

## Equality Impact Assessment form (updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the “protected characteristics” listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

Service Area	Head of Service:	Person responsible for the assessment:	Date of Assessment	
Adult Services	Jonathan Griffiths	Jonathan Griffiths	January 2013	
<b>Name of the policy / practice to be assessed:</b>			<b>Is this a new, existing or policy / practice under review?</b>	Proposed closure of existing establishment and replacement with new extra care scheme
<i>Closure of Hillside care home</i>				

<p><b>1. Briefly describe the purpose of the policy / practice</b></p> <p><b>If the policy / process is under review, please list any options under consideration</b></p>	<p>This proposal is aimed at offering greater choice for older people to remain independent with access to care and support when needed. This will involve the closure of Hillside, a residential care home for older people and its replacement with an additional Extracare housing scheme in the city. This will result in a cost in the first year but will represent a considerable long-term saving. It is anticipated that the Extracare scheme will open before Hillside is closed. Full consultation will take place with the residents and their families prior to any decisions being made.</p>
<p><b>2. Name any associated policy, legislation, corporate objective etc.</b></p>	<p>NHS and Community Care Act  Social Services and Wellbeing Bill  One Newport Plan  Annual Report of the Director of Social Services  Care Standards Act (CSSIW minimum standards)</p>
<p><b>3. Who are the main stakeholders in relation to the policy / practice?</b></p>	<p>Residents at Hillside  Individuals who access day care services at Hillside  Residents families/representatives  Staff at Hillside  CSSIW  Cabinet, Ward and other Members  Advocates  Registered Social Landlords  Social work teams  Housing Strategy NCC</p>

<p><b>4. Who performs the service?</b></p>	<p>Hillside care home is staffed and operated by NCC</p>
<p><b>5. What outcomes are wanted from this policy / practice?</b></p>	<p>Closure of council operated care home for older people. Replacement of residential service with Extracare facility. Reduces residential care purchases by offering real alternative model. Provides more independent living for older people. Will result in cost in first year  Will also result in Reduction in residential purchasing base in 15/16 additional £357k saving based on 12 clients going to the new extra care provision @ ave weekly package cost of £572.</p>
<p><b>6. What factors could contribute / detract from the outcomes (risks / opportunities)?</b></p> <p>Please list the factors for each separate policy / process options under consideration</p>	<p>On-going complaints from current users of the service and their families/representatives.  Not able to secure Extracare development offering a replacement service  Staff and trade union negotiation  Project management and social work resources to deliver outcomes</p>

<p><b>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</b></p>	<p>Public consultation meetings with individuals and their representatives to discuss the proposals  Initial discussions with RSLs to discuss Extracare options  Meetings with ward and cabinet member  Research information regarding enhanced dementia support in Extracare  Initial discussions with staff and trade unions  Response and collation of letters from key stakeholders concerning the proposal</p>
<p><b>8. Give a summary of the information the council has taken into account for this assessment</b></p>	<p>Care plans for current residents and day care users at Hillside  Staffing detail  Extra care models that exist in areas outside of Newport to examine different models that support older/frail people in extra care schemes with particular emphasis on dementia support models  Costs of current service versus purchase costs for private sector provision</p>

<p><b>9. Does the policy / practice eliminate discrimination and promote equality and good community relations due to:</b></p> <ul style="list-style-type: none"> <li>• <b>Age</b></li> <li>• <b>Gender</b></li> <li>• <b>Disability</b></li> <li>• <b>Race</b></li> <li>• <b>Religion / belief</b></li> <li>• <b>Welsh language</b></li> <li>• <b>Gender reassignment</b></li> <li>• <b>Marriage / civil partnership</b></li> <li>• <b>Sexual orientation</b></li> </ul>	<p><b>Yes</b></p> <p>This development continues to establish a support model that promotes independent living for older/frail individuals who receive levels of care.  The provision of care and support does not discriminate.  Potential to develop enhance dementia support within extracare schemes.  Ensuring a timely and appropriate response to service users and carers.  Ensuring that service provision is well co-ordinated within and across agencies providing a seamless integration of services between professionals, settings and teams.  Ensuring that services are appropriate, effective and developed and delivered in line with best evidence-based practice.  Ensuring that services evolve based on, service user and carer feedback, service evaluations, the identification of future need, emerging best evidence-based practice</p>
<p><b>10 .Summary of the impact of the policy / practice on the general equality duty</b></p>	<p>The proposal will affect an existing staff group that is mainly female. Should there be any redundancy implications this would be disproportionate to female workforce.  The proposal affects individuals whom are older and frail and potentially disadvantaged</p>

<b>Equality Action Plan</b>		
<b>Key Actions</b>	<b>Actions (with dates) Any associated performance measures</b>	<b>Lead Officer(s)</b>
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of :-		
Age •		
Gender •		
Etc. etc.		
If there are decisions pending that will affect this policy / practice please state when and how the decision will be taken		
How will the policy / practice be: • Monitored • Performance assessed • Reported		

Does the EIA need be revisited in 6 months/ a year ?			

Signed (lead officer) \_\_\_\_\_

Signed (Head of Service) \_\_\_\_\_