

EQUALITY IMPACT ASSESSMENT TEMPLATE - TRAFFORD COUNCIL

| A. Summary Details | | |
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| 1 | Title of EIA: | Katherine Lowe |
| 2 | Person responsible for the assessment: | Christine Warner |
| 3 | Contact details: | 0161976-4320 |
| 4 | Section & Directorate: | Communities & Wellbeing |
| 5 | Name and roles of other officers involved in the EIA, if applicable: | Helen Sattée, & commissioning Directorate |

| B. Policy or Function | | |
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| 1 | Is this EIA for a policy or function? | Policy <input type="radio"/> Function <input checked="" type="radio"/> |
| 2 | Is this EIA for a new or existing policy or function? | New <input type="radio"/> Existing <input type="radio"/> Change to an existing policy or function <input checked="" type="radio"/> |
| 3 | What is the main purpose of the policy/function? | To provide 24hr care to the older population of Trafford |
| 4 | Is the policy/function associated with any other policies of the Authority? | No |
| 5 | Do any written procedures exist to enable delivery of this policy/function? | Yes |

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| 6 | Are there elements of common practice not clearly defined within the written procedures? If yes, please state. | |
| 7 | Who are the main stakeholders of the policy? How are they expected to benefit? | Residents, families & Carers |
| 8 | How will the policy/function (or change/improvement), be implemented? | Through consultation process (see business Case for full details) |
| 9 | What factors could contribute or detract from achieving these outcomes for service users? | The final consultation decision |
| 10 | Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state? | No |

C. Data Collection

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| 1 | What monitoring data do you have on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function? | Katherine Lowe is a 45 bedded home which currently has 18 residents a combination of male and female who are all 65 years+ |
| 2 | Please specify monitoring information you have available and attach relevant information* | |
| 3 | If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data? | Further monitoring work to be completed depending on outcome of consultation. Further monitoring will include the availability & type of residential placements available within borough. The monitoring will |

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| | | also consider race, religion, disability. Out of borough would also be considered dependent on family requests |
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**Your monitoring information should be compared to the current available census data to see whether a proportionate number of people are taking up your service*

| D. Consultation & Involvement | | |
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| 1 | Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA? | The decision to consult on the closure of Katherine Lowe was based on the review of residential care in 2007/08 which confirmed that Katherine Lowe House was not a residential facility that was fit for purpose for the future. |
| 2 | Please list any consultations planned, methods used and groups you plan to target. (If applicable) | To consult with all current Residents, families & carers The consultation process will include initial individual meetings with the above to discuss the council's proposal to close Katherine Lowe House as a 24hr residential facility. All Residents & families will be given the opportunity to comment both verbally and in writing on the proposals. The same process will apply to all staff employed by Katherine Lowe House. (For further information please see business case) |
| 3 | **What barriers, if any, exist to effective consultation with these groups and how will you overcome them? | Families unable to attend individual meetings. To ensure that families have written information and telephone contact /support where needed |

***It is important to consider all available information that could help determine whether the policy/ function could have any potential adverse impact. Please attach examples of available research and consultation reports*

E: The Impact – Identify the potential impact of the policy/function on different equality target groups

The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any of the target groups you will also need to assess whether that negative potential impact is high, medium or low

| | Positive | Negative (please specify if High, Medium or Low) | Neutral | Reason |
|--|--|---|----------------|---------------|
| Gender – both men and women, and transgender; | The closure of Katherine Lowe may provide some staff with the opportunity to transfer their skills to other areas of work within the authority | The majority of staff employed by Katherine Lowe are female many of which may be made redundant MEDIUM | | |
| Pregnant women & women on maternity leave | | | | |
| Gender Reassignment | | | | |
| Marriage & Civil Partnership | | | | |
| Race - include race, | | | | |

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| nationality & ethnicity (NB: the experiences may be different for different groups) | | | | |
| Disability – physical, sensory & mental impairments | The closure of Katherine Lowe could open up opportunities for people to be placed in alternative placements that specialise in dementia related settings offering more accessible facilities | The closure of Katherine Lowe will mean a change of environment for all residents many of them have varying levels of disability, mental impairments (dementia related), visual impairments who rely on familiar surroundings. The impact of the move could cause high levels of disorientation or increased confusion. MEDIUM | | |
| Age Group - specify eg; older, younger etc) | The closure of Katherine Lowe could provide individuals with the opportunity to secure a placement in a home that is fit for purpose and more specific to individual need | Katherine Lowe has a number of residents who are 90+ who see Katherine Lowe as a home for life. The move could cause great distress to this very vulnerable group of people MEDIUM | | |
| Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people | | | | |
| Religious/Faith groups | | | | |

(specify)

As a result of completing the above what is the potential negative impact of your policy?

High

Medium X

Low

F. Could you minimise or remove any negative potential impact? If yes, explain how.

Race:

Gender, including pregnancy & maternity,
gender reassignment, marriage & civil partnership

Disability:

Age:

To offer VR or VER to other similar staffing groups to reduce the impact on Katherine Lowe House staff team

Staff from Katherine Lowe to provide on-going support to residents in new placements for the first couple of weeks in order to provide reassurance and to establish orientation

Social work / social care assessor and Katherine Lowe staff support to be provided to ensure appropriate placements are found (please see attached copy of full support to be offered)
Timescales can be achieved and are built into the project plan.
A project lead has been assigned to ensure the timescale is met, if the proposed is agreed.
Full and intensive support will be offered to individuals and their families to identify a suitable alternative placement.
Staff from Katherine Lowe will provide on-going support to residents in new placements for the first couple of weeks in order to provide reassurance and to establish orientation.
The Age UK Trafford broker will be engaged in the proposed re-location to ensure residents have all the relevant information to enable them to make an informed choice.
A wide range of alternative placements are available within the external residential care market

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| Sexual Orientation: | | |
| Religious/Faith groups: | | |
| Also consider the following: | | |
| 1 | If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason? | |
| 2 | Could the policy have an adverse impact on relations between different groups? | |
| 3 | If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how? | N/A |

G. EIA Action Plan

| Recommendation | Key activity | When | Officer Responsible | Links to other Plans eg; Sustainable Community Strategy, Corporate Plan, Business Plan, | Progress milestones | Progress |
|----------------------------------|---------------------|-------------|----------------------------|---|----------------------------|-----------------|
| Awaiting results of consultation | | | | | | |

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Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed *C. Warner*
Lead Officer: Christine Warner
Date: December 2012

Signed
Service Head
Date