

Equality Impact Assessment Template – Stage Two

Please complete this template if completion of the Stage 1 template has identified that a full Equality Impact Assessment is required.

Before proceeding with the Stage 2 Equality Impact Assessment, you should discuss the scope of the analysis with service managers in your area. You will also need to refer to the equality impact assessment guidance.

Name of item being assessed:	Savings proposal – Closure of Chestnut Walk Residential Care Home
Version and release date of item (if applicable):	V1 27 th October 2015
Owner of item being assessed:	Tandra Forster
Name of assessor:	Tandra Forster
Date of assessment:	4 th January 2016
Date Stage 1 EIA completed:	27 th October 2015

STEP 1 – Scoping the Equality Impact Assessment

1. What data, research and other evidence or information is available which will be relevant to this Equality Analysis? Please tick all that apply.			
Service Targets		Performance Targets	
User Satisfaction		Service Take-up	
Workforce Monitoring		Press Coverage	
Complaints & Comments		Census Data	
Information from Trade Union		Community Intelligence	
Previous Equality Impact Analysis	yes	Staff Survey	
Other (please specify) Consultation Responses			√

2. Please provide details on how you have used the available evidence, information you have selected as part of your Impact Assessment?
The information that we have collated following the consultation has not highlighted any different groups that would be directly or indirectly impacted by the change.
Summary of Key Points from consultation
Responses were received from 13 individuals. 6 of these were users / carers of the service
The following organisations responded - UNISON

- Pangbourne Parish Council
- Tilehurst Parish Council

The feedback received highlighted the negative impact the cuts in funding would have on very vulnerable elderly people and their families.

Many positive comments were made in relation to Chestnut walk; the quality of care received and staff team were regarded as 'outstanding' by a number of respondents.

Many were concerned about alternatives to the closure of the home in terms of placements provided by the external market and the locality and quality of such placements.

Data re service provision by the Local Authority

As at 1st January 2016, the Local Authority supported 1540 with a long term service (this does not include people provided with a service in the year or those that provides a short term service such as equipment, reablement or short term homecare or placements in a crisis).

Long term service clients (snapshot as at 1st Jan 2016)

Current LTS Clients by Service Type	18 - 64	65 and over
Community	499	
Nursing	5	
Residential	92	
Total Current LTS Clients	596	

Data Source: LTS Client Reviews Snapshot (Overdue and Reviews Due) v1.8

312 people are supported in Residential accommodation (20% of those that receive a Long term service)

70% (220) people in residential placements are over the age of 65

The 13 places at Chestnut walk accounts for 6% of residential placements made for over 65's.

3. If you have identified any gaps in relation to the above question, please detail what additional research or data is required to fill these gaps? Have you considered commissioning new data or research? If 'No' please proceed to Step 2.

No gaps were identified in the consultation

STEP 2 – Involvement and Consultation

1. Please use the table below to outline any previous involvement or consultation with

the appropriate target groups of people who are most likely to be affected or interested in this policy, strategy, function or service

Target Groups	Describe what you did, with a brief summary of the responses gained and links to relevant documents, as well as any actions
<p>Age – relates to all ages</p>	<p>Age is not the only determinant of whether someone has access to the Residential service at Chestnut walk, but the service is provided only to those over the age of 65.</p> <p>An individual would need to have eligible care and support needs which concluded a Residential placement would best safely meet these needs. The Council will continue to meet the needs of frail elderly people in need of residential care either in one of its other homes or through purchasing beds from independent care homes.</p> <p>All individuals / families currently receiving care in the home were informed in writing of proposed cuts and invited to take part in the consultation detailed above. Further meetings to explain the proposal were held on an individual basis where requested.</p> <p>This proposal was one of a number of budget cut proposals set out by West Berkshire Council, published on the website. All local groups and individuals were invited to respond.</p>
<p>Disability - applies to a range of people that have a condition (physical or mental) which has a significant and long-term adverse effect on their ability to carry out 'normal' day-to-day activities. This protection also applies to people that have been diagnosed with a progressive illness such as HIV or cancer.</p>	<p>Disability is not the only determinant of whether someone has access to the Residential service at Chestnut Walk; the service is provided only to those over the age of 65 that have an assessed eligible care and support need.</p> <p>The Council will continue to meet the needs of frail elderly people in need of residential care either in one of its other homes or through purchasing beds from independent care homes</p>
<p>Gender reassignment - definition has been expanded to include people who chose to live in the opposite gender to the gender assigned to them at birth by removing the previously legal requirement for them to undergo medical supervision.</p>	<p>This service is not gender specific</p>

<p>Marriage and Civil partnership – .protects employees who are married or in a civil partnership against discrimination. Single people are not protected.</p>	<p>Service is available on the basis of individual need and the need to maintain a family life would be considered as part of any assessment whether they were choosing to access a Council provided or independent home.</p>
<p>Pregnancy and Maternity - protects against discrimination. With regard to employment, the woman is protected during the period of her pregnancy and any statutory maternity leave to which she is entitled. It is also unlawful to discriminate against women breastfeeding in a public place</p>	<p>This characteristic will not be relevant due to the residents being elderly and frail.</p>
<p>Race - includes colour, caste, ethnic / national origin or nationality.</p>	<p>This is not a distinguishing factor in accessing this service</p>
<p>Religion and Belief - covers any religion, religious or non-religious beliefs. Also includes philosophical belief or non-belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.</p>	<p>This is not a distinguishing factor in accessing this service</p>
<p>Sex - applies to male or female.</p>	<p>This service is not gender specific</p>
<p>Sexual Orientation - protects lesbian, gay, bi-sexual and heterosexual people.</p>	<p>Service is available on the basis of individual need and if sexual orientation was an important factor this would be considered as part of the assessment whether they were choosing to access a Council provided or independent home.</p>

2. Who are the main stakeholders and what are their requirements?

Residents of the home – There are currently 10 residents in the home aged between 75 - 101. All require 24 hour support by staff to ensure that their needs are met. All of these residents would require a similar residential care setting.

Needs of each individual are clearly identified through a Care and Support Assessment, which identifies eligible needs that the Local Authority has a duty to meet. How these needs would be met would be set out clearly in the individuals care and support plan.

18 Staff currently work at the home. We are working to ensure that as many as possible are offered suitable alternative employment within other Council services so that any impact is minimised. This will be addressed on an individual basis.

3. Amongst the identified groups in the previous question, what does your information tell you about the potential take-up of resulting services?

It will require us to support some existing residents to move to a different care home and whilst we will work sensitively to minimise the impact, their vulnerability will mean they will find it a challenging experience. Not only will it be a change of environment but they will have built up trust and confidence in an existing staff team and it will take time to manage the transition. Although no redundancies are planned; all staff will be offered re-deployment this will still represent change for staff who enjoy working at this home supporting residents and are closely connected to the existing staff team. We will work closely with HR to ensure they are appropriately supported, re-deployment is transparent and arrangements are made to reflect the change of work location.

STEP 3 – Assessing Impact and Strengthening the Policy

What will be done to improve access to and take-up of, or understanding of the policy, strategy, function or service? (these are the measures you will take to mitigate against adverse impact)

We recognise that existing residents and their families will find a move to a new care home challenging. We will ensure a co-ordinated response to the move that takes account of their needs and minimises the impact. Wherever possible we will support them to move to one of the other Council homes or independent homes in the locality.

STEP 4 – Procurement and Partnerships

Is this project due to be carried out wholly or partly by contractors? No

If 'yes', have you done any work to include equality considerations into the contract already? Specifically you should set out how you will make sure that any partner you work with complies with equality legislation.

No

STEP 5 – Making a Decision

Summarise your findings and give an overview of whether the policy, strategy, function or service will meet the authority's responsibilities in relation to equality and support the Council's strategic outcomes?

The consultation outcome identified the value of the service and highlighted the negative impact the cuts in funding would have on very vulnerable elderly people and their families. However, feedback has not uncovered any further issues which would prevent the Council from proceeding with this proposal.

This proposal will not prevent the Council from being able to meet its statutory duty under the Care Act (2014) as the Council will continue to meet the assessed need of each resident at Chestnut Walk. This would not change whatever the location the individual resident lives at, under our statutory duty.

It will require us to support some existing residents to a different care home and whilst we will work sensitively to minimise the impact, their vulnerability will mean they will find

it a challenging experience. Not only will it be a change of environment but they will have built up trust and confidence in an existing staff team and it will take time to manage the transition.

Although no redundancies are planned; all staff will be offered re-deployment in other care homes. This will still represent change for staff who enjoy working at this home supporting residents and are closely connected to the existing staff team. We will work closely with HR to ensure they are appropriately supported, re-deployment is transparent and arrangements are made to reflect the change of work location.

Whilst it is understood a decision to close Chestnut Walk will have an impact on the users of the service, the recommendation is to proceed with the decision to close the home subject to any stated amendments.

STEP 6 – Monitoring, Evaluating and Reviewing

Before finalising your action plan, you must identify how you will monitor the policy/function or the proposals following the Equality Impact Assessment and include any changes of proposals you are making.

What structures are in place to monitor and review the impact and effectiveness of the new policy, strategy, function or service?

The independent Care Homes as well as West Berkshire Homes will continue to be monitored and reviewed by the Care Quality Team as well as regular inspections from the Care Quality Commission. With any new placement to a new home, a 6 week review meeting will be held with the home and Care Manager to ensure that the resident has settled in and not been adversely impacted by the change. The frequency of visits thereafter will depend on the outcome of the review meeting. These inspections take place on a minimum of once annually by both organisations. Residents will have an initial 6 week review and then a annual review, this will allow us to understand both the short term and long term impact of the move.

STEP 7 – Action Plan

Any actions identified as an outcome of going through Steps 1-6 should be mapped against the headings within the Action Plan. You should also summarise actions taken to mitigate against adverse impact.

	Actions	Target Date	Responsible post holder & directorate
Involvement & consultation	Working with individuals and families to consider alternative placement options that would continue to meet assessed needs	1 March 2016	Head of Service Adult Social Care
	Working with staff to consider different employment	Start on 23 rd February 2016 completing by 1 st July 2016	Service Manager Provider Services Adult Social Care

	opportunities within the Council as part of redeployment		
Data collection	Review the impact on the life expectancy of residents following a closure of a home	Within 12 months of final decision	Service Manager – Provider Services Adult Social Care
Assessing impact	As above		
Procurement & partnership	N/A		
Monitoring, evaluation and reviewing	6 week review of all placements Visit By Council Care Quality Team	Mid June 2016 Within 12 months of date of placement at new residential home starting	Head of Service Adult Social Care

STEP 8 – Sign Off

The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

Assessor		
Name:	Job Title:	Date:

Service Director or Senior Officer (sign off)		
Name: Tandra Forster	Job Title: Head of Adult Social Care	Date: 2nd February 2016

Please email a copy of the EIA to Rachel Craggs, Principal Policy Officer (Equality & Diversity): Rachel.craggs@westberks.gov.uk