

Derbyshire County Council

Equality Impact Analysis



Department	Adult Care
Service Area	Direct Care
Changes or Proposals	Consultation regarding the future of seven of Derbyshire County Council's Homes for older people, including the potential closure of the homes; The Spinney, Gernon Manor, Ladycross, East Clune, Homlea, Goyt Valley House and Beechcroft
Chair of Analysis Team	Helen Greatorex
Date of Analysis	March 2022
Version	1

1. Prioritising what is being analysed

a. Description of current service arrangements

The Council currently operates seven homes for older people that are the subject of this report: Gernon Manor, Beechcroft, Ladycross, The Spinney, Goyt Valley House, East Clune and Holmlea.

These homes require a significant amount of essential maintenance and refurbishment work which means that arrangements must be made for the homes to be rewired by September 2022 which in turn means that people will be required to move out of the properties before this date.

At the time of writing there are 65 residents living across the 7 homes and 321 staff are employed.

b. Details of proposals or changes

The Council has proposed that all seven homes are vacated for a period of up to 40 weeks with the options for residents to return to live at the property after the work is completed or for residents to move out on a permanent basis if a

decision is made to close the home. Residents will be supported to find alternative accommodation when they move out, whether this move is on a temporary or permanent basis.

It is proposed that staff will be redeployed on a temporary basis if a decision is made to carry out the essential refurbishment work, or on a permanent basis, where this is possible, if a decision is made to close the homes following consultation.

C. Rationale for proposed changes

The detail setting out the rationale for these proposals and the advantages and disadvantages of each approach are set out in the cabinet report dated 18 November 2021.

This Equality Impact Analysis (EIA) seeks to identify the potential impact on residents, their families and carers, older people generally, the wider community with a legitimate interest in the proposals regarding the future of the seven homes referred to in the report and the staff who work at the homes.

In the Cabinet paper on 18 November 2021, permission was sought to consult for twelve weeks on three proposals for the future of seven homes referred to in the report.

- One option is to rewire and carry out major works to refurbish the homes including a full reinstall of the boiler and heating system, removal of any asbestos, the fitting of sprinklers in the ceiling, the replacement of all bathrooms, a kitchen refit and full decoration, as described in paragraph 4.7 of the report. This would require current residents to move out for a period of up to 40 weeks.
- One option is to close the homes and support residents to move to 'local', 'reasonable' and 'suitable' alternative provision as recommended by the Improvement and Scrutiny Committee – People, the detail of which was set out at Appendix 2 of the report.
- One option is to close the homes and support residents to move to any suitable alternative provision.

2. The team carrying out the analysis

Team	Area of expertise/ role
Service Manager, Stakeholder Engagement and Consultation Team	Effective and meaningful consultation
Group Manager, Quality and Compliance, Adult Care	Regulatory Framework within which the services operate
Unit Manager for each impacted home	Knowledge of residents and staff

3. Existing information and consultation based feedback

a. Sources of data and consultation used

Source	Reason for using
Cabinet report 18 November 2021	Sets out available options and rational
Interim Market Position Statement and the Older People's Housing Accommodation and Support Strategy	Provides information on the social care and health needs of older and disabled people in Derbyshire
Resident data	Makeup of the residents of the home, their family and carers, including levels of need, age, disability, ethnic origin, gender, whether they have family support, whether they have dementia and care cost information
Consultation feedback	Views and concerns of residents and their families/ family carers, partner organisations, and other stakeholders, including people in the local community
Other consultation	Feedback from local people (those not directly connected to the home) and potential users of future services and other stakeholders.
Employee consultation	To obtain the views of those employees working at the home who may be affected if the Council proceeds with its proposals

4. Known impact on different protected characteristic groups

- a. From existing data and information – who is likely to be adversely affected, how, and to what degree? Will anyone gain or benefit from the proposals?

This section reflects the numbers of residents using the service in January 2022

Protected Group	Findings
Age including children and families, older people	The Spinney – currently 12 residents living at The Spinney. 2 of the residents are between 75 - 84, 9 residents are between 85 – 94 and 1 is 95+
	Holmlea – currently 11 residents are living at Holmlea. 3 of the residents are aged 74-84, 7 are aged 85-94 and 1 is 95+
	Gernon Manor – currently 7 residents are living at Gernon Manor. 5 of the residents are aged between 75-84 and 2 are aged between 85-94.
	Goyt Valley House – currently 9 residents living at Goyt Valley House. 2 are aged between 75-84, 4 are aged between 85-94 and 3 are 95+
	East Clune – currently 5 residents living at East Clune. 1 is aged 75-84, 2 are aged between 85-94 and 2 are 95+
	Ladycross – currently 7 residents at Ladycross. 1 is aged 75-84, 5 are aged 85-89 and 1 is 95+.
	Beachcroft – currently 14 residents living at Beechcroft. 1 is 64-74, 9 are 75-84, 2 are 85-94 and 2 are 95+.
Disabled people including mobility, sensory, learning, mental health, HIV, and also include carers and relatives	<p>The Spinney - all residents at The Spinney could be described as ‘frail elderly’ of whom 5 have some form of dementia either formally diagnosed or based on the experience of staff.</p> <p>Dementia can impact upon on a persons’ capacity to make an informed decision about moving home, whether this is on a permanent or temporary basis and those who lack capacity to make this decision would need to be supported by relatives, people with power of attorney or independent advocates where required/ appropriate in accordance with mental capacity law.</p> <p>A number of residents at the Spinney were not able to</p>

engage fully in the consultation as a result of their dementia and relatives of these residents who did not attend the virtual meeting or who had already had their views recorded were contacted by the Stakeholder Engagement Consultation Team (SECT) by telephone and the received comments were recorded as part of the feedback.

A number of residents require support with their mobility, have sensory impairments and/ or have needs relating to their mental health.

Holmlea - all residents at Holmlea could be described as 'frail elderly' of whom 5 have some form of dementia either formally diagnosed or based on the experience of staff.

Dementia can impact upon on a persons' capacity to make an informed decision about moving home, whether this is on a permanent or temporary basis and those who lack capacity to make this decision would need to be supported by relatives, people with power of attorney or independent advocates where required/ appropriate in accordance with mental capacity law.

A number of residents at Homlea were not able to engage fully in the consultation as a result of their dementia and relatives of these residents were contacted by the Stakeholder Engagement and Consultation Team (SECT) by telephone and the received comments were recorded as part of the feedback. 1 further resident who lacked capacity did not have family or friends to advocate on their behalf therefore an independent advocate was appointed.

A number of residents require support with their mobility and have needs relating to their mental health.

Gernon Manor - all residents at Gernon Manor could be described as 'frail elderly' of whom 5 have some form of dementia either formally diagnosed or based on the experience of staff.

Dementia can impact upon on a persons' capacity to make an informed decision about moving home, whether this is on a permanent or temporary basis and those who lack capacity to make this decision would need to be supported by relatives, people with power of attorney or independent advocates where required/

appropriate in accordance with mental capacity law.

A number of residents at Gernon Manor were not able to engage fully in the consultation as a result of their dementia and relatives of these residents were contacted by the Stakeholder Engagement and Consultation Team (SECT) by telephone and the received comments were recorded as part of the feedback.

A number of residents require support with their mobility, have sensory impairments and/ or have needs relating to their mental health.

Goyt Valley House - all residents at Goyt Valley House could be described as 'frail elderly' of whom 6 have some form of dementia either formally diagnosed or based on the experience of staff.

Dementia can impact upon on a persons' capacity to make an informed decision about moving home, whether this is on a permanent or temporary basis and those who lack capacity to make this decision would need to be supported by relatives, people with power of attorney or independent advocates where required/ appropriate in accordance with mental capacity law.

A number of residents at Goyt Valle House were not able to engage fully in the consultation as a result of their dementia and relatives of these residents were contacted by the Stakeholder Engagement and Consultation Team (SECT) by telephone and the received comments were recorded as part of the feedback.

A number of residents require support with their mobility and/ or have sensory impairments.

Ladycross - all residents at Ladycross could be described as 'frail elderly' of whom 5 have some form of dementia either formally diagnosed or based on the experience of staff.

Dementia can impact upon on a persons' capacity to make an informed decision about moving home, whether this is on a permanent or temporary basis and those who lack capacity to make this decision would need to be supported by relatives, people with power of attorney or independent advocates where required/

	<p>appropriate in accordance with mental capacity law.</p> <p>A number of residents at Ladycross were not able to engage fully in the consultation as a result of their dementia and relatives of these residents were contacted by the Stakeholder Engagement and Consultation Team (SECT) by telephone and the received comments were recorded as part of the feedback. 1 additional resident did not have family or friends to advocate therefore an independent advocate was sought.</p> <p>A number of residents require support with their mobility, have sensory impairments and/ or have needs relating to their mental health.</p>
	<p>Beechcroft - all residents at Beechcroft could be described as 'frail elderly' of whom 8 have some form of dementia either formally diagnosed or based on the experience of staff.</p> <p>Dementia can impact upon on a persons' capacity to make an informed decision about moving home, whether this is on a permanent or temporary basis and those who lack capacity to make this decision would need to be supported by relatives, people with power of attorney or independent advocates where required/ appropriate in accordance with mental capacity law.</p> <p>A number of residents at Beechcroft were not able to engage fully in the consultation as a result of their dementia and relatives of these residents who did not attend the virtual meeting or had previously contacted the SECT were contacted by the Stakeholder Engagement and Consultation Team (SECT) by telephone and the received comments were recorded as part of the feedback.</p> <p>A number of residents require support with their mobility, have sensory impairments and/ or have needs relating to their mental health.</p>
	<p>East Clune - all residents at East Clune could be described as 'frail elderly' of whom 4 have some form of dementia either formally diagnosed or based on the experience of staff.</p>

	<p>Dementia can impact upon on a persons' capacity to make an informed decision about moving home, whether this is on a permanent or temporary basis and those who lack capacity to make this decision would need to be supported by relatives, people with power of attorney or independent advocates where required/ appropriate in accordance with mental capacity law.</p> <p>A number of residents at East Clune were not able to engage fully in the consultation as a result of their dementia and relatives of these residents were contacted by the Stakeholder Engagement and Consultation Team (SECT) by telephone and the received comments were recorded as part of the feedback.</p> <p>A number of residents require support with their mobility, have sensory impairments and/ or have needs relating to their mental health.</p>
<p>Gender (sex) including men and women, boys and girls</p>	<p>Each of the homes referred to in the consultation cater equally for both male and female residents.</p>
<p>Gender reassignment – including impact if any on transgender people</p>	<p>There are not any residents who have gone through gender reassignment or who identify as transgender currently residing at the homes.</p>
<p>Marriage and civil partnership – also include impacts on lone parents and unmarried couples</p>	<p>6 residents across the homes describe themselves as single.</p> <p>1 resident across the homes describe describes themself as married</p> <p>34 residents across the homes describe themselves as widowed</p> <p>4 residents across the homes describe themselves as divorced.</p> <p>The marital status of the remainder of residents is not on record.</p>
<p>Pregnancy and maternity – including new mothers/ parents</p>	<p>Not relevant to the demographic element served by these facilities.</p>

Race – including all racial groups, including impact if any on Gypsies and Travelers	All 65 residents (100%) across the homes define themselves as being of White British ethnic origin. To place this within context the population of Derbyshire is 92.5% white (derived from Office for National Statistics 2009 data).
Religion and belief including non-belief, including religious minority communities, Humanists	32 residents across the homes describe themselves as being Christian, 1 person describes themselves as Methodist and the religion and belief of 32 residents is unknown.
Sexual orientation – including the impact if any on LGBT people	All 65 residents describe their sexual orientation as heterosexual

Non-statutory

Poorer and disadvantaged communities and groups, including people who experience financial exclusion	Each of the homes is situated in a unique socio-economic environment with some of the homes situated in area with significant levels of unemployment. Closing any of these homes would impact upon the job opportunities for the local community.
	5 residents currently living at the Spinney fund their own care and all of the most frequent visitors have access to a car.
	Of the 7 residents at Gernon Manor 6 fund their own care. Most frequent visitors have access to a car although two residents are visited most frequently by people that do not have access to a car and who walk or take public transport to the home. Transport links to any alternative home and the ability (including cost implications) of family and friends to continue to visit their loved one will be important in any planning process.
	Of the residents currently living at Goyt Valley House 3 fund their own care. Most frequent visitors have access to a car although one resident is visited most frequently by a person who does not have access to a car and who walks to the home.

	<p>Transport links to any alternative home and the ability (including cost implications) of family and friends to continue to visit their loved one will be important in any planning process.</p>
	<p>Of the residents currently living at East Clune 3 fund their own care. Most frequent visitors have access to a car although one resident is visited most frequently by a person that does not have access to a car and who walks to the home.</p> <p>Transport links to any alternative home and the ability (including cost implications) of family and friends to continue to visit their loved one will be important in any planning process.</p>
	<p>All of the residents currently living at Ladycross fund their own care. Most frequent visitors have access to a car although one resident is visited most frequently by a person that does not have access to a car and who walks to the home.</p> <p>Transport links to any alternative home and the ability (including cost implications) of family and friends to continue to visit their loved one will be important in any planning process.</p>
	<p>Just under half of the residents currently living at Beechcroft fund their own care. Most frequent visitors have access to a car although one resident is visited most frequently by a person that does not have access to a car and who uses public transport to travel to the home.</p> <p>Transport links to any alternative home and the ability (including cost implications) of family and friends to continue to visit their loved one will be important in any planning process.</p>
	<p>3 of the residents currently living at Holmlea fund their own care. Most frequent visitors have access to a car although two residents are visited most frequently by people that do not have access to a car and who walk or take public transport to the home.</p> <p>Transport links to any alternative home and the ability (including cost implications) of family and friends to continue to visit their loved one will be important in any</p>

	<p>planning process.</p>
	<p>General info - The Council has included within its Pledges (which set out the help it will give to residents and their families and carers) an undertaking to consider providing additional financial assistance, within reason, to residents for the costs of new accommodation, care and support.</p> <p>The Council will need to make clear to residents, their families and carers, exactly what this assistance will include. The availability of alternative appropriate accommodation and care and support could be, in part, determined by the willingness of the Council to provide top ups to help cover the additional costs of care.</p> <p>It is possible that some of the relatives and friends of residents will find it hard to meet the increased cost of transport, depending on their own personal financial circumstances and the degree to which the care home to which the resident moves is further away from their own home. Maintaining friendships and links with relatives may in some instances be dependent on the a Council providing assistance that ensures that friends and relatives are able to continue to visit.</p> <p>Ensuring that the wishes and needs of residents, their families and carers are taken into account is important. The Council will need to be aware of the links that residents have with the local community or any other communities, where family and other carers reside and their ability to travel to other locations, and how these links can be supported for each residents at a new location, whether this is on a temporary or permanent basis.</p>

Impact on employees of Derbyshire County Council or prospective employees

The proposals will have an impact upon 321 staff employed at the seven homes that are subject to consultation. 296 are women, 285 are White British and 10 have a disability. If a decision is made to temporarily close the homes whilst essential

work is undertaken, staff will be redeployed to alternative workplaces. The ability of staff to travel to alternative locations will need to be considered and detailed work will be undertaken following any decision that is made.

If a decision is made to close any of the homes on a permanent basis, this will lead to some staff being redeployed to other workplaces and may lead to redundancies. Most of the staff are care staff and domestics on low incomes who are likely to live in close proximity to the home and who may find it hard to consider redeployment if it involves considerable travel.

The particular circumstances of the staff group will only become clearer if the proposal to close is agreed by Cabinet at which point consultation would start with the staff groups affected.

If a decision is made to close any home on a permanent basis this will impact upon the local community in that employment opportunity in the local areas would be reduced although there are extremely high number vacancies in the care sector at present which is significant.

- b. From existing customer and other feedback – who is likely to be adversely affected, how and to what degree? Will anyone gain or benefit?

<i>Protected Group</i>	<i>Findings</i>
Age	<p>The proposal will impact on older people as the care home provides primarily long term accommodation for older people, including a number of people who have dementia.</p> <p>Residents, their families and others consulted have all raised concerns over the impact of moving to alternative accommodation will have on the current residents. In particular people are concerned that moving will cause stress and illness amongst residents, break the ties people have within the home and local community, and make it difficult for families and friends to continue to provide the support and care they do currently</p> <p>As part of an Equality Impact Analysis completed in 2015 at the time when other home closures were planned, Public Health selected 38 individual academic papers written from the 1970s up to 2017. All examined some aspect of the impact on health and wellbeing of elderly residents experiencing enforced relocation from institutionalised care home settings.</p> <p>The findings varied significantly between the studies, from increased mortality right through to relocation having beneficial effects. As a result no single study could be relied upon for conclusions but there were broad overall findings</p>

which were significant to those 2015 home closures. The findings from that review of academic papers led to changes in the Council's Major Change and Closure Guidance, which sets out for staff how best to address the needs of residents and their families affected by closure

The research carried out by Public Health drew the following broad overall findings of significance in terms of potential impacts:

- Increased falls
- Increased depression and stress
- Increased cognitive impairment
- Reduced ability to manage activities of daily living
- Increased mortality
- Moves can be beneficial (particularly if moving to a better quality or more appropriate setting)

The impacts tend to be worse for elderly and frail residents. One study, however, did show the impact on residents with significant cognitive impairments was less than for those without.

Whilst impacts may vary, they tended to be small and relatively short-lived, generally around 4 weeks although one study demonstrated effects at 3 months.

Two further studies had been published by 2017; one being a retrospective quantitative study exploring morbidity and mortality following the relocation of highly dependent long terms residents. The other being a qualitative study exploring the way in which a protocol for the relocation of older adults was used. It explores the perspectives of residents, family members and care homes staff.

Whilst the quality of the first study is not considered by colleagues within the Council's health protection team to be the highest (because it does not provide information about the analysis process and statistical methodology used to derive its results), the outcomes are of general interest. The study found that there were no significant variations in mortality between the group of people who moved and a control group, although there were significantly higher levels of anti-depressants prescribed to the group who were moved prior to the move taking place than was prescribed for the control group.

	<p>The second study found that ensuring involvement of residents, relatives and staff and a person-centered approach are important for improving residents' experiences of being relocated. This is in line with the other 38 studies published between 1970 and 2015 and is fundamental to the thinking behind the Council's Major Change Guidance and the Council's Pledges.</p>
Disability	<p>The frail nature of many of the residents and the fact that a number also have dementia means that in terms of disability, the proposals could result in a worse impact for people affected who might be deemed to be disabled as well as elderly.</p> <p>The authority will need to take the individual health and wellbeing of each resident, as well as the needs of families and carers, into account as part of its arrangements for supporting residents to move, should the proposals go ahead.</p> <p>Applying the Major Change Guidance will assist in ensuring that the risks which can be associated with a move are kept to a minimum. This is based on thorough assessments, including risk to health and wellbeing, and ensuring that all factors are fully taken into account in the process of identifying where a resident moves to and ensuring the move itself is properly handled.</p>
Gender (sex)	<p>No specific issues have been raised or highlighted which link directly to the gender of the residents that would be affected if the proposals go ahead.</p> <p>As most of the existing residents and employees of each facility are female, there is a gender impact, but as the proposals would not affect male and female residents or employees particularly differently, providing that consideration was taken of the needs of all individuals, then this would not amount to unlawful discrimination or another form of prohibited conduct under the Equality Act 2010.</p>
Gender reassignment	<p>No specific issues have been highlighted during the consultation in relation to gender re-assignment/ gender identity. There is no evidence to suggest that the</p>

	proposal will result in unlawful discrimination or adverse impact on grounds of gender re-assignment/ gender identity.
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Marriage and civil partnership	No specific issues have been highlighted in relation to marriage and civil partnership. There is no evidence to suggest that the proposals will result in unlawful discrimination or adverse impact on grounds of marriage and civil partnership.
Pregnancy and maternity	No issues have been highlighted during the consultation in relation to pregnancy and maternity issues, including by residents' families or carers. There is no evidence to suggest that unlawful discrimination or adverse impact will result on grounds of pregnancy and maternity.
Race	No specific issues have been raised in relation to ethnic or racial origin, or race equality. There is no evidence to suggest that the proposals will result in unlawful discrimination or adverse impact on grounds of race or ethnicity.
Religion and belief including non-belief	The Council will need to take account of individual faith commitments and links when seeking to identify suitable alternative supported housing should the proposals go ahead, as part of its pledges of support.
Sexual orientation	No specific issues have been raised in relation to sexual orientation. There is no evidence that the proposals will result in unlawful discrimination or adverse impact because of sexual orientation.

Non-statutory

<p>Poorer and disadvantaged communities</p>	<p>The feedback from residents and their families/ carers has highlighted their concerns over the affordability of alternative supported accommodation in care homes, and a number of concerns were expressed about the perceived quality of care in the care home sector and the costs of care.</p> <p>The Council's Pledges state: 'We will ensure that within reason you do not incur additional costs through moving to a new provider'.</p> <p>The authority will need to provide more clarity on an individual basis about exactly what costs would be covered, for how long and on what basis, should the proposals go ahead, so that residents, their families, carers or any advocate on their behalf have clear information about the costs of moving and how the costs of alternative accommodation would be met.</p>
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Employees or prospective employees

Consultation with employees can only formally take place once a decision has been made by Cabinet on the future of the homes that are subject to consultation. If a home were to close then Human Resources will begin work with the staff affected to consider the options open to them. Wherever possible Adult Care would wish to retain the skills and experience these staff have gained in this field of work but this is subject to individual discussions with staff and is dependent on their circumstances and the range of options which may then be available to them.

c. Are there any **other** groups of people who may experience an adverse impact because of the proposals?

The proposed closure of any of the 7 homes would have an impact on other carers in the local areas as local people will have less choice of homes they can potentially move into. This may impact on ease of access to see a relative or friend once they have moved into a care home. This will need to be addressed through a detailed understanding of the circumstances of each resident and their family and friends.

d. Gaps in data

What are your main gaps in information and understanding of the impact of your policy and services? Please indicate whether you have identified ways of filling

these gaps.

<i>Gaps in data</i>	<i>Action to deal with this</i>
Because the Council wants to be clear with residents who wish to remain in their current home until the outcome of the consultation, whether they are being asked to move out on a temporary or permanent basis, it is not possible to gather detailed information about the impact upon each individual resident and their family at present and this is not known for all current residents.	Once the outcome of the consultation is known, an up-to-date needs assessment will need to be undertaken for each resident. These assessments will be carried out with family carers, staff and the residents themselves on an individual basis. This will include being able to clarify the detailed questions and concerns that residents, their families and carers will have.

5. From the consultation carried out specifically in relation to proposed changes, what views or issues have been raised by those who have responded? (Include both the views and any issues which have been raised and alludes to the likely impact)

a) Please summarise the consultation which has been carried out

A wide range of consultation methods have been used by the authority to record the views and opinions of people who could be affected by the proposal including:

- Current residents
- Users of the service, their families and carers
- Potential users of the service and future services provided by the authority
- Other stakeholders including the wider local community

This included:

- Virtual meetings with relatives and residents for each individual home.
- A briefing to employees working at the homes to outline the proposals and enable them to ask questions about how it would affect residents and employees and offer their comments
- The provision of information to residents and families about the Cabinet report and Pledges and to explain the proposals, outline the consultation process and to invite them to provide their views in a number of ways
- Online consultation via an online or paper based questionnaire about the proposals
- the 'Have Your Say' webpages of the Council's website. This invited people to contact a named officer by telephone, email or letter to provide their views or make enquiries about the proposals etc.
- Three virtual sessions were facilitated and any interested person could dial in and make comment about the proposals.

- b) Please summarise the feedback received. This should make clear where those who have responded have highlighted any potential adverse impact as well as their opinions on the proposals.

The full report setting out in detail what consultees had to say about the proposal can be found as an Appendix to the full Cabinet report.

6. Are there any ways of avoiding or reducing possible adverse impact on any groups of people, what are those actions, and how will Derbyshire County Council assist?

The research carried out by Public Health drew the following broad overall findings of significance which need to be addressed to mitigate the impact of any

move:

Factors identified relating to successful adjustment to relocation fall into 4 categories:

1. People characteristics
2. The level of planning and preparation
3. Whether the move is voluntary or involuntary
4. The quality/similarity of the new setting

The Pledges being made by the Council to residents provide the basis for the detailed support that residents will need in relation to moving, should the proposals be agreed and go ahead. These Pledges are set out in detail in the Cabinet report.

Additional depth is provided to the Pledges within the Major Change and Closure Guidance, which is included as an Appendix to the Cabinet report. This guidance sets out all the points that need to be covered by social workers and staff in the care home to ensure that assessments are carried out fully; that appropriate choices are made by residents and relatives; that the move itself is handled sensitively to mitigate the impact on the resident; and the circumstances in which it is not appropriate to proceed with a move. This is a key document for Adult Care staff in undertaking the assessment and the moves of residents to new settings

Proposed Mitigation

1. The Council has a set of Pledges and comprehensive guidance in place to assist in ensuring any moves of residents as a result of a home closure are handled sensitively and thoroughly. This also provides a point of reference for residents and their relatives to ensure that staff work to these high standards. In line with the guidance itself these documents should be made available to staff, residents and relatives should any closures be agreed by Cabinet
2. Adult Care, through its Adult Care Brokerage Service and Direct Care Management Team, should seek to maximise the range of choices available to those residents and respite care users affected by home closures, whether these are temporary or permanent.

Those directly affected if their current home is closed on a permanent basis are understandably concerned over what the future could hold for them. The residents are old and frail and a number have dementia and other disabilities, which means that moving for any reason could be disruptive, stressful and affect health and wellbeing in an adverse way. People affected by the proposals clearly think very highly of the care and support they receive. There is no evidence which suggests that this would amount to unlawful discrimination or any other form of prohibited conduct as defined under the Equality Act 2010

The findings of this analysis should be utilised by Cabinet along with the more detailed record of consultation required to make the decision regarding the potential closure of each of the seven homes subject to consultation. In doing so it will assist the Council to demonstrate that it is meeting its public sector equality duty to have due regard for the need to advance equality of opportunity, eradicate unlawful prohibited conduct and promote good relations

7. Main conclusions and recommendations

Conclusions

The research analysed did not demonstrate that the relocation of residents brought about by a home closure will necessarily have a detrimental impact on residents provided that care and attention is paid to the planning at each step along the way. This will be an essential part of the planning process whether residents are asked to move on a temporary or permanent basis.

The Council has an important part to play through its Direct Care Service, which is responsible for the management of its in-house care homes, and Brokerage Team in ensuring that the choices for alternative placements are maximized.

Recommendations (if any)

It is recommended that:

Adult Care, through its Adult Care Brokerage Service and Direct Care Management Team, seeks to maximise the range of choices available to those residents and respite care users affected by home closure, whether this is temporary or permanent.

Social workers from the Prevention and Personalisation team will need to work closely with families and residents to ensure that the impacts of any move are carefully considered for each resident.

8. Action planning in response to the completed analysis

<i>Objective</i>	<i>Planned action</i>	<i>Who</i>	<i>When</i>	<i>How will this be monitored?</i>
Maximize choice for residents affected by the decision	Direct Care to maximise the numbers of vacancies held for potential use by those residents requiring relocation whether this is on a temporary or permanent basis.	Group Managers for Direct Care and Prevention and Personalisation	Ongoing	Through monitoring how many beds are/ are not made available to those affected by a closure
Maximize choice for residents affected by the decision	Brokerage service to circulate information on the wishes of those residents affected by the decision	Service Manager (Brokerage)	Ongoing	Through email communication with providers

9. Monitoring and review arrangements

Please outline what steps will be taken to monitor and review the implementation of proposals here:

Responsibility for the monitoring of the implementation rests with the Adult Care Senior Management Team. Responsibility for identifying shortfalls in alternative service provision rests with the Group Managers for Prevention and Personalisation and Direct Care in the areas within which the homes are situated.

10. Conformation that equality impact analysis (EIA) completed and read

Name of officer signing off EIA as completed: Jenny Harper

Date: nnnn

This Equality Impact Analysis has been read by:

Name	Date	Position
Cllr Barry Lewis		Leader of the Council
Cllr Natalie Hoy		Cabinet Member for Adult Care
Cllr Wayne Major		Cabinet Support Member for Adult Care

Where and when published e.g. Cabinet Report, on Derbyshire County Council website

Alongside the Cabinet report on the Derbyshire County Council website