



Name of proposal/policy	Future of Obelisk House 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 23 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

Obelisk House is a care home in Northampton providing accommodation for older people who are physically frail or are living with dementia or disabilities. It has 44 bedrooms with integral hand basins, and four flats. Obelisk House is run by Olympus Care Services on behalf of Northamptonshire County Council. There are currently 38 residents in Obelisk House.

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. Obelisk House has been identified as being one of five care homes that will be considered within the wider context of the Older People's Accommodation Strategy and will form part of the programme which will see the enhancement and development of accommodation for older people, over the next five years.

The Council will carry out a 12-week consultation on the future of five of the Council's six care homes (Boniface House, Evelyn Wright House, Obelisk House, Ridgway House and Southfields) to set out the future options for each care home and to understand people's aspirations for the future and to shape the recommendations that will then be made to Cabinet in July.

The options for Obelisk House are:

- No change
- Refurbish/redevelop Obelisk House
- Sell or lease Obelisk House to the market as a going concern so it can be run by a new provider or to facilitate 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											
<p>OCS/CareFirst</p> <p>(data accurate as of 17 March 2016)</p>												
	<table border="1"> <thead> <tr> <th data-bbox="1151 328 1653 368">Age</th> <th data-bbox="1653 328 2161 368">Number of residents</th> </tr> </thead> <tbody> <tr> <td data-bbox="1151 368 1653 408">65 to 69 years</td> <td data-bbox="1653 368 2161 408">1</td> </tr> <tr> <td data-bbox="1151 408 1653 448">70 to 79 years</td> <td data-bbox="1653 408 2161 448">5</td> </tr> <tr> <td data-bbox="1151 448 1653 488">80 to 89 years</td> <td data-bbox="1653 448 2161 488">13</td> </tr> <tr> <td data-bbox="1151 488 1653 528">90 years and over</td> <td data-bbox="1653 488 2161 528">19</td> </tr> </tbody> </table>	Age	Number of residents	65 to 69 years	1	70 to 79 years	5	80 to 89 years	13	90 years and over	19	
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<p data-bbox="91 826 680 858">Latest Inspection Feedback on Obelisk House</p>	<p data-bbox="1167 826 2141 895">Obelisk House was last assessed by the Care Quality Commission in October 2015, and was rated as 'Requires Improvement'.</p>																

Tick the relevant box for each line by using a capital 'P' to make a 	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 initial assessment above has highlighted potential negative impact for a number of protected characteristics because it is acknowledged that uncertainty and the possibility of change can be upsetting and unsettling for residents.</p> <p>The nature of the clients 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 Obelisk House in higher numbers.</p> <p>Obelisk House is home to 38 people, who under the Human Rights Act Article 8, have the right to respect for private and family life, home and correspondence.</p>	<p>The purpose of the consultation is to identify the most appropriate future for each of the Council's care homes, including Obelisk House. A vital element of the consultation will be to inform people, especially residents and their families, of the options for each home in a transparent manner. This will include allaying concerns and distress about future options wherever possible and being clear about what the Council is considering. Independent advocacy will be available where required.</p> <p>There will be a questionnaire about the future of the care homes, available online and in paper form (for residents). Anyone can contact the Council separately with their views. Engagement meetings are planned in each of the five care homes to set out more information about the proposed approaches for each home. Accessible formats will be available on request.</p>

While we cannot confirm at the moment that consideration of different approaches for the future of Obelisk House will not have a particular impact with regard to gender reassignment or sexual orientation, where appropriate, individual, one to one, meetings about future options 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 Obelisk House for at least a year, meaning that any change would be an upheaval for them.

Slide packs will be available to set out the approaches in more detail, and a video has also been produced to be shown during engagement meetings.

Once the consultation has closed, officers will analyse this feedback and use it to shape the recommendation on the future of Obelisk House to Cabinet.

There will be further consultation and engagement, as well as a detailed implementation plan where appropriate, to ensure that if any changes are made to the current accommodation at Obelisk House, they are carefully planned and that residents and their families and wider stakeholders are fully aware of what is happening.

At all times, we will be mindful of the vulnerable people involved in this proposal and the risks around the possibility of change.

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 Obelisk 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 Obelisk House and next steps.

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 Homes and distributed paper copies of the questionnaire on behalf of NCC to the residents and/or their family carers of all five homes. OCS also offered all residents the opportunity to have an advocate assist them if they so wished.</p> <p>A total of 67 responded to the consultation on the five homes via the questionnaire.</p> <p>Amongst the 67 returned questionnaires, we received 28 responses from either residents and/or their families, 19 were from interested members of the public or friends of residents, 8 were from staff employed by OCS, and 7 from other professionals and members of voluntary or community organisations.</p> <p>The responses shown in the column to the right relate to Obelisk House specifically, and are not from all 67 respondents.</p>	<p>When asked questions about the three proposed approaches to the future of Obelisk House Care Home, the responses were:</p> <ul style="list-style-type: none"> • Approach 1 – No change: Just over half of respondents (55.5%) were against this proposed approach. Of these responses, it was felt although major alterations are probably not needed it could be possible to develop the land around the home to increase the range of care options without needing the residents to vacate or disrupting/ moving the current residents. 33.3% were in favour of this option; the reasons given were that they felt that the Care Home is already adequate and meets local need. • Approach 2 – Refurbish/ redevelop to facilitate new models of care: 37.5% of respondents were in favour of this proposed approach and felt that subject to practicalities and costs it may not be feasible to eliminate shared facilities. A quarter (25.0%) of respondents were against this approach and commented that they felt only slight cosmetic changes are necessary to raise standards and meet current models of care. Concerns were expressed about moving frail residents. • Approach 3 – Sell or lease Care Home to facilitate new models of care: The majority of respondents (75.0%) were against this approach. They commented that they felt that Council run care homes are more accountable and if the Care Home was taken out of NCC responsibility, residents and relatives would have less opportunity to voice their disagreements regarding any matter. Concerns over care costs rising were also raised.
<p>Since the February Cabinet decision to consult on the future of Obelisk House (as part of a wider consultation on the future of OCS Care Homes in</p>	<p>Further work, combined with the feedback received, shows that in order to develop the best option for Obelisk House to meet the requirements of the</p>

Northamptonshire), Adult Social Care Services has undertaken further work to support the delivery of the Older People's Accommodation Strategy.

Older People's Accommodation Strategy and the needs of the future older people's population, further work will be required with residents, their families, staff and other local stakeholders. Exactly what this will look like, in terms of proposals, further consultation, further EqIAs etc, will be developed after the July Cabinet meeting.

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

There are no immediate proposals to change Obelisk House. Therefore the likelihood of a negative impact upon the residents is minimal.

However, the Council is mindful of the impact of any change upon elderly care home residents, and so any further work that is undertaken with regard to Obelisk House will be carried out sensitively and we will look to work with residents, their families, staff and other stakeholders to come up with the best solution for adult social care in that area.