

EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)

Future Commissioning of Residential Care Home Capacity and Decommissioning of Woodleaze EPH.

SECTION 1 - INTRODUCTION

This EqIAA covers the issue of whether the levels of care home capacity are sufficient to enable the decommissioning of Woodleaze EPH and what equalities impact the decommissioning may have.

Background

In 2006 the Community Care and Housing department commissioned the OLM group to carry out a project with two strategic objectives:

- To review the accommodation needs of older people to ensure that a range of accommodation would be available to meet varying levels of support and care.
- To review the Council's provider role, reconfiguring existing services and enabling a greater diversity of provision to support the aspirations of older people.

Based on the recommendations, the Better Care for Older People's programme commenced. Core aspects of the programme were –

- The expansion of community based services, in particular the development of extra care housing with the delivery of 700 extra care apartments by 2016.
- The phased de-commissioning of the council's care homes.
- Build or facilitation of two new care homes in Yate and Kingswood, with the former acting as replacement capacity for Woodleaze EMI care home by 2014

The Programme has successfully reached the stage of -

- Since 2010 the number of home care hours provided has increased from 526,854 hours to 566,866 hours
- 263 extra care housing apartments have come on stream across the district with an additional 261 units due to open in Filton in 2015.
- Six of the eight council care homes have been de-commissioned (approximately 170 beds)
- Care home capacity has markedly increased with an additional five care homes having opened since 2010 providing 244 beds (a net increase of 74 beds)

There have been 2 attempts to procure a provider to build and run the two new care homes in Kingswood and Yate. Initially the sites were to be offered under long term lease arrangements at "peppercorn rents" on the basis that the council would purchase a proportion of the available capacity at a preferential rate. The tender process was abandoned on legal advice due to the conflict with 'EU State Aid' requirements. A second approach which included the outright purchase of each site as freehold as part of the tender was also unsuccessful as only 2 providers chose to submit tenders and 1 bidder subsequently withdrew from the tender process. Subsequently the sole bidder was precluded on the basis of cost.

Overview of the key changes for residents of Woodleaze and their families should we decommission the home.

The original Cabinet report in 2010 originally scheduled Woodleaze for de-commissioning in 2013/14. The main change is that we have not been successful in procuring a replacement home so residents will not all transfer to a single newly opened home. We would expect to close the home to new permanent residents and to gradually decommission. This may entail some residents moving to alternative residential or nursing care homes.

SECTION 2 – RESEARCH AND CONSULTATION

There are 1000 Residential beds and 847 Nursing Beds within South Gloucestershire. All of these are in homes which meet essential standards as required by registration with CQC.

Of those local authority funded are 606 residential beds and 407 nursing beds.

As at 01/06/2014 there were the following vacancies in South Gloucestershire residential and nursing care homes:

Nursing Care – 22 bed spaces

Residential – 25 bed spaces

Therefore there is significant evidence which indicates there is capacity in South Gloucestershire to meet the needs of older people and not building the new homes would not adversely affect any equalities group.

A newsletter updating staff, residents and relatives on the unsuccessful 2nd tender process was displayed in Woodleaze and distributed to staff during the first week of March.

A letter was sent to all relatives on 6th March to update them the outcome of the 2nd tender process and implications for Woodleaze residents.

Meetings with staff were held on 17th April (at Woodleaze) and 29th April (at Ridgewood Community Centre.) The meetings were to discuss the report due to go to Adults and Housing Committee on 2nd July and the implications for staff of the options in the report. The meeting on 17th was attended by HR and Unison representatives. Questions and comments from the meetings were collated and distributed to all staff.

2 drop in sessions for relatives were held on 19th May 2014 at Cambrian Green Court in Yate from 5pm – 7pm and 21st May 2014 at Cambrian Green Court from 3pm – 5pm. The sessions were to share more information on the options in the committee report and what this is likely to mean for residents of Woodleaze and their families. Comments and feedback from the sessions was collected and main concerns are outlined below.

The Alzheimer's Society was commissioned by the Council to carry out some work in Woodleaze during early June 2014 to ensure the involvement of residents and to capture, as far as possible, their views.

2 members of staff spent the day at Woodleaze on Wednesday 4th June 2014 talking to the residents and finding out from them what was important to them with regard to Woodleaze, including their likes, dislikes and any changes that could be made to improve their daily living.

SECTION 3 - IDENTIFICATION AND ANALYSIS OF EQUALITIES ISSUES AND IMPACTS

Consultation and research conducted as an integral element of this EqIAA have raised equalities issues to be considered and addressed. The following list highlights the key equalities impacts along with responses to each issue raised:

Issue Identified	Response
The cost of high quality privately run homes is higher than the cost of Woodleaze and residents would need to pay more to move into a preferred home.	It is not the intention that any resident is financially disadvantaged by moving to an alternative home and, within reason, the Council will cover any additional costs.
Only a limited number of homes specialise in residents with dementia.	This is correct but residents would only be able to move into an alternative home if it met their needs and was appropriately registered to provide care for people with dementia. In addition, the Council will facilitate moving to another Council area if this is requested and preferred.
Once residents start to move out, the standard of care at Woodleaze will not be maintained for the remaining residents.	The number of staff retained will be appropriate to the number of residents and the high quality of care delivered at Woodleaze will be maintained until the final resident has moved out.

SECTION 4 - EqIAA OUTCOME

Outcome	Response
Outcome 1: No major change required.	<input checked="" type="checkbox"/>
Outcome 2: Adjustments to remove barriers or to better promote equality have been identified.	<input type="checkbox"/>
Outcome 3: Continue despite having identified potential for adverse impact or missed opportunities to promote equality.	<input type="checkbox"/>
Outcome 4: Stop and rethink.	<input type="checkbox"/>

A central question to be addressed as part of the decision-making process is that of whether a decision to decommission Woodleaze without procuring a replacement home would be lawful under equality-based legislation and allow South Gloucestershire Council to meet the requirements of Equality Act 2010 c. 15 Part 11 Chapter 1 Section 149, namely the duty to have due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a protected characteristic and persons who do not share it.

As a result of the research conducted and the consultation carried out with staff, residents and their relatives, this EqIAA has identified a number of issues as identified in Section 3 of this document. These issues would be resolved by the Council following the well proven arrangements and best practice for decommissioning detailed in the Care Home reprovision protocol and the resident's charter. In outline these would include –

- Involving the people who are important to the resident, especially families and carers.
- Consulting with residents and their families and supporting them to reach decisions on future care.
- Allowing plenty of time for residents and their families to consider options and take advice from relevant professionals (such as advocacy services, Independent Mental Capacity Advocate (IMCA)
- Putting residents and their families at the centre of all planning and listening carefully to their views and wishes.
- Offering an advocacy service where needed or wanted.
- Understanding residents' specific needs for example, their health needs and what is most important to them and their families.
- Making sure we listen and understand any worries and concerns any residents and families may have and providing prompt responses to queries.
- Offering choice and information about options available before any decisions are reached
- Making sure families and residents have the opportunity to discuss what they think about options before any final decisions are made.
- Arranging practical support with packing and moving of items of furniture etc.
- Key workers will support residents and their families during moves and be available to stay with residents during moving day to help them settle.