

Equality and Safety Impact Assessment SHIL2

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Future of two council owned residential care homes – Staff Consultation
Brief Service Profile (including number of customers)	
<p>The council consulted on various options for the residential care homes, including closing both homes, closing one home and changing the type of care provided in either or both of the homes.</p> <p>Taking into account feedback received during the consultation and the work of a task and finish group that included trade unions, councillors and managers, the recommendation in the Cabinet report is to close one home.</p> <p>After taking into account the potential impacts on residents, the building designs and potential savings, the recommendation is to close Glen Lee.</p> <p>Under the proposals, Holcroft House is a centre of excellence for people living with dementia in Southampton and would be a permanent home for residents, offer short stay respite placements to support carers and would be a source of help and advice for the wider community to support independence and wellbeing.</p> <p>The decision was made in principle at the Cabinet meeting on 19 February 2019. There would then be a formal consultation with staff at both homes, with Cabinet making a final decision in 16th July 2019.</p> <p>Residents will be supported through thorough, person-centred assessments will be undertaken of each individual resident of the homes to determine their needs and how they can best be met in future before any final decisions are taken. These will take into account the views and preferences of the person as well as their families, carers and, where appropriate, their independent advocates. This assessment will also measure the impact of the phased closure on individual residents and will seek support from other professionals and agencies to minimise impact, particularly to their health and well-being.</p>	

Residents, relatives, carers and stakeholders have been involved in ongoing discussions, assessment processes and planning for the future. Strict regard has been made to both the framework provided by the law and statutory and good practice guidance. The needs and welfare of residents and families are paramount when considering transfer to alternative provision.

Summary of Impact and Issues

The impact of any decision to close one of the care homes will be a direct impact on those staff currently working in both units.

Potential impacts identified so far include:

- Majority of the workforce are women. Some staff have worked in the units for a number of years, and some of the staff group have moved from residential homes that have previously been closed by Southampton City Council.
- The majority of staff work and live in the east side of the city.
- The proposed closure will change the current level of support being offered to residents in Southampton with a dementia.
- Concerns and levels of anxiety could impact their emotional and physical wellbeing, particularly just before and move, or immediately afterwards.

Carers/Staff will be involved in on-going discussions, assessment processes and planning for the future. The following support is also available:

- Support will be available from managers and the council's independent and confidential Employee Assistance Programme
- Support with options, identifying redeployment opportunities (where appropriate) and training where reasonably possible.
- Support will be available from the trade union of which you are a member and you will have paid release time to meet with your trade union representatives. You are welcome to bring a trade union representative with you to any group or individual meetings
- Time to actively participate in the consultation and a commitment that your voice will be heard

Potential Positive Impacts

Staff will be supported in to other areas of work if requested as part of their 45 day consultation. It is recognised that this is a difficult time for staff and we will continue to keep you informed at every stage of the process.

If staff wish to continue to work within SCC, they will be asked to express a preference about where you would like to work, for example at Holcroft House or in another part of the council. All staff have had a 1:1 meeting with the Service Manager/Service Lead. The structure includes more layers of grades which will offer a more resilient and robust career progression.

All staff across both homes would be given equal opportunity to apply for jobs in the new structure, if there is need to follow a selection and/or recruitment process. All the job

descriptions are available. Staff will have the opportunity to learn new skills and work with different colleagues.

Responsible Service Manager	Sharon Stewart, Service Lead: Adult Social Care
Date	24 th June 2019
Approved by Senior Manager	Paul Juan, Service Director: Adults, Housing & Communities
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	30% of the workforce are above 55 years of age	An initial review of needs has been undertaken for all staff, and early indication is that they are approx. 30% of staff above 55 years of age. Staff may need some additional support in interview process and training.
Disability	Any long term health conditions and disability will be taken in to account.	Any staff with a long term health conditions and disability will be taken in to account. Reasonable adjustments will be made in line with council procedures and terms and conditions of employment.
Gender Reassignment	No identified impact at this time.	
Marriage and Civil Partnership	No identified impact	
Pregnancy and Maternity	No identified impact.	Support will be made in line with council procedures and terms and conditions of employment.
Race	Race is a consideration but not a factor deemed to influence the impact of the proposal.	Support will be made in line with council procedures and terms and conditions of employment which include any cultural considerations

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		linked to race.
Religion or Belief	Religion and belief is a consideration but not a factor deemed to influence the impact of the proposal.	Support will be made in line with council procedures and terms and conditions of employment which include any cultural considerations linked to religion.
Sex	There is likely to be a greater adverse effect on women as a significant majority of staff are currently female.	<p>A full statutory consultation will be undertaken in relation to all staff, subject to the decision outcome.</p> <p>The consultation process will include one to one meetings to discuss and address any particular needs or concerns.</p>
Sexual Orientation	No identified impact.	Support will be made in line with council procedures and terms and conditions of employment which include any concerns around sexual orientation.
Community Safety	No identified impact.	
Poverty	Some potential impact on loss of financial benefit may be experienced by staff in regard to additional travelling costs as well as a change in grade longer term.	The consultation process will include one to one meetings to discuss and address any particular needs or concerns.
Health & Wellbeing	Staff may be affected by stress and anxiety around the changes to the residential homes.	<p>A full statutory consultation will be undertaken in relation to all staff, subject to the decision outcome.</p> <p>The consultation process will include one to one meetings to discuss and address any particular needs or concerns.</p> <p>The outcome of the staff consultation will inform a further Cabinet decision regarding how the proposals are taken forward</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		to meet the budget requirement. In the event that further budget decisions are required, these will be taken forward in due course.
Other Significant Impacts		