

## Appendix 2 – Milton Grange Day Services Equality Impact Analysis

<b>Title of Project/Service/Policy</b>	Milton Grange Day Services (Eastbourne)
<b>Team/Department</b>	Older People's Directly Provided Services
<b>Directorate</b>	Adult Social Care & Health,
<b>Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope</b>	<p><b>Summary of changes to original proposal and revisions to Equalities Impact Assessment</b> An Equality Impact Assessment (EqIA) was undertaken on the original proposal which was to cease providing the day service at Milton Grange and support people to access alternative services in the community.</p> <p>As a result of the consultation process an alternative proposal is now being put forward. The proposal is to remodel Milton Grange day services and to continue to support people with a range of physical and mental health needs associated with dementia. The revised model will mean that Milton Grange will reduce its operation to five days a week Monday to Friday, excluding weekends and bank holidays; from the current offer of six days including Saturday. Adults currently attending Milton Grange on a Saturday, will be offered another day during the week.</p> <p>Whilst the revised proposal will still impact some people it will have a reduced impact on a reduced number of people.</p> <p><b>Background and original proposal</b> The day service at Milton Grange is run by the Council and it is based in one of the Council's buildings in Eastbourne. The service delivers support and activities to older people who have a range of physical and mental health needs associated with dementia. The aim of the service is to prevent social isolation and provide respite for carers to give them a break from their caring role or allow them to work.</p> <p>The service has 22 members of staff, who are all employed by the Council. It has space for up to 45 people a day from Monday to Friday between 10am and 4pm and up to 25 people on a Saturday for the same hours. Transport to and from the day service is provided, as well as a hot lunch. Some people who use the service have complex needs that require one-to-one staffing support.</p>

There are currently 97 people who attend the service, with most people attending for one or two days a week. The service is busier Monday to Friday than on a Saturday. The majority of people who attend the day service live in Eastbourne (76%) with the remainder living in the surrounding towns such as Hailsham, Polegate and Seaford.

The service provides physical and cognitive stimulation through a range of activities including chair-based exercise, reminiscence, arts and crafts, interactive quizzes, puzzles and games, as well as day trips. The service uses the Oomph App, which is designed to support wellbeing and provide tailored activities to meet specific needs.

### **The proposed change**

The original proposal was to cease providing the day service at Milton Grange and support people to access alternative services in the community. People would be supported to look at other options by our social care staff. Where they still needed a day service, they would be found an alternative service run by another provider or voluntary sector organisation. If the proposal went ahead, then people would start to move to their new services from March 2025 onwards.

There are a range of day services for older people across East Sussex run by private providers and voluntary sector organisations. The map below shows the services we are currently aware of.



**Day Services Map**

The building at Milton Grange would continue to be used for our residential intermediate care service. This provides a short-term multidisciplinary rehabilitation service to 37 people with a range of physical and mental health needs.

However, following consultation, a revised proposal is being put forward which is to maintain the same day service at Milton Grange but to run this five days a week, rather than six.

### **Why we are proposing the saving**

While we recognise the importance of this service, the budget pressures we face mean that we have to make difficult decisions about how we spend our money. Under the Care Act, we are required to meet people's eligible needs, but that doesn't necessarily mean providing the service ourselves.

	<p>There are day services available from other organisations, and personal assistants (PA's), that can support this group of people, potentially at a lower cost, so it makes sense to make use of those where they meet the same needs and are more cost effective.</p> <p>As the original proposal included significant changes to services, there was a public consultation on the service area starting on 3<sup>rd</sup> October 2024 and running for 8 weeks until 28<sup>th</sup> November 2024. The results will be presented, alongside this Equality Impact Assessment, as part of papers to the Council's Cabinet in February 2025.</p>
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**1. Update on previous EqlAs and outcomes of previous actions (if applicable)**

<b>What actions did you plan last time?</b> (List them from the previous EqlA)	<b>What improved as a result?</b> What outcomes have these actions achieved?	<b>What <u>further</u> actions do you need to take?</b> (add these to the Action Plan below)
There are no relevant actions from the previous EqlA assessment.		

## 2. Review of information, equality analysis and potential actions

Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
<b>Age</b>	<p><b>Census 2021 data:</b></p> <p>The proportion of the population of East Sussex aged 65 and over now stands at 26.1%, up from 22.7% in 2011 and compared to 18% across England. The greatest growth occurred in the 70-74 age category, which increased by 46.6% compared to a national average of 36.8%.</p> <p><b>Service data:</b></p> <p>Of 207 adults discharged from the service between 1<sup>st</sup> April 2023 and 3<sup>rd</sup> October 2024, or still open, 48.3% were adults aged 85+. 38.6% were adults aged 75-84, 11.6% were adults aged 65-</p>	<p>In the 2024 consultation on the proposal older people told us:</p> <ul style="list-style-type: none"> <li>• that Milton Grange is one of very few services to support older people</li> <li>• they would be at increased risk of isolation if the service closed, as well as it affecting their mental and physical health.</li> <li>• the result of closing Milton Grange day services was likely to be a loss of independence and people going into residential care before they would have needed to if the service remained open.</li> </ul>	<p>The originally proposed change will have a negative impact on older people. The revised proposal will still have an impact but there will be less impact on fewer people.</p> <p>Most people accessing the service are older people, with a large proportion aged 85+. For some, this service could be their primary source of social interaction. The proposals could still mean a loss of friendship networks and social interaction for some older people affected by the change in opening hours for the service.</p>	<p>We have revised the original proposal. The new proposal to Cabinet will be to maintain day services at Milton Grange but to provide these over five days rather than six. Whilst this may be disruptive for some people e.g. people who have been attending on a Saturday, the impact will be less negative and there will be fewer people impacted by the change.</p> <p>We will work with adults and carers to manage this transition including looking at alternative service options where agreed. However it is anticipated that most people will</p>

	<p>74 and 1.4% were adults aged 18-64.</p> <p><b>National data:</b></p> <p><u>According to Age UK</u>, three out of ten people aged 65 to 74 and two-thirds of those aged 75 and over are not online.</p> <p>There is also a link to social disadvantage. For example, while only 15 per cent of people aged 65 to 74 in socio-economic group AB do not use the internet, this rises to 45 per cent in group DE.</p> <p>According to the Office of National Statistics, 55% of those who are classed as non-internet users are adults aged over 75, and 24% are aged 65 to 74.</p> <p>According to the <a href="#">Centre for Ageing Better</a>, our older population is more diverse than ever before and we are likely to see inequality grow among older people as disadvantage accumulates across the life course. Women, disabled people, carers, self-employed</p>		<p>Older people living in poverty may have less access to alternative services due to the potential distance and cost of travel to get there.</p> <p>Older people are also more likely to be digitally excluded. It is important that any information about service changes and alternative provision is accessible and provided in a range of formats.</p>	<p>continue to attend day services at Milton Grange and be able to maintain existing relationships and networks.</p>
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	<p>people, and people from some ethnic minority backgrounds are more likely to be living in poverty. The poorest people live shorter lives and live many more years in bad health.</p> <p>According to the <a href="#">DWP</a>, almost one in five pensioners in the UK were living in relative poverty in 2023 (19% before housing costs and 16% after housing costs) and pensioners in material deprivation increased to 8%, its highest level since 2016.</p>			
<b>Disability</b>	<p><b>Census 2021 data:</b></p> <p>In the 2021 census, 20.3% of East Sussex residents were living with a long-term physical or mental health condition or impairment that affected their ability to carry out day-to-day activities (compared to 18% for England &amp; Wales).</p> <p>34.8% of households in East Sussex had at least one member identifying as disabled under the Equality Act in 2021.</p>	<p>The staff working at the day service have specialist skills and knowledge that are not always available from other services. Without this specialist support it is was reported as likely that people's dementia will worsen more quickly.</p> <p>"This service has made the world of difference to my mother who has Alzheimer's. It means she has somewhere to go where she is socialising and engaging with other people. Her mood has improved, and she is a lot happier. Without this centre she is isolated and spends her days alone. This is a vital service and should stay open."</p>	<p>The proposed changes will have a negative impact on disabled people.</p> <p>Most adults attending Milton Grange have physical, neurological or mental health conditions including dementia. Only 3.9% of adults did not have a long term health condition.</p> <p>Loss of day care services increases isolation and loneliness and has a knock-on effect on carers and families, for whom respite care is often seen as a</p>	<p>As above, a revised proposal is being put forward to Cabinet to maintain day services at Milton Grange but to provide these across five days rather than six.</p> <p>If the proposal is agreed this will mitigate the number of people impacted and the impact on those people as day services will still be provided at Milton Grange.</p>

	<p><b>Service data:</b></p> <p>Of 207 people who left the service between 1<sup>st</sup> April 2023 and 3<sup>rd</sup> October 2024, or who still use the service, the Primary Support Reason was as follows: 61.8% support with memory and cognition.</p> <p>29.5% physical support</p> <p>3.9% was mental health support</p> <p>3.4% was social support (including substance misuse support)</p> <p>1.4% sensory support.</p> <p>Service data on health conditions is as follows:</p> <p>61.4% had a mental health condition (including dementia)</p> <p>28% had a long term physical condition</p> <p>15.9% had a long term neurological condition</p>		<p>lifeline. This could impact negatively on mental health, and should be considered in the context of the broader proposal to change services, including the proposal to stop the mental health community outreach service.</p> <p>For disabled people who are also facing poverty, alternative services in a different location could be more costly and less accessible.</p> <p>It is also important that any information about service changes and alternative provision is accessible to people with sensory impairment and provided in a range of formats.</p>	
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	<p>2.4% had sensory impairment.</p> <p>3.9% did not have any relevant long term health conditions and data was not recorded for 3.9% of adults.</p> <p><b>Local data:</b></p> <p>According to a report by <a href="#">Sussex Community Foundation</a>, disabled people are more likely to live in areas of Sussex that are ranked as highly deprived. 27% of all people in Sussex living in the most deprived 10% of areas in the country had a disability, compared with 14% of those living in the least deprived areas.</p> <p><b>National data:</b></p> <p>A report by <a href="#">Mencap</a> highlights that when people with a learning disability experience a reduction in their day services or lose them altogether, they can be left socially isolated, bored and lonely, and important friendships and support</p>			
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	networks are lost. The knock-on effect for families can be severe, often with extra financial and emotional strain on already overworked family carers.			
<b>Gender reassignment</b>	<p><b>Census data:</b></p> <p>1640 residents declared their gender identity was different to that assigned at birth which is 0.4% of the population.</p> <p><b>Service data:</b></p> <p>All the people who left the service between 1<sup>st</sup> April 2023 and 3<sup>rd</sup> October 2024, or who still use the service, identified as male or female. There is no specific data on adults who identify as trans.</p> <p><b>Local data:</b></p> <p>The 2021 East Sussex Lesbian Gay Bisexual Trans Queer +<sup>1</sup> Comprehensive Needs Assessment estimates that there may be 5,572 Trans and Gender Diverse</p>	We did not receive any feedback on impact on this protected characteristic.	It is not possible to determine whether any adults are trans as there is no specific data on this.	The above mitigations will apply for all protected characteristics.

	people (1% of the population) living in East Sussex.			
<b>Pregnancy and maternity</b>	No one affected by this protected characteristic uses this service.			N/A
<b>Race (ethnicity)</b> Including migrants, refugees and asylum seekers	<p><b>Census data:</b></p> <p>88.3% of usual residents of East Sussex said that they belonged to the White: English, Welsh, Scottish, Northern Irish or British ethnic group. Ethnic minority groups including white minority groups (Irish, Gypsy or Irish Traveller, Roma, Other White) make up 11.7% of usual residents in East Sussex. This compares to 18.8% in England.</p> <p><b>Service data:</b></p> <p>Of 207 who left the service between 1<sup>st</sup> April 2023 and 3<sup>rd</sup> October 2024, or who still use it 87.4% were White – British, 7.2% were White – Any other background, 0.5% were Asian/Asian British and 0.5% were Black/Black</p>	We did not receive any feedback on impact on this protected characteristic.	<p>People from ethnic minorities are underrepresented in the service and may be facing barriers to accessing the service.</p> <p>Local data suggests that ethnic minority people are more likely to live in deprived areas of Sussex. As poorer people live shorter lives and more years in poor health, these groups are more likely to need health and social care.</p>	The above mitigations will apply for all protected characteristics.

	<p>British. Ethnicity was not yet obtained for 4.3% of adults.</p> <p><b>Local data:</b></p> <p>According to <a href="#">Sussex Community Foundation</a>, people from Non-White ethnic groups are also disproportionately likely to reside in more deprived areas of Sussex, with 14.4% living in the most deprived 10% of areas, compared with 6.6% of people in the least deprived 10% of areas in England.</p>			
<b>Religion or belief</b>	<p><b>Census data:</b></p> <p>In 2021, 45.9% of usual residents of East Sussex identified as Christian. The second most common religion in East Sussex after Christianity is Islam at 1.1%.</p> <p><b>Service data:</b></p> <p>Of 207 people who left the service between 1<sup>st</sup> April 2023 and 3<sup>rd</sup> October 2024, or who still use it, 50.7% were Christian, 12.1% are no religion and 1.4% are an</p>	<p>We did not receive any feedback on impact on this protected characteristic.</p>	<p>We do not know the impact of the proposals on this protected characteristic.</p>	<p>The above mitigations will apply for all protected characteristics.</p>

	'other' religion. 35.7% of adults did not state their religion.			
<b>Sex</b>	<p><b>Census data:</b></p> <p>Of the population of East Sussex, 299,064 (52%) are female and 270,788 (48%) are male.</p> <p><b>Service data:</b></p> <p>Of 207 people who left the service between 1<sup>st</sup> April 2023 and 3<sup>rd</sup> October 2024, or who still use it, 53.6% identified as female and 46.4% identified as male.</p>	We did not receive any feedback on impact on this protected characteristic.	The proportion of men and women using the service are broadly in line with the County's population.	The above mitigations will apply for all protected characteristics.
<b>Sexual orientation</b>	<p><b>Census data:</b></p> <p>According to the 2021 Census 3.3% of East Sussex residents declared themselves as LGB+.</p> <p><b>Service data:</b></p> <p>Of 207 people who left the service between 1<sup>st</sup> April 2023 and 3<sup>rd</sup> October 2024, or who still use it, 60.9% were heterosexual, 0.5%</p>	We did not receive any feedback on impact on this protected characteristic.	<p>It is not possible to accurately assess the number of LGB+ adults accessing the service as sexual orientation was not recorded for 37.2% of adults.</p> <p>However, national data suggests that older LGB+ people face significant barriers and inequalities when engaging with social care services.</p>	The above mitigations will apply for all protected characteristics.

	<p>were unsure, 1.4% preferred not to say. Sexual orientation was not recorded for 37.2% of adults.</p> <p><b>Local data:</b></p> <p>The 2021 East Sussex LGBTQI+ Comprehensive Needs Assessment estimates that there may be between 17,273 and 39,004 LGB+ people living in East Sussex (between 3.1% and 7% of the population)</p> <p>In adults, the GP patient survey found that mental health condition prevalence was significantly higher in LGB+ people (41%), compared to heterosexual people (11%), especially in bisexual people (56%).</p> <p><b>National data:</b></p> <p>The <a href="#">University of Kent Circle Project</a> highlights that older LGBTQ+ people have lived through discriminatory policies and laws that have severely impacted their confidence in public services and led to trauma, stress, and internalised stigma,</p>			
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	<p>which may have significant health implications. Because of this, there is an increased need for explicit LGBTQ+ inclusive services to signal people are safe to be themselves.</p> <p>LGBTQ+ people may also have other increased risk factors for mental and physical health issues, such as dementia and depression. These risk factors include stress, social isolation, loneliness, HIV, and addiction.</p>			
<p><b>Marriage and civil partnership</b></p>	<p><b>Census data:</b></p> <p>According to 2021 census data for East Sussex:</p> <ul style="list-style-type: none"> <li>• Single 29%</li> <li>• Married 46.5%</li> <li>• Civil Partnership 0.4%</li> <li>• Divorced 11%</li> <li>• Widowed 8%</li> </ul> <p><b>Service data:</b></p> <p>Of 207 people who left the service between 1<sup>st</sup> April 2023 and 3<sup>rd</sup> October 2024, or who still use it, marital</p>	<p>We did not receive any feedback on impact on this protected characteristic.</p>	<p>We don't know the impact of the proposed changes on this protected characteristic.</p>	<p>The above mitigations will apply for all protected characteristics.</p>

	<p>status was not recorded for 39.1% of adults.</p> <p>31.4% were married, 23.7% were widowed, 1.9% were divorced, 1.4% were civil partnered, 1.4% were single and 1% did not disclose their marital status.</p>			
<b>Armed Forces</b>	No one affected by this protected characteristic uses this service.	We did not receive any feedback on impact on this protected characteristic.	We don't know the impact of the proposed changes on this protected characteristic.	N/A
<b>Impacts on community cohesion</b>			We don't know the impact of the proposed changes on community cohesion.	The above mitigations will apply for all protected characteristics.

### Additional categories

(identified locally as potentially causing / worsening inequality)

Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
<b>Rurality</b>	<p><b>Census data:</b></p> <p>74% of the population in East Sussex lives in an urban area with the remaining 26% living in a rural area.</p>		<p>The original proposal could have a negative impact on people living in rural areas.</p> <p>Older people living in rural areas may have less access to alternative</p>	As above, a revised proposal is being put forward to Cabinet to maintain day services at Milton Grange but to provide these across five days rather than six.

	<p><b>Service data:</b></p> <p>Of 207 people who left the service between 1<sup>st</sup> April 2023 and 3<sup>rd</sup> October 2024, or who still attend the service, 9.2% lived in a rural area.</p>		<p>services based on their location and limited transport options. This would increase the risk of isolation or loneliness among this group.</p>	<p>If the proposal is agreed this will mitigate the number of people impacted and the impact on those people as day services will still be provided at Milton Grange</p>
<b>Carers</b>	<p><b>Local data:</b></p> <p>There are over 10,000 persons claiming CA in East Sussex. (Source DWP Feb 2020)</p> <p>Care for the Carers estimates that there are 69,241 unpaid carers in East Sussex. It is difficult to know the actual number of carers because so many carers are hidden.</p> <p>According to a <a href="#">report by Care for the Carers</a> on experiences of caring in East Sussex, 99% of carers feel stressed. 96% feel that their wellbeing has been affected as a result of the caring role. 94% are feeling alone or isolated. 92% report impact on their physical health. 83% are</p>	<p>Carers tell us:</p> <ul style="list-style-type: none"> <li>the service is a vital lifeline for those who attend and is crucial in providing respite for their family and carers.</li> <li>they feel the service helps to prevent peoples' needs becoming more complex</li> <li>closing the service would have a significant negative impact for the family and carers of those who attend the service, increasing the burden on them and affecting their ability to get respite</li> </ul>	<p>The original proposal would have a negative impact on carers.</p> <p>As stated in the 2018 EqIA, loss of day care services can increase financial and emotional strain on carers and families. One of the reason people attend day services is to provide carers with a break, enabling them to continue in their caring role and for some carers, enable them to continue working. If day services are discontinued, and it is not possible to find a suitable alternative, there is a risk of carer breakdown where carers will no longer be able to continue in their caring role. This may create further risk of people having</p>	<p>As above, a revised proposal is being put forward to Cabinet to maintain day services at Milton Grange but to provide these across five days rather than six.</p> <p>If this proposal is agreed this will mitigate the number of people, including carers, impacted and the impact on those adults and carers as day services will still be provided at Milton Grange</p>



	<p>affected financially. 42% of carers want to but can't access respite.</p> <p>Key challenges faced by carers include struggle to access services; stress, burn out and severe impact on mental health - reaching services at the point of crises. Carers say that the ability to take time out from their caring role is crucial, but access to respite care remains very low.</p> <p><b>National data:</b></p> <p>Older people with caring responsibilities face an extra strain on mental health (<a href="#">Age UK, 2024</a>).</p>	<p>from their role as a carer.</p> <ul style="list-style-type: none"> <li>in some cases, it would also affect carers ability to maintain their employment and may mean their family member had to go into residential care.</li> </ul> <p>"This service gives my husband valuable interaction with other people [and] provides me with some desperately important time to myself. I use this time for essential medical appointments as I have my own health issues. Because of my husband's dementia this regular routine is absolutely vital to his mental wellbeing. [He] needs structure and consistency."</p>	<p>to move to long term care prematurely.</p>	
<p><b>Other groups that may be differently affected</b> (including but not only: homeless people,</p>	<p><b>Local data:</b></p> <p>East Sussex is fifth most deprived of 26 County</p>		<p>Local and national data shows that disabled people and ethnic minority people are more likely to be living</p>	<p>As above, a revised proposal is being put forward to Cabinet to maintain day services at</p>

<p>substance users, care leavers – see end note)</p>	<p>Councils.13% of people aged 60 plus were living in poverty in 2019 (source Joint Strategic Needs Assessment). 10.3% of households were in fuel poverty in 2019 compared to 9.3 % in England.</p> <p>East Sussex has over 1200 refugees from Ukraine staying in the county. Precise data on asylum seekers and refugees is not available however East Sussex currently has six adult asylum seeker hotels, with the majority in Eastbourne.</p> <p>East Sussex is home to an estimated 2,300 people who use opiates and/or crack. Of these, 53.3% were in treatment at some point in 2021/22 which is above the national average of 46.3%. but it does indicate a possible further 1,050 people using opiates or crack who are not accessing treatment.</p> <p><b>Service data:</b></p>		<p>in poverty and nearly one in five pensioners are living in relative poverty.</p> <p>People living in poverty are more likely to live in poor health for a larger number of years and have shorter life spans.</p> <p>Most of the people accessing day services are older people and disabled people. Those who are also living in poverty and/or from ethnic minorities are likely to be negatively impacted by the original proposals.</p>	<p>Milton Grange but to provide these across five days rather than six.</p> <p>If this proposal is agreed this will mitigate the number of people impacted and the impact on those adults and carers as day services will still be provided at Milton Grange</p>
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	Of 207 people who left the service between 1 <sup>st</sup> April 2023 and 3 <sup>rd</sup> October 2024, or who still use it, 3.4% were primarily receiving support for social support, including substance misuse support.			
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**Assessment of overall impacts and any further recommendations** - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)

The originally proposed closure of day services had the potential to negatively impact older people, disabled people and carers, people living in rural areas and people living in poverty.

As a result of feedback, the proposal being recommended to Cabinet has been changed. It is now recommended to maintain a remodelled Milton Grange day service which will continue to support people with a range of physical and mental health needs associated with dementia and will still deliver necessary savings.

Whilst the revised proposal will still impact some adults and carers, particularly where the adult normally attended the day service on a Saturday, it will have a reduced impact on a reduced number of people.

### 3. List detailed data and/or community feedback that informed your EqIA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
See above for responses to the 2024 consultation on this proposal.			

#### 4. Prioritised Action Plan

NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
Relevant across protected characteristics	If Cabinet agree the revised proposals the service will work with affected adults and carers to manage the transition to the new service model and minimise any adverse impacts.			<b>Beginning April 2025</b>
Relevant across protected characteristics	If the prevised proposals go ahead, where necessary a review will be undertaken and alternative services found to meet care needs.			<b>Beginning April 2025</b>
Relevant across protected characteristics	If revised proposals go ahead, we will link with the Information, Guidance and Feedback team to ensure information is provided to people in formats that meet their communication needs.			<b>Beginning April 2025</b>
The proposals would have a negative impact on carers who would lose respite	If revised proposals go ahead, where appropriate, carers would be offered a			<b>Beginning April 2025</b>

support. This would increase financial and emotional strain and could lead to carers being unable to continue in their caring role.	carer's assessment or a review of their assessment, as part of the individual service review, to determine whether support packages continue to meet their assessed need.			
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