

## **Equality Impact Assessment - Stage One**

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity as set out in the Public Sector Equality Duty (Section 149 of the Equality Act), which states:

- (1) A public authority must, in the exercise of its functions, have due regard to the need to:**
  - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
  - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; This includes the need to:**
    - (i) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;**
    - (ii) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;**
  - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it, with due regard, in particular, to the need to be aware that compliance with the duties in this section may involve treating some persons more favourably than others.**
- (2) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.**
- (3) Compliance with the duties in this section may involve treating some persons more favourably than others.**

The following list of questions may help to establish whether the decision is relevant to equality:

- Does the decision affect service users, employees or the wider community?
- (The relevance of a decision to equality depends not just on the number of those affected but on the significance of the impact on them)
- Is it likely to affect people with particular protected characteristics differently?
- Is it a major policy, or a major change to an existing policy, significantly affecting how functions are delivered?
- Will the decision have a significant impact on how other organisations operate in terms of equality?
- Does the decision relate to functions that engagement has identified as being important to people with particular protected characteristics?
- Does the decision relate to an area with known inequalities?
- Does the decision relate to any equality objectives that have been set by the council?

Please complete the following questions to determine whether a full Stage Two, Equality Impact Assessment is required.

<b>What is the proposed decision that you are asking the Executive to make:</b>	Notrees Care Home to be closed within 18 months. This is part of a wider plan to update the provision of care home services by West Berkshire Council.
<b>Summary of relevant legislation:</b>	Care Act (2014) Mental Capacity Act (2005) Equality Act (2010) Health and Social Care Act 2008 (Regulated Activities) Regulations (2014)
<b>Does the proposed decision conflict with any of the Council's key strategy priorities?</b>	The proposal is in line with the Council's priority of: <ul style="list-style-type: none"> <li>Ensuring the wellbeing of older people and vulnerable adults</li> </ul>
<b>Name of assessor:</b>	Paul Coe
<b>Date of assessment:</b>	30/3/2022

<b>Is this a:</b>		<b>Is this:</b>	
<b>Policy</b>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<b>New or proposed</b>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Strategy</b>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<b>Already exists and is being reviewed</b>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
<b>Function</b>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<b>Is changing</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Service</b>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		

<b>What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it?</b>	
<b>Aims:</b>	The closure of Notrees is one step within a wider strategic approach to update our care home provision in relation to both type of service and quality of buildings.
<b>Objectives:</b>	To provide a high standard of care in our care homes. To support our staff to deliver a high quality service for the benefit of all our care home residents. To provide a good quality environment in which to provide care.

	To invest our budget wisely to provide the best services for all.
<b>Outcomes:</b>	A decision on the closure of Notrees care home as one step in the wider strategic approach.
<b>Benefits:</b>	Improved environment in which residents live and are cared for. Improved environment for staff to work in. Services which reflect the changed needs of the local community.

**Note which groups may be affected by the proposed decision. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.**

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

<b>Group Affected</b>	<b>What might be the effect?</b>	<b>Information to support this</b>
Age	Current residents in Notrees are all older people with physical frailties. The building is quite old and not ideal in its configuration. It is in a fairly remote location, creating some challenges for staffing. The wider strategic approach intends to modernise the provision of care home service by West Berkshire Council.	Information comes from a variety of sources. This includes data relating to the changing needs and preferences of the older people in West Berkshire, data on occupancy and usage of care homes in the district; occupancy and financial data relating to Notrees.
Disability	See above.	See above.
Gender Reassignment		
Marriage and Civil Partnership		

Pregnancy and Maternity		
Race		
Religion or Belief		
Sex	Most of the Council's care home staff are female so this will need to be taken into account when supporting staff who may also have carer and parental responsibilities. It is unclear what the effects will be. The intention is for most staff to continue in similar roles within the Council's workforce.	HR data.
Sexual Orientation		
<b>Further Comments relating to the item:</b>		

<b>Result</b>	
<b>Are there any aspects of the proposed decision, including how it is delivered or accessed, that could contribute to inequality?</b>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please provide an explanation for your answer:</b> There is no reason why throughout the consultation process that all involved parties cannot be included within the process if the time and care is taken to ensure that they are able to.	
<b>Will the proposed decision have an adverse impact upon the lives of people, including employees and service users?</b>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
<b>Please provide an explanation for your answer:</b> There is potential for some adverse impacts both to residents and staff. It is anticipated, though, that the positive benefits will outweigh the negative impacts.	

**If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, or you are unsure**

about the impact, then you should carry out a Stage Two Equality Impact Assessment.

If a Stage Two Equality Impact Assessment is required, before proceeding you should discuss the scope of the Assessment with service managers in your area. You will also need to refer to the Equality Impact Assessment guidance and Stage Two template.

Identify next steps as appropriate:	
Stage Two required	Yes
Owner of Stage Two assessment:	Paul Coe
Timescale for Stage Two assessment:	30/6/2022

Name: Paul Coe

Date: 30/3/2022

Please now forward this completed form to Rachel Craggs, Principal Policy Officer (Equality and Diversity) ([rachel.craggs@westberks.gov.uk](mailto:rachel.craggs@westberks.gov.uk)), for publication on the WBC website