

<b>Name of proposal/policy</b>	The future of the Evelyn Wright Older People's care home	<b>Budget number (if applicable)</b>	N/A
<b>Service area responsible</b>	NASS	<b>Cabinet meeting date</b>	10 <sup>th</sup> September 2019
<b>Name of completing officer</b>	Katie Brown	<b>Date EqIA created</b>	1 <sup>st</sup> August 2019
<b>Approved by Director / Assistant Director</b>	Anna Earnshaw	<b>Date of approval</b>	29 August 2019
<b>Signed off by NCC Equalities Lead</b>	Emma Gadsby	<b>Date of sign off</b>	29 August 2019

For sign off by the NCC Equalities Lead, email [egadsby@northamptonshire.gov.uk](mailto:egadsby@northamptonshire.gov.uk) or [equalities@northamptonshire.gov.uk](mailto:equalities@northamptonshire.gov.uk)

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. To have your EqIA published, please contact [equalities@northamptonshire.gov.uk](mailto:equalities@northamptonshire.gov.uk)

## PART A

### 1) Description of current provision/policy and main beneficiaries/stakeholders

Evelyn Wright House is a 35 bedded registered residential care home for older people over 60 who have a physical disability and or dementia. The home is in need of significant capital investment to bring it up to modern standard and fit for future use. NCC directly provides residential care to 29 customers living at Evelyn Wright Care Home in Daventry. 27 customers are funded by NCC, 1 is a self funder and 1 is funded by the NHS through continuing health care.

Due to the current condition of the property 6 places in the upstairs part of the home are already unavailable for use for health and safety and the condition of the home has been a cause of concern for the service and CQC. The service is currently rated overall as “requires improvement” by the CQC following their June 2019 inspection and although it was rated “good” under the categories of effective, caring and responsive and residents and families gave positive feedback it was rated as “requires improvement” under the categories of well led and safe resulting in the overall rating, which included some reflection on the facilities.

The building has now technically reached the end of its economic life. The works detailed below highlight some of the major works required as soon as possible.

- requires substantial works to the roof
- Windows are in poor state of repair and would benefit from replacement
- There is a first floor with 6 bedrooms which is currently not occupied due to the one lift being out of action and beyond economical repair.
- Flooring replacement is required in several areas.
- Water compliance tests show that remedial works will be required and the property would require replacement boilers in the near future.
- The grounds – external rear pathways, overgrown trees and brick built boundary walls require works.

### 2) Description of proposal under consideration/development

Due to the level of capital investment required to make the building compliant and fit for purpose (£800k) a request has been made to cabinet to consult on the future of the service specifically:

- Whether the service should continue to be provided in house by NASS
- Whether the customers should receive support from other commissioned providers and the option of other residential care home provision both new and existing in Daventry should be explored as potential alternative placements for the customers.

**3) 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)**

<b>Data Source (include link where published) – quantitative or qualitative</b>	<b>What does this data tell us?</b>
<p>There are currently 29 customers living at Evelyn Wright.</p>	<p>At the time of publishing the Cabinet paper and this EqIA, the exact profile of these customers has been established and careful consideration of individual circumstances have been taken into account to ensure that they are all contacted about the proposals and offered the opportunity to comment (see below for further work for an explanation of the consultation).</p> <p>An updated EqIA will be published when the consultation has been completed and in time for the decision on the proposal by the NCC Cabinet in January 2020.</p> <p>However, with our understanding of the customers supported by the service, we know that the majority of customers have a dementia, with a number living with more than one condition. All have eligible care needs that require the support of residential care. There are more females than males resident at Evelyn Wright.</p>

4) Please give details about planned consultation or engagement with communities and other stakeholders that are likely to be affected by the policy/decision/service change. Contact the Consultation, Equalities & Accessibility Team ([ceat@northamptonshire.gov.uk](mailto:ceat@northamptonshire.gov.uk)) for advice or complete the online form with details of your consultation/engagement activity.

If you are not carrying out any consultation or engagement activity, please provide reasons why you think this is not necessary.

Customers will be consulted with on an individual basis as will any family members if they request this. This will take place between the 11<sup>th</sup> September – 19<sup>th</sup> November 2019. Interested members of the public will also be able to comment on the proposals via a questionnaire.

5) If consultation or engagement has been carried out in the past, please provide details. If so, what were their views and how have their views influenced the work to date?

In 2016, NCC consulted on the future of the then six care homes operated by Olympus Care Services on behalf of NCC, which included Evelyn Wright. The decision made at that time was to keep Evelyn Wright House open for the short to medium term.

#### Protected characteristics as set out in the Equality Act 2010

6) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are unsure, set out what you will do to get enough information to make an assessment.

<b>Sex</b>	Impact and explanation	<b>Neutral</b> <b>Explanation: There are currently 21 females and 8 males residing at the service</b>
	Mitigations/actions <i>(Can you identify any mitigating actions that can be taken to reduce a negative impact or any actions that can improve a neutral or positive impact?)</i>	In order to understand what impact the introduction of any change might have by virtue of people's sex the proposal will be consulted upon. However it is acknowledged that the proposal will disproportionately affect women as there are more female than male residents.
<b>Gender Reassignment</b>	Impact	<b>neutral</b> <b>Explanation: There is no reason to suggest this will have a particular impact upon people due to gender reassignment.</b>
	Mitigations/actions	In order to understand what impact the introduction of any change might have by virtue of people's gender reassignment, the proposal will be consulted upon.

<p><b>Age</b></p>	<p>Impact</p>	<p><b>negative</b>  <b>Explanation: This proposal impacts only on people over the age of 65</b></p>
	<p>Mitigations/actions  <i>(Can you identify any mitigating actions that can be taken to reduce a negative impact or any actions that can improve a neutral or positive impact?)</i></p>	<p>In order to understand what impact the introduction of any change might have by virtue of age, the proposal will be consulted upon. However, due the service being only for people over the age of 65 the initial assessment is that this may impact negatively on the people directly accessing the service. The consultation will establish the extent and how this can be mitigated.</p>
<p><b>Disability</b>  <i>(Is someone or a group of people particularly affected by the subject of this EqIA because of their disability e.g. service is provided to people with a disability/change to service will make it harder for disabled people to access)</i></p>	<p>Impact</p>	<p><b>negative</b>  <b>Explanation: This proposal impacts upon residents who have a physical disability and/or dementia</b></p>
	<p>Mitigations/actions  <i>(Can you identify any mitigating actions that can be taken to reduce a negative impact or any actions that can improve a neutral or positive impact?)</i></p>	<p>In order to understand what impact the introduction of any change might have by virtue of disability, the proposal will be consulted upon. However, due the service being only for people over the age of 65 the initial assessment is that this may impact negatively on the people impacted. The consultation will establish the exact nature.</p>
<p><b>Race &amp; Ethnicity</b>  <i>(Is someone or a group of people particularly affected by the subject of this EqIA because of their race or ethnicity e.g. service has high levels of access by people from a particular ethnic background/eligibility criteria is changed to require residence for a certain period of time)</i></p>	<p>Impact</p>	<p><b>neutral</b>  <b>Explanation: There is no reason to suggest this will have a particular impact upon people due to race and ethnicity.</b></p>
	<p>Mitigations/actions  <i>(Can you identify any mitigating actions that can be taken to reduce a negative impact or any actions that can improve a neutral or positive impact?)</i></p>	<p>In order to understand what impact the introduction of any change might have by virtue of people's race and ethnicity the proposal will be consulted upon.</p>
<p><b>Sexual Orientation</b></p>	<p>Impact</p>	<p><b>neutral</b></p>

		<b>Explanation:</b> There is no reason to suggest this will have a particular impact upon people due to their sexual orientation.
	Mitigations/actions	In order to understand what impact the introduction of any change might have by virtue of people's sexual orientation, the proposal will be consulted upon.
<b>Religion or Belief (or No Belief)</b>	Impact	<b>neutral</b> <b>Explanation:</b> There is no reason to suggest this will have a particular impact upon people due to their religion or belief.
	Mitigations/actions	In order to understand what impact the introduction of any change might have by virtue of people's religions or beliefs the proposal will be consulted upon.
<b>Pregnancy &amp; Maternity:</b>	Impact	<b>neutral</b> <b>Explanation: n/a</b>
	Mitigations/actions	

## Cross-cutting considerations

7) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are unsure, set out what you will do to get enough information to make an assessment.		
<p><b>Human Rights – relevant articles:</b>  <b>Article 2 – Right to life</b> (e.g. NCC has an obligation to protect the life of vulnerable people from risk of neglect by others)  <b>Article 5 – Right to liberty and security</b> (e.g. there must be adequate reasons for detention in situations such as Deprivation of Liberty)  <b>Article 8 – Right to private and family life</b> (e.g. relevant when considering family circumstances in child protection cases or when providing social care and recognising the right to refuse medical treatment)  <b>Article 14 – Protection from discrimination</b> (e.g. NCC must not discriminate against one or more protected groups in relation to other rights in the Human Rights Act)</p>	Impact	<p><b>Unsure</b>  <b>Explanation:</b> In order to understand what impact the introduction of any change might have on people’s human rights the proposal will be consulted upon.</p>
	Mitigations/actions (Can you identify any mitigating actions that can be taken to reduce a negative impact or any actions that can improve a neutral or positive impact?)	<ul style="list-style-type: none"> <li>• NCC will continue to provide the same standard quality monitoring of care by providers</li> <li>• Deprivation of Liberties/court of protection process will be followed to protect their right to liberty and security</li> <li>• People’s right to live near family members will be taken into account.</li> <li>• We have acknowledged that there is a disproportionate impact on people with protected characteristics and this is being addressed in the EqIA and through consultation</li> </ul>
<p><b>Rural isolation</b></p>	Impact	<p><b>neutral</b>  <b>Explanation: Currently all customers live in an urban town in a residential care home</b></p>
	Mitigations/actions	
<p><b>Socio-economic exclusion</b></p>	Impact	<p><b>Neutral</b>  <b>Explanation: n/a</b></p>
	Mitigations/actions	
<p><b>Health and wellbeing considerations, for example:</b></p>	Impact	<p><b>negative</b>  <b>Explanation:</b></p>

<ul style="list-style-type: none"> <li>• <i>Health behaviours (healthy eating, physical activity, smoking, alcohol)</i></li> <li>• <i>Family, friends and community (social isolation, community safety, mental health, family support)</i></li> <li>• <i>Environment (housing standards, fuel poverty, air pollution, green spaces)</i></li> <li>• <i>Work and education (employment, working conditions, income)</i></li> <li>• <i>Transport (active travel, public transport, road injury risk, traffic management)</i></li> <li>• <i>Quality and access to care</i></li> </ul>	<p>Mitigations/actions (Can you identify any mitigating actions that can be taken to reduce a negative impact or any actions that can improve a neutral or positive impact?)</p> <p>Note: Depending on the scale of the impact identified, there may be a recommendation for a full Health Impact Assessment to be completed.</p>	<p>In order to understand what impact the introduction of any change might have on people's health and wellbeing the proposal will be consulted upon with every individual currently impacted by the proposal and where appropriate their family and friends.</p> <p>Customers will be informed individually about the consultation, its proposals and the timescales via a letter. The letter will give them the opportunity to have a 1:1 meeting, request a printed questionnaire, where necessary. The consultation will be published on the Council's Consultation Register and promoted via social media.</p> <p>Response from Public Health: Due to the nature of the proposal and the options available for the decision on Evelyn Wright House, it is highly recommended that a Health Impact Assessment is carried out. This is based on the initial health and wellbeing information identified in the Equality Impact Assessment and the potential scale of the impact on health and wellbeing.</p> <p>From the options available, there is likely to be an impact on social isolation, family support, area attractiveness and mental health to name a few. It is recommended that these are explored further within the Health Impact Assessment. The proposal is likely to impact positively and negatively on many of these factors covered in the Health Impact Assessment template. It is recommended that the Health Impact Assessment is completed in line with the consultation period and prior to the final decision.</p>
--	---	--

**PART B – if you are undertaking any further work before the decision on this policy or service change is made, please complete Part B and then make a final assessment based on this additional information**

**REMOVE ALL GUIDANCE IN ITALICS ONCE COMPLETED**

1) Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?
<i>Describe any consultation or engagement that you have carried out since you completed Part A and number of responses/event attendees/contacts</i>	<i>What did people tell you? Did they support the proposal? Did they make any alternative suggestions? Did support differ depending on who was responding?</i>
<i>Describe any further work you have undertaken since completing Part A – have you had further discussions with providers? Has the budget changed?</i>	<i>What does this tell you?</i>

<i>Are alternative proposals being considered? Have you been able to fill in any gaps in information that you had identified?</i>	
---	--

**Protected characteristics as set out in the Equality Act 2010 – see Part A for explanations and guidance**

**2) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are still unsure, please explain what you plan to do in future to address this.**

<b>Sex</b> <i>Refer back to Part A for detail</i>	Impact	<b>Positive / neutral / negative / unsure (delete as appropriate)</b> <b>Explanation:</b>
	Mitigations/actions	
<b>Gender Reassignment</b> <i>Refer back to Part A for detail</i>	Impact	<b>Positive / neutral / negative / unsure (delete as appropriate)</b> <b>Explanation:</b>
	Mitigations/actions	
<b>Age</b> <i>Refer back to Part A for detail</i>	Impact	<b>Positive / neutral / negative / unsure (delete as appropriate)</b> <b>Explanation:</b>
	Mitigations/actions	
<b>Disability</b> <i>Refer back to Part A for detail</i>	Impact	<b>Positive / neutral / negative / unsure (delete as appropriate)</b> <b>Explanation:</b>
	Mitigations/actions	
<b>Race &amp; Ethnicity</b> <i>Refer back to Part A for detail</i>	Impact	<b>Positive / neutral / negative / unsure (delete as appropriate)</b> <b>Explanation:</b>
	Mitigations/actions	
<b>Sexual Orientation</b> <i>Refer back to Part A for detail</i>	Impact	<b>Positive / neutral / negative / unsure (delete as appropriate)</b> <b>Explanation:</b>
	Mitigations/actions	
<b>Religion or Belief (or No Belief)</b> <i>Refer back to Part A for detail</i>	Impact	<b>Positive / neutral / negative / unsure (delete as appropriate)</b> <b>Explanation:</b>
	Mitigations/actions	

<b>Pregnancy &amp; Maternity</b> <i>Refer back to Part A for detail</i>	Impact	<b>Positive / neutral / negative / unsure (delete as appropriate)</b> <b>Explanation:</b>
	Mitigations/actions	

**Cross-cutting considerations – see Part A for explanations and guidance**

**3) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are still unsure, please explain what you plan to do in future to address this.**

<b>Human Rights (Please see articles in the toolkit for more information)</b> <i>Refer back to Part A for detail</i>	Impact	<b>Positive / neutral / negative / unsure (delete as appropriate)</b> <b>Explanation:</b>
	Mitigations/actions	
<b>Rural isolation</b> <i>Refer back to Part A for detail</i>	Impact	<b>Positive / neutral / negative / unsure (delete as appropriate)</b> <b>Explanation:</b>
	Mitigations/actions	
<b>Socio-economic exclusion</b> <i>Refer back to Part A for detail</i>	Impact	<b>Positive / neutral / negative / unsure (delete as appropriate)</b> <b>Explanation:</b>
	Mitigations/actions	
<b>Health and wellbeing considerations</b> <i>Refer back to Part A for detail</i>	Impact	<b>Positive / neutral / negative / unsure (delete as appropriate)</b> <b>Explanation:</b>
	Mitigations/actions	

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

*Based on all the information contained in this assessment, and based on what you are proposing to do/recommend, what do you assess the impact to be – in particular, highlight where there may be negative impacts, and what can be done to mitigate them. These need to be made clear so that decision-makers are fully informed before making their decision. This equality impact assessment will be the Council's evidence of meeting its duties under the Equality Act and would be referred to in the event of a legal challenge.*

