



Name of proposal/policy	Future of Ecton Brook Care Home	Budget number (if applicable)	15-001-37
Service area responsible	Adult Social Care	Cabinet meeting date	12 July 2016
Name of completing officer	Emma Gadsby	Date EqIA created	3 March 2016 Updated 21 June 2016
Approved by Director / Assistant Director	Dr Carolyn Kus	Date of approval	1 July 2016

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact equalities@northamptonshire.gov.uk

PART 1

Description of current provision/policy and main beneficiaries/stakeholders

Ecton Brook House is a care home on the eastern side of Northampton providing accommodation for older people who are physically frail or are living with dementia. It also provides accommodation for older people with learning disabilities or mental health issues. It has 46 bedrooms with integral hand basins. Ecton Brook is run by Olympus Care Services on behalf of Northamptonshire County Council. There are currently 31 residents in Ecton Brook.

Description of proposal under consideration/development

To inform the development of NCC's Older People's Accommodation Strategy 2016-2021, some initial scoping work was undertaken to review the current care home provision within the county. From this initial work, Ecton Brook in its current form was identified as not being able to meet the wider Accommodation Strategy and future needs. It was therefore decided that the future of Ecton Brook House should be considered, with closure being one of the approaches being considered. The approaches that are being consulted upon are:

- No change
- Refurbish/redevelop Ecton Brook
- Close and move residents to alternative provision
- Any alternatives proposed as part of the consultation

Data used in this Equality Impact Assessment (general population data where appropriate but each EqIA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqIA)

Data Source (include link where published)	Please summarise what the data tells us	
OCS/CareFirst (data accurate as of 17 March 2016)	Age	Number of residents
	65 to 69 years	5
	70 to 79 years	4
	80 to 89 years	14
	90 years and over	8

Gender	Number of residents
Male	7
Female	24

Ethnicity	Number of residents
White British	26
Other ethnicity*	5

Primary health need	Number of residents
Dementia	17
Learning disabilities	7
Mental health	7

Mental Capacity (as defined by the Mental Capacity Act 2005)	Number of residents
Has capacity	5
Does not have capacity	26

Length of residence	Number of residents
Less than 1 year	6
Between 1 and 2 years	5
Between 2 and 5 years	9
Over 5 years	11

Funding status	Number of residents
NCC funded	31

Ecton Brook offers a Christian church service to residents.

There are no couples resident at Ecton Brook.

*not specified due to the risk of identification with low numbers

[Latest Inspection Feedback on Ecton Brook House](#)

Ecton Brook House was last assessed by the Care Quality Commission in June 2014, and was rated 'Compliant'.

Tick the relevant box for each line ✓	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex		✓		
Gender Reassignment				✓
Age		✓		
Disability		✓		
Race & Ethnicity			✓	
Sexual Orientation				✓
Religion or Belief (or No Belief)			✓	
Pregnancy & Maternity			✓	
Human Rights (Please see articles in toolkit)		✓		
Other Groups (rural isolation, socio-economic exclusion etc)			✓	

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>The profile of the residents involved means that there will be a disproportionate effect on older people, people with disabilities and women, as women tend to live longer and are therefore present in Ecton Brook in higher numbers.</p> <p>Ecton Brook is home to 31 people, who under the Human Rights Act Article 8, have the right to respect for private and family life, home and correspondence.</p> <p>While we cannot confirm at the moment that this proposal will not have a particular impact with regard to gender reassignment or sexual orientation,</p>	<p>NCC is mindful of the vulnerable people involved in this proposal and the risks around the potential closure of Ecton Brook. A number of actions will be taken to mitigate these risks.</p> <p>A 12 week period of consultation and engagement will be carried out so that residents and their families clearly understand the process and the options available to them if it is decided to close Ecton Brook. This will include individual meetings with residents and their families to discuss individual situations and needs. Independent advocacy will be available where required.</p>

the individual, one to one, meetings described in the mitigating actions will allow NCC to identify any concerns residents may have with regard to their particular needs.

The idea of change may be particularly difficult for residents to deal with, given the nature of their primary health needs and the fact that a significant proportion of residents have been assessed as not having the mental capacity to understand and make decisions for themselves, and they will be offered support to help them understand the approaches being considered and what it might mean for them. It is also acknowledged that while the data above sets out residents' primary health needs, they are likely to have multi-faceted health needs which must be considered.

We can also see from the data that the majority of residents have lived at Ecton Brook for at least 2 years in and 11 have lived there for over 5 years, meaning that any change would be an upheaval for them.

In the event that the decision to close Ecton Brook is taken, the Council will undertake a range of actions to protect the welfare of residents of Ecton Brook:

- Individual assessments will be carried out to understand the particular needs and wishes of all residents. These will consider factors such as primary care needs, special requirements, friendship groups, preferences for alternative accommodation provision, family support and accessibility of alternative accommodation.
- Independent advocacy will be available to any resident that requires it as part of the care planning process
- We will be following the NCC/Clinical Commissioning Groups Operational Procedure Management of Unplanned or Potential Care Home Closure to minimise disruption and distress
- Vacancies in other OCS homes have been held so that any current Ecton Brook resident who may wish to remain in an OCS care home has the choice to do so. This would not preclude anyone from choosing an alternative care home
- Support to residents and their families will be offered throughout to ensure a smooth transition to alternative accommodation
- Medical/General Practitioners' advice will be sought throughout any transfer of residents to alternative placements

While acknowledging that uncertainty can be upsetting and unsettling, especially to older people and people who do not have the capacity to fully understand the situation, it is important to consider that this review offers the opportunity to find more suitable accommodation for the residents of Ecton Brook, if the decision to close the home is taken. As shown in the table above, a number of residents have learning disabilities or mental health needs who may, with support, be able to live more independently rather than in residential care.

Whatever decision is taken, Care Management staff will consider the individual needs of each resident when supporting them to make decisions around their future accommodation.

Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2

Relevant feedback from earlier consultations (for example the Council’s 2016/17 Budget consultation) will be reviewed to identify feedback relating to the future of OCS Care Homes.

The future of Ecton Brook House will be subject to a 12-week period of consultation and engagement with residents and their families and other stakeholders such as Clinical Commissioning Groups (CCGs), local fora, the voluntary sector, businesses, staff, trade unions, Northampton Borough Council, Healthwatch Northamptonshire, the Care Quality Commission, local GPs, elected Members.

The outcome of the consultation will inform the July Cabinet paper that will set out the recommendation for Ecton Brook.

PART 2 – if required

Consultation, follow up data and information gathered from actions identified above

	What does this information tell us?
<p>The consultation began on 21st March 2016 and ended on 13th June 2016, and used a questionnaire to gain views. OCS actively promoted the consultation within the Care Home and distributed paper copies of the questionnaire on behalf of NCC to the residents and/or their family carers of Ecton Brook Care Home. OCS also offered all residents the opportunity to have an advocate assist them if they so wished.</p> <p>As the closure of the Care Home was one of the three proposed approaches, NCC Commissioning staff and OCS Area Management offered to meet with every resident and/or their family carer on an individual basis to explain the situation to them and to seek their views on the proposals.</p> <p>A total of 36 people responded to the consultation via the questionnaire, 8 of which were completed during the one to one discussions held with residents and their family members by NCC Commissioning and the OCS Area Manager.</p>	<p>When asked questions about the three proposed approaches to the future of Ecton Brook Care Home, the responses were:</p> <ul style="list-style-type: none"> • Approach 1 – No change: 46.9% wanted no change; the main reason given for this was concern that disruption would be detrimental to the residents. 43.8% of responses disagreed with this approach and the main reasons given for this were views that the building is in decline, it needs some refurbishment and that the state of the building is affecting the morale of staff and residents. • Approach 2 – Refurbish / redevelop: 67.8% of respondents agreed with this approach, highlighting that with careful project management, works could be carried out with little disruption to residents, possibly relocating within the home through a phased refurbishment. 16.2% of respondents disagreed, stating that the facility was adequate as it was.

Amongst the 36 returned questionnaires, we received 11 responses from residents and/or their families, 12 were from interested members of the public, three were from staff employed by OCS, and five from other professionals and members of voluntary or community organisations. We also received a response from the owner of another care home based in Northamptonshire.

- **Approach 3 - Close and move residents to alternative provision:** 90.3% of respondents disagreed with this approach with comments identifying the ease of access to the home and the high levels of care received as important; and how closing would cause undue stress to the residents. Limited responses agreed with this approach at 9.7%.

After the decision was taken to review the future of Ecton Brook, with closure being a possibility, 13 residents chose to move to alternative accommodation, ahead of any decision being taken. This resulted in a change in the demographic profile of those still resident (18) at Ecton Brook at the time of completing this EqIA.

Age	Number of residents
65 to 69 years	3
70 to 79 years	2
80 to 89 years	8
90 years and over	5

Gender	Number of residents
Male	3
Female	15

Ethnicity	Number of residents
White British	15
Other ethnicity*	3

Primary health need	Number of residents
Dementia	7
Learning disabilities	6
Mental health	5

Mental Capacity (as defined by the Mental Capacity Act 2005)	Number of residents
Has capacity	1
Does not have capacity	17

	<table border="1" data-bbox="1146 140 2123 341"> <thead> <tr> <th data-bbox="1146 140 1630 177">Length of residence</th> <th data-bbox="1630 140 2123 177">Number of residents</th> </tr> </thead> <tbody> <tr> <td data-bbox="1146 177 1630 220">Less than 1 year</td> <td data-bbox="1630 177 2123 220">0</td> </tr> <tr> <td data-bbox="1146 220 1630 263">Between 1 and 2 years</td> <td data-bbox="1630 220 2123 263">4</td> </tr> <tr> <td data-bbox="1146 263 1630 306">Between 2 and 5 years</td> <td data-bbox="1630 263 2123 306">3</td> </tr> <tr> <td data-bbox="1146 306 1630 341">Over 5 years</td> <td data-bbox="1630 306 2123 341">11</td> </tr> </tbody> </table> <table border="1" data-bbox="1146 384 2123 461"> <thead> <tr> <th data-bbox="1146 384 1630 421">Funding status</th> <th data-bbox="1630 384 2123 421">Number of residents</th> </tr> </thead> <tbody> <tr> <td data-bbox="1146 421 1630 461">NCC funded</td> <td data-bbox="1630 421 2123 461">18</td> </tr> </tbody> </table> <p data-bbox="1146 507 2123 579">These moves from Ecton Brook to alternative care homes means that there are now only 18 residents, and 28 bedrooms are vacant.</p>	Length of residence	Number of residents	Less than 1 year	0	Between 1 and 2 years	4	Between 2 and 5 years	3	Over 5 years	11	Funding status	Number of residents	NCC funded	18
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<p data-bbox="91 667 1115 775">Since the February Cabinet decision to consult on the future of Ecton Brook, Adult Social Care Services has undertaken further work to support the delivery of the Older People’s Accommodation Strategy.</p>	<p data-bbox="1146 667 2136 895">This included consideration of the client group currently residing in Ecton Brook. If their social care needs as new clients were being considered today, it is likely that we would support them to live independently in their own homes, accessing services such as community care and assistive technology. Residential care for people with relatively low level support needs does not promote independence, wellbeing and choice.</p> <p data-bbox="1146 943 2101 1091">This means that Ecton Brook would not feature in our future plans for accommodation for older people, and this view is supported by our Older People’s Accommodation Strategy, which highlights the need for more sheltered housing and extra care housing to meet future demand.</p> <p data-bbox="1146 1139 2130 1287">Furthermore, if Ecton Brook were to be retained, as it has not had any significant refurbishment before now, it would require a total rebuild to bring it up to a suitable standard. This would mean residents moving out for the duration of the work.</p>														

Final impact analysis (taking the findings from Part 2 into account) – including review date if required

While the numbers of residents in Ecton Brook has decreased as people have opted to move accommodation, it is still the case that any decision on the future of Ecton Brook particularly affects women, older people and people with disabilities. It also impacts upon their human rights, namely Article 8 of the Human Rights Act (the right to respect for private and family life, home and correspondence). The Council will be mindful of the fact that the vast majority of remaining residents do not have capacity, and that none of the residents that had been in Ecton Brook for over five years has taken the opportunity to leave during the consultation period.

Not unexpectedly, the majority of current residents and their families were opposed to the possible closure of Ecton Brook. However, retaining Ecton Brook in its current state is not an option, given the future requirements for adult social care in Northamptonshire and the work that would be required to bring it up to standard, which would result in current residents having to move out in order to undertake any works safely and efficiently.

The 12 July Cabinet paper explains the recommendation to Cabinet in more detail. The decision to recommend the closure of Ecton Brook was a difficult one and the Council is mindful of the impact this could have on current residents. If it is agreed to close Ecton Brook, care management staff will work with residents and their families on an individual basis to develop a phased plan of moving residents to suitable alternative accommodation at a pace that is right for them as individuals. Such a closure would take place in a safe and timely way and would follow locally-agreed procedures to minimise the impact for residents.

As set out in Part 1 of this EqIA, individual assessments will be carried out, independent advocacy will be available to anyone who requires it and medical/General Practitioners' advice will be sought throughout any transfer of residents to alternative placements.