

# Equality Impact Assessment Template

Please complete this template using the [Equality Impact Assessment Guidance document](#)

**Version 3: January 2013**

Title of proposal (include forward plan reference if available)	Proposed New Social Care and Health Centre, Harvest Road, Rowley Regis
Directorate and Service Area	Adult Social Care, Health and Wellbeing
Name and title of Lead Officer completing this EIA	Helen Green – Commissioning Team Manager
Contact Details	Tel: 0121 569 4075 Email: Helen_Green@sandwell.gov.uk
Names and titles of other officers involved in completing this EIA	None
Partners involved with the EIA where jointly completed	None
Date EIA completed	18/02/2020
Date EIA signed off or agreed by Director or Executive Director	18/02/2020
Name of Director or Executive Director signing off EIA	Stuart Lackenby
Date EIA considered by Cabinet Member	18/02/2020

**See [Equality Impact Assessment Guidance](#) for key prompts that must be addressed for all questions**

**1. The purpose of the proposal or decision required  
(Please provide as much information as possible)**

Agreement is sought to proceed with the development and operation (staffing etc) of an 80 bed en-suite specialist integrated Social Care and Health Centre at the “Knowle” site at Harvest Road, Rowley Regis, together with all necessary support facilities and equipment, to provide modern, effective and efficient short-term intermediate care (maximum 6 weeks’ stay) for Sandwell citizens.

This proposal has previously been approved by Cabinet in December 2018, however, is required to be submitted again as Tenders for the build have come in over budget and extra monies are required to be approved in order for the project to proceed. A review of the original SIU has taken place and the extra money required has been approved by the Joint Partnership Board and the Director of Adult Social Care.

**2. Evidence used/considered**

Various data streams have been used to formulate the report, with particular regard to projecting the future need and demand for bed-based intermediate care, and the best service model for that care and support. For example, the latest Sandwell demographic information, population projections and lifestyle data from the Office of National Statistics and the General Household Survey, Adult Social Care and Public Health Outcomes Framework comparative data, Sandwell Better Care Fund Performance Dashboard, the Sandwell and West Birmingham NHS Trust full business case for the proposed Midland Metropolitan Hospital, and the latest national Intermediate Care Survey report.

**3. Consultation**

The report has been consulted on across the Council and the Sandwell and West Birmingham Clinical Commissioning Group, and the Centre project, as part of the Sandwell Better Care Fund, is accountable to the Sandwell Health and Wellbeing Board.

#### 4. Assess likely impact

Please give an outline of the overall impact if possible:

Care and support from the Centre will help prevent Sandwell residents having to go into hospital and where that is unavoidable, support them to be discharged quickly and properly from Sandwell, City, Rowley, and Russell's Hall and other out of borough hospitals.

Key priorities for the Centre will be to:-

- Prevent Sandwell older people having to be admitted to hospital.
- Reduce, and maintain this, the number of people delayed unnecessarily in hospital.
- Comply with the expectations of the Care Quality Commission (CQC) and satisfy national minimum standards, building regulations, etc.
- Enable people to live as independently as possible.

The Centre's services will be for mainly older people, although with exceptions for certain younger adults who may benefit from these services – for example, people suffering from multiple sclerosis, motor neurone disease, or in need of post-stroke support.

The following benefits will be sought for Sandwell citizens:-

- Improved health, well-being and confidence, helping them to live longer with a good quality of life, and being able to contribute more to local community life.
  - Maintaining their independence at home.
  - Avoidance of unnecessary admission to hospital.
  - Avoidance of preventable or premature admission to long term residential or nursing home care.
  - Maximising potential by working to maintain skills and rehabilitation.
  - Support for the transition from hospital to home.

There will also be benefits to the wider community from the Centre:-

- Opportunities to offer construction training places leading potentially to offers of full time employment.
- Opportunities for the main and sub-contractors to recruit local labour.
- Benefits to local economies through Think Sandwell and the use of local supply chains.

- Links to project work with local schools, both in terms of syllabus and more general activities.
- Community cohesion.
- The redevelopment of a vacant site which may have blighted the local area and the impact of the project in terms of creating sustainable neighbourhoods.
- Community hub and access to well-being activities and initiatives.
- Equipment “sub” store for assessment of needs and provision of aids to daily living for local community.

**Please complete the table below at 4a to identify the likely impact on specific protected characteristics**

#### 4a. Use the table to show:

- Where you think that the strategy, project or policy could have a negative impact on any of the equality strands (protected characteristics), that is it could disadvantage them or if there is no impact, please note the evidence and/or reasons for this.
- Where you think that the strategy, project or policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within equality characteristics.

Protected Characteristic	Positive Impact	Negative Impact	No Impact	Reason and evidence (Provide details of specific groups affected even for no impact ✓ and where negative impact has been identified what mitigating actions can we take?)
	✓	✓	✓	
<b>Age</b>	✓			<p>As stated above, the Centre's services will be for mainly older people (65+), although with exceptions for certain younger adults who may benefit from these services – for example, people suffering from multiple sclerosis, motor neurone disease, or in need of post-stroke support. The national and local evidence clearly points to the fact that the vast proportion of people who are currently admitted to hospital who do not need to be admitted, or who are delayed unnecessarily waiting for an assessment and/or a more appropriate alternative form of care, are older adults.</p> <p>All people admitted to the Centre will do so via a full and proper multi-agency assessment of the citizens' needs through the Sandwell Integrated Hub, continuous re-assessment will feature prominently</p>

				throughout the citizen's stay at the Centre and their discharge and the moving-on process.
<b>Disability</b>	✓			<p>The Centre will be designed and equipped to meet the latest building regulations, and in particular those relating to accessibility to residential properties and that would help to overcome problems for people with mobility issues. Indeed, it is likely that a significant proportion of people admitted to the Centre will need short-term assistance/rehabilitation/reablement literally to help them "get back on their feet".</p> <p>The Centre will also need to meet Care Quality Commission fundamental standards.</p> <p>Specific design and facilities' provision will be made for people in wheelchairs and for those people with bariatric requirements i.e over 25 stones in weight.</p>
<b>Gender reassignment</b>			✓	No impact as the Centre will be available regardless of gender.

<b>Marriage and civil partnership</b>			✓	No impact as the Centre will be available regardless of marital status.
<b>Pregnancy and maternity</b>			✓	No impact as the Centre will be available regardless of pregnancy or maternity.
<b>Race</b>			✓	No impact as the Centre will be available regardless of race.
<b>Religion or belief</b>			✓	No impact as the Centre will be available regardless of religion or belief.
<b>Sex</b>			✓	No impact as the Centre will be available regardless of sex.



<b>Sexual orientation</b>			✓	No impact as the Centre will be available regardless of sexual orientation.
<b>Other</b>				

Does this EIA require a full impact assessment? **No**

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then you do not need to go any further. You have completed the screening stage. You must, however, complete sections 7 and 9 and publish the EIA as it stands.

If you have answered yes to the above, please complete the questions below referring to the guidance document.

**5. What actions can be taken to mitigate any adverse impacts?**

N/A

**6. As a result of the EIA what decision or actions are being proposed in relation to the original proposals?**

N/A

**7. Monitoring arrangements**

The development and mobilisation of the Centre will be monitored through site meetings and the Centre Development Steering Group. In turn, through the BCF Project Manager and the Divisional Manager Prevention and Integration, the Steering Group will report and be accountable to the Joint Partnership Board and then Sandwell Health and Wellbeing Board (as all of the annual costs and a large proportion of the capital cost will be funded from the Better Care Fund).

On completion and mobilisation of the Centre, admission to and discharges from the Centre, and monitoring of the performance of its services and the usage of the building and its facilities, will be overseen and directed by the Integrated Hub and the BCF Programme. This will examine, amongst other things, issues such as age profile, ethnicity and longer-term care and accommodation needs.

## **8. Action planning**

You may wish to use the action plan template below



## **9. Publish the EIA**

Details of the EIA assessment will be published as part of the Cabinet report.

## **Where can I get additional information, advice and guidance?**

In the first instance, please consult the accompanying guide “Equality Impact Assessment Guidance”

### **Practical advice, guidance and support**

Help and advice on undertaking an EIA, using the electronic EIA toolkit or receiving training related to equalities legislation and EIAs is available to **all managers** across the council from officers within Improvement and Efficiency. The officers within in Improvement and Efficiency will also provide overview quality assurance checks on completed EIA documents.

#### **Please contact:**

Kashmir Singh - 0121 569 3828  
Surinder Punn - 0121 569 3810