population the prevalence rates of depression for the over 65’s, severe depression, dementia and other age related conditions, will increase. • The prevalence rates for neurotic disorders and personality disorders will also remain stable. • The area for concern whilst looking at prevalence rates in the locality is that services being used/accessed are not reflective to the need, whether this be mental health services or those that impact on mental health such as drug and alcohol services. • Doncaster’s suicide rate has remained at around 30 individuals for over ten years.

		<ul style="list-style-type: none"> • Mental health promotion is currently fragmented and there is a clear need for a new focus. • Deprivation is a determinant of mental health. • The elderly are at more risk and affluent areas are usually made up of an elderly population. • In Doncaster in 2015/16 there were 4144 A&E attendances for Primary and Secondary diagnosis of Mental Health (5.66 av LoS), of these admissions 3599 were MH RDASH A&E attendances and 522 were MH RDASH non elective admissions. <p>For example: There were 648 A&E attendances in 2015/16 for patients with a mental health condition at a total cost of £137,671.00 this could be reduced with the right early interventions.</p> <p>National Context. It has been recognised by the World Health Organisation (2004) that if early intervention and support plans are not put in place, a number of determinants which contribute to the onset of mental health issues and the severity would likely incur. This includes:</p> <ul style="list-style-type: none"> • Isolation and alienation • Lack of education, transport, housing, recreational facilities • Neighbourhood disorganisation, violence and crime • Socio-economic disadvantage • Poverty, poor social circumstances • Work stress, unemployment • Poor nutrition • Social or cultural injustice and discrimination • Peer rejection • Violence and anti-social behaviour • Substance misuse • Physical, sexual and emotional abuse • Stressful life events • Personal loss – bereavement • Parental substance misuse • Parental mental illness
4	<p>Summary of the consultation/engagement</p>	<p>The two current providers of community based mental health are Doncaster Mind and Changing Lives who have had grant arrangements in place with the Council for in excess of 20 years. The</p>

<p>activities</p>	<p>grant arrangement end on the 31 March 2018.</p> <p>Doncaster Council engaged with Changing Lives Doncaster to undertake a service review of the Positive Mental Health Programme in the period 2014/15. This process included on-going engagement with the Managers of the centre and the Positive Mental Health Programme, consultation with service users and carers, observations of the sessions, discussion with staff members and stakeholders</p> <p>Changing Lives embraced the opportunity to work with officers from Doncaster Council to review their service provision. The leaders and managers of the service are well motivated, enthusiastic and passionate about their services and they are keen to continue to work in partnership with Doncaster Council.</p> <p>Doncaster Council also engaged with Doncaster Mind in the same period for the delivery of their services. They too welcomed the review being undertaken. Consultation with service users, carers discussion with staff members and stakeholder took place.</p>
<p>5 Real Consideration:</p> <p>Summary of what the evidence shows and how has it been used</p>	<p>Changing Lives</p> <p>Whilst it was recognised that the Positive Mental Health Programme is well used and valued by service users and carers there were some concerns that the service may create some dependency, with service users expressing concerns around the summer closure of the centre. In addition to this, because Changing Lives offers multiple services, there is a tendency for individuals to move around all services offered within the centre, rather than accessing external services for further development and moving on opportunities.</p> <p>Doncaster Mind</p> <p>There is evidence to suggest that Doncaster Mind has been shaped and influenced by local need through the development of specific groups to support those with more complex conditions, including “hearing voices” and “self harm”.</p> <p>The review in 2014/15 found that Doncaster Mind have struggled to capture and monitor equalities data from service users as they did not have an established client data management system. This is something they will address going forward. However, Doncaster Mind do feel they have</p>

		<p>responded to local community needs and, as a result established a diverse range of groups as evidenced</p> <p>There were a number of comments expressed about the building not being very accessible eg <i>'it takes going through five doors to see someone'</i> (service user).</p> <p>Some of the people who attended the support group sessions travelled to Doncaster to attend them as there was nothing in their locality.</p> <p>The two charities are aware of the Councils and Clinical Commissioning Groups (CCG) intentions going forward to deliver a Community Based Crisis Support Service and welcome the opportunity to be involved in a competitive tender exercise</p> <p>Since their service reviews being carried out and with a number of factors influencing them there has been positive changes taking place over the past 12 months which will help inform the new service specification going forward. Both charities have responded positively to the review findings and have worked with Doncaster Council and the CCG to move forward. Collaboration has been key.</p> <p>Changing Lives have looked at their move on approach and are now working with men. Doncaster Mind have moved premises and changed their data system to capture protected characteristics.</p> <p>In late 2016 both charities carried out consultation exercises to further inform what a community based service would look like for Doncaster.</p>
6	Decision Making	Cabinet Report produced and Due Regard Statement reference in body of the Cabinet Report document.
7	Monitoring and Review	<ul style="list-style-type: none"> The successful provider appointed post a competitive procurement exercise will have regular contract meetings with the Commissioners and complete a performance work book for submission on a quarterly basis. Going forward the Commissioner will work closely with the successful provider to ensure that learning is captured to inform future commission intentions and align with the Five Year Forward View for Mental Health.

8	Sign off and approval for publication	 <ul style="list-style-type: none">• Fay Wood, Interim Commissioning Manager
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