

## Equality Impact Assessment Template

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

**Version 4: January 2019**

Title of proposal (include forward plan reference if available)	Consultation Feedback and Future Development of Moor Lane
Directorate and Service Area	Adult Social Care, Health and Wellbeing
Name and title of Lead Officer completing this EIA	Chris Guest, Service Manager
Contact Details	Christineanne_guest@sandwell.gov.uk 0121 569
Names and titles of other officers involved in completing this EIA	Helen Green, Commissioning Manager Clair Norton, Commissioner
Partners involved with the EIA where jointly completed	None
Date EIA completed	29 <sup>th</sup> January 2020
Date EIA signed off or agreed by Director or Executive Director	29 <sup>th</sup> February 2020
Name of Director or Executive Director signing off EIA	Stuart Lackenby
Date EIA considered by Cabinet Member	
<b>1. The purpose of the proposal or decision required</b>	

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

**(Please provide as much information as possible)**

1. Approve the closure of Manifoldia and Holly Grange and the transfer of tenants to Moor Lane, or alternative Extra Care accommodation within the Borough by February 2021.
2. Approve the transfer of effected Council staff members at Manifoldia and Holly Grange to Moor Lane by February 2021 and approve the proposed staffing structure created for Moor Lane, as set out at Appendix 4 of the Cabinet report.

**2. Evidence used/considered**

Extra Care Housing is supported housing accommodation specifically for people aged 55 years or above who require care and/or support to live independently.

The overall aim is to promote and maximise independence and choice, with personalised support through the use of assistive technology and on-site flexible care and support services available 24 hours per day.

It provides an environment that is stimulating, enabling people to maintain, develop and rediscover skills, maintain social relationships and make new relationships with their neighbours. Taking into account individual needs in terms of disability and age, culture, race, customs, language, religion, background, lifestyle, sexual orientation and gender.

Extra Care Housing is proven to promote positive attitudes to ageing and gives a real alternative to Residential and long-term care. There are currently 9 Extra Care schemes in Sandwell.

Analysis of internal systems (LAS, AXIS and SAVE), have been analysed to demonstrate current and future capacity, movement and expected demand across the Extra Care market.

**Staff Information:**

Descriptor	Details
Age Range	21 - 66
Gender	Male = 8    Female = 40
Ethnicity	White British = 33 White Other = 1

	Black Caribbean = 7 Black African = 2 Asian Bangladeshi = 1 Asian Sikh = 1 Asian Indian = 3
Disability	3

Tenant Information:

Descriptor	Details
Age Range	56 - 100
Gender	Male = 33    Female = 20
Ethnicity	White British = 48 Black Caribbean = 4 Asian Indian = 1
Disability	31

### 3. Consultation

The following individuals and groups have been consulted over the 12-week period:

Stakeholders

Staff

Tenants with the use of advocates if needed

Tenants living in previous warden living quarters and their current care providers

Families and carers

Unions

The consultation focused on:

- The future options for Extra Care provision for tenants of Manifoldia Grange and Holly Grange, within the Councils new Extra Care Scheme at Moor Lane, or within alternative Extra Care provision within the Borough.
- Implications for staff currently employed within Manifoldia Grange and Holly Grange Extra Care Schemes, the proposed transfer to the new Moor Lane Extra Care Scheme, and the implications should this transfer not take place.

Staff and tenants were supported throughout the consultation process, in line with approaches and learning from similar consultation exercises conducted previously with vulnerable adults. Throughout the consultation, specific attention was given to individuals needs to enable people to actively contribute at a level and pace associated with their care and support needs.

HR and Union representatives were fully engaged throughout the process.

The consultation included:

- Face to face discussions
- Independent Advocacy
- Drop in sessions
- Staff briefing sessions
- Online or paper questionnaire
- Tenant support provided by Healthwatch

The questionnaire was publicised via SMBC's web page, through Sandwell Community Voluntary Organisation, Sandwell Healthwatch and internally by Officers. There was also a dedicated email address created for staff queries and a box set up in both establishments for anonymous queries and concerns.

In order to support tenants and staff to fully understand the proposal a number of materials were produced:

- A Moor Lane brochure was produced. (Appendix 1)
- An information pack of the local Rowley area was provided. (Appendix 2)
- Display stands were provided at each Scheme including layouts and drawings of Moor Lane.
- FAQ documents were provided and updated after every session. (Appendix 3)
- Details of alternative Schemes within Sandwell were provided on request.
- An opportunity to visit a similar Scheme was provided.
- Staffing Structure. (Appendix 4)

A number of briefing sessions were held:

Managers & Staff Sessions:

- 2 December 2019
- 16 December 2019
- 13 January 2020 (1:1 sessions for Managers only)

Tenants & Relatives Sessions:

- 6 December 2019
- 18 December 2019
- 15 January 2020
- 12 February 2020

The results of the consultation have been overwhelmingly positive in favour of the proposals to close both Manifoldia and Holly Granges and transfer the tenants and staff to Moor Lane.

#### **4. Assess likely impact**

It is anticipated that any likely negative impacts will be limited, however we are mindful of the possible uncertainty for both tenants and staff and will ensure good communication channels are maintained throughout the process.

The protected characteristics most likely to impact on the Tenants are age and disability.

**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>	✓			Possible uncertainty for both tenants and staff as a result of the transfer, however the benefits far outweigh the temporary effects in terms of the long-term improvements to the living environment.
<b>Disability</b>	✓			Tenants will be better supported through more modern and appropriate Extra Care Provision.

<b>Gender reassignment</b>			✓	
<b>Marriage and civil partnership</b>	✓			Moor Lane offers the ability for tenants to be better supported through more modern and appropriate Extra Care Provision, including larger 2 bed accommodation which would benefit couples.
<b>Pregnancy and maternity</b>			✓	
<b>Race</b>			✓	
<b>Religion or belief</b>			✓	



<b>Sex</b>			✓	
<b>Sexual orientation</b>			✓	
<b>Other</b>			✓	

Does this EIA require a full impact assessment? Yes  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?**

Communication will be maintained throughout the process, with regular updates on build progress and opportunities to interact with tenants in the other scheme due for closure. In addition, arrangements to view Moor Lane once the Scheme is accessible will also be offered.

Tenants will be supported by Officers to arrange the necessary practical arrangements to move and will also be in receipt of £1500 from Adult Social Care to assist with the relocation expenses.

The transfer of existing staff along with the tenants will provide for continuity of care and allow staff to identify any one requiring additional support.

Allowing tenants to choose to move to Moor Lane together will enable existing friendship groups to be maintained.

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

Please see Section 1 for decisions required as a result of the consultation.

**7. Monitoring arrangements**

The Moor Lane Project Group will continue to report into the Accommodation and Support Strategy Group, who will have full governance of the project.

The Project Group will include HR and Communication representatives who will ensure adequate monitoring of their relevant areas, such as the agreed Communication Plan.

Milestones have been agreed with the Group and will be monitored and reported on as required.

## 8. Action planning

Gantt Chart available on request



**9. Publish the EIA**

## **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 or receiving training related to equalities legislation and EIAs is available to **all managers** across the council from officers within Service Improvement. The officers within Service Improvement will also provide overview quality assurance checks on completed EIA documents.

**Please contact:**

Kashmir Singh - 0121 569 3828