

Equality Impact Assessment (EqIA) - Stage One

What is the proposed decision that you are asking the Executive to make:	<p>There are two options being considered for the future of Willows Edge Care Home.</p> <p>Option 1 - would close the home and relocate its residents to alternative provision, including another of the Council's own care homes.</p> <p>Option 2 - will transfer the operation of the existing care home to an alternative provider.</p>
Summary of relevant legislation:	Care Act (2014) Mental Capacity Act (2005) Equality Act (2010) Health and Social Care Act 2008 (Regulated Activities) Regulations (2014)
Does the proposed decision conflict with any of the Council's key strategy priorities?	<p>The proposal is in line with the Council's priority of:</p> <ul style="list-style-type: none"> • Ensuring the wellbeing of older people and vulnerable adults
Name of assessor:	John Carpenter
Date of assessment:	13/11/2023

Is this a:		Is this:	
Policy	Yes <input type="checkbox"/> No <input type="checkbox"/>	New or proposed	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Strategy	Yes <input type="checkbox"/> No <input type="checkbox"/>	Already exists and is being reviewed	Yes <input type="checkbox"/> No <input type="checkbox"/>
Function	Yes <input type="checkbox"/> No <input type="checkbox"/>	Is changing	Yes <input type="checkbox"/> No <input type="checkbox"/>
Service	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		

What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it?	
Aims:	To maximise the efficiency of care provided and reduce costs, in line with significant budgetary constraints.
Objectives:	<p>To provide a high standard of care for West Berkshire residents.</p> <p>To ensure the financial sustainability of the delivery of council services.</p>

Outcomes:	<p>Option 1 - Improved accommodation for those requiring Care, at a lower cost.</p> <p>Option 2 – Lower cost provision will be achieved without the disruption to residents, but accommodation will not improve</p>
Benefits:	<p>Improved environment in which residents live and are cared for.</p> <p>More cost-effective delivery of care</p>

Note which groups may be affected by the proposed decision. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this
Age	<p>It is anticipated that the new care provision will be an improvement on the current site. For example, Willows Edge does not have en suite bathroom facilities. This in turn creates difficulties in the management of infectious diseases including Covid-19, C-Diff and 'flu.</p>	<p>This view is derived from a combination of sources including Care Quality Commission Inspection reports, Infection Control reports and the views of Registered Managers.</p>
Disability	<p>Option 1 - It is anticipated that the new care provision will be an improvement on the current site. For example, Willows Edge does not have en suite bathroom facilities. This in turn creates difficulties in the management of infection diseases including Covid-19, C-Diff and 'flu.</p> <p>Dementia clients may not respond well to changing environment. Due to the higher level of need and varying stages of dementia the impact upon these residents may be different to</p>	<p>This view is derived from a combination of sources including Care Quality Commission Inspection reports, Infection Control reports and the views of Registered Managers.</p> <p>Various national studies have shown the impact that moving environments can have upon a person with Dementia, including disturbed sleeping patterns, loss of appetite, an increase in negative</p>

	those of the Walnut Close residents who were moved to Birchwood. Option 2 will remove this impact	behavioural issues and a permanent decline in their baseline presentations.
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex	Most of the Council's care home staff are female so this will need to be taken into account when supporting staff who may also have carer and parental responsibilities. It is unclear what the effects will be. The impact may be different for some staff depending on which option is followed	According to our full list of care staff across the services, 85% of care staff in the Council's care homes are female (HR data) and traditionally it is more likely that these staff also have caring responsibilities.
Sexual Orientation		
.Further Comments relating to the item:		

Result	
Are there any aspects of the proposed decision, including how it is delivered or accessed, that could contribute to inequality?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
There is no reason why throughout the consultation process that all involved parties cannot be included within the process if the time and care is taken to ensure that they are able to.	
Will the proposed decision have an adverse impact upon the lives of people, including employees and service users?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
There is potential for some adverse impacts both to residents and staff. It is anticipated, though, that the positive benefits will outweigh the negative impacts.	

Identify next steps as appropriate:	
Stage Two required	Yes
Owner of Stage Two assessment:	Maria Shepherd
Timescale for Stage Two assessment:	

Name: John Carpenter

Date: 13/11/2023