

## **EQUALITY IMPACT ASSESSMENT FORM INCLUDING SOCIO-ECONOMIC DUTY**

(Revised March 2021)

Please refer to the current Equality Impact Assessment guidance when completing this document. If you would like further guidance please contact the Diversity and Inclusion Team on 01443 444529.

An equality impact assessment **must** be undertaken at the outset of any proposal to ensure robust evidence is considered in decision making. This documentation will support the Council in making informed, effective and fair decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010.

This document will also contribute towards our duties to create a More Equal Wales within the

- Well-being of Future Generation (Wales) Act 2015.

The [‘A More Equal Wales – Mapping Duties’](#) guide highlights the alignment of our duties in respect of the above-mentioned legislation.

## SECTION 1 – PROPOSAL DETAILS

Lead Officer: **Neil Elliott**  
Service Area: **Adult Services**  
Date: **23<sup>rd</sup> November 2022**

1.a) What are you assessing for impact?

Strategy/Plan	Service Re-Model/Discontinuation of Service	Policy/Procedure	Practice	Information/Position Statement
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1.b) What is the name of the proposal?

Residential Care Homes for older people.

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

The outcome of previous consultations and Cabinet decisions, and the further supporting information included in the report, have informed the proposals for the revised future service delivery model for the Council's residential care homes. These proposals, which are in line with current policy direction and current and future need, are summarised below:

- Retaining the current service provision at five current Council care homes – Clydach Court in Trealaw, Pentre House in Pentre, Tegfan in Trecynon, Cae Glas in Hawthorn and Parc Newydd in Talbot Green.
- Providing a new accommodation with 40 Extra Care apartments and 20 residential dementia beds in Treorchy – this development would be explored with Linc Cymru and the health board. It would be located on land near Ystrad Fechan Care Home. The care home is temporarily closed with no residents and would be permanently decommissioned.

- Providing a new accommodation with 20 Extra Care apartments and 10 residential dementia beds in Ferndale – this development would be explored with Linc Cymru. It would be located on land near the existing Ferndale House Care Home. The care home would be decommissioned when the new facility is developed.
- Providing a new accommodation with 25 Extra Care apartments and 15 residential dementia beds in Mountain Ash – this development would be explored with Linc Cymru. It would be located on land near the existing Troedyrhiw Care Home. The home would be decommissioned when the new facility is developed.
- Remodelled accommodation to provide care for people with learning disabilities in adulthood, in Church Village – this would be achieved by redeveloping Garth Olwg Care Home. The care home would be decommissioned when suitable placements are found for its residents, in a home of their choice which meets their assessed needs.

1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.

In considering this proposal, the Council will need to meet its requirements under the Social Services and Wellbeing (Wales) Act 2014 and accompanying Part 4 code of practice.

1.e) Please outline who this proposal affects:

- Service users
- Employees
- Wider community

## **SECTION 2 – SCREENING TEST – IS A FULL EQUALITY IMPACT ASSESSMENT REQUIRED?**

Screening is used to determine whether the initiative has positive, negative or neutral impacts upon protected groups. Where negative impacts are identified for protected groups then a full Equality Impact Assessment is required. Please provide as much detail as possible of how the proposal will impact on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

### **Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011**

The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Please take an intersectional approach in recognising an individual may have more than one protected characteristic.

<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<p><b>Age</b> (Specific age groups i.e. young people or older people)</p>	<p>Negative</p>	<p>The proposal will impact on older people as the care home provides primarily long-term accommodation for older people, including a number of people who have dementia.</p> <p>Residents and their families during previous consultations have raised concerns over the impact of moving to alternative accommodation will have. In particular, people are concerned that moving will cause stress and illness amongst residents, break the ties people have within the home and local community, and make it difficult for families and friends to continue to provide the support and care they do currently</p> <p>Adult Social Care will need to take the individual health and wellbeing of each resident, as well as the needs of families and carers, into account as part of its</p>	<p>Our service records indicate that a proportion of residents have some significant age-related needs.</p> <p>Previous consultations</p> <p>New models of accommodation with care developed over recent years in the county borough have delivered positive outcomes for older people, including those with dementia and their carers and families.</p>

<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
		<p>arrangements for supporting residents to move, should the proposals be agreed by Cabinet.</p> <p>We will assist in ensuring that the risks which can be associated with a move are kept to a minimum. This is based on thorough assessments, including risk to health and wellbeing, and ensuring that all factors are fully taken into account in the process of identifying where a resident moves to and ensuring the move itself is properly handled.</p> <p>However, the proposed development of new accommodation with care, including extra care apartments and residential dementia provision in Treorchy, Mountain Ash and Ferndale will ensure, if agreed, that older people, including those with disabilities will have better quality care accommodation that is more suited to their individual needs and wishes; thereby improving the lives of adults that live in the accommodation.</p>	

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p><u>Council's Residential Care Home Staff:</u></p> <p>The age profile of staff ranges from 18 to 70, around two thirds of staff are over 50 years of age.</p> <p>To mitigate any compulsory redundancies, opportunities for redeployment will be available and utilising the Council's Enhanced Voluntary Early Retirement and Voluntary Redundancy Scheme for eligible staff, as part of on-going workforce planning arrangements.</p>	Staffing profile from ITrent
<b>Disability</b> (people with visible and non-visible disabilities or lo-term health conditions)	Negative	<p>The frail nature of many of the residents and the fact that a number also have dementia means that in terms of disability, the proposals could result in a negative impact for people affected who might be deemed to be disabled as well as elderly.</p> <p>Dementia can impact upon on a persons' capacity to make an informed decision about moving home, whether this is on a permanent or temporary basis and those who lack capacity to</p>	<p>Our service records indicate that a proportion of residents have some significant needs.</p> <p>Previous consultations.</p> <p>New models of accommodation with care developed over recent years in the county borough have delivered positive outcomes for older people, including those with dementia and people with learning</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>make this decision would need to be supported by relatives, people with power of attorney or independent advocates where required/appropriate in accordance with mental capacity law.</p> <p>A number of residents require support with their mobility and/or have sensory impairments.</p> <p>Adult Social Care will need to take the individual health and wellbeing of each resident, as well as the needs of families and carers, into account as part of its arrangements for supporting residents to move, should the proposals be agreed by Cabinet.</p> <p>We will assist in ensuring that the risks which can be associated with a move are kept to a minimum. This is based on thorough assessments, including risk to health and wellbeing, and ensuring that all factors are fully taken into account in the process of identifying where a resident moves to and ensuring the move itself is properly handled.</p>	<p>disabilities and their carers and families.</p>

<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
		<p>However, the proposed development of new accommodation with care, including extra care apartments and residential dementia provision in Treorchy, Mountain Ash and Ferndale will ensure, if agreed, that older people, including those with disabilities will have better quality care accommodation that is more suited to their individual needs and wishes; thereby improving the lives of adults that live in the accommodation.</p> <p>In addition, the proposed development of Garth Olwg provides opportunity to support people with a learning disability to effectively meet their assessed needs and existing and future demand as more people are living longer, with increased complex care and support needs. If agreed, the redevelopment of Garth Olwg represents a significant positive step forward to achieving modern high quality care accommodation to people with learning disabilities.</p>	



<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<b>Gender Reassignment</b> (anybody who's gender identity or gender expression is different to the sex they were assigned at birth including non-binary identities)	Neutral	It is considered that the proposal will have no direct impact on people who share this characteristic.	There is no evidence to suggest that the proposal will have an impact on people that share this characteristic.
<b>Marriage / Civil Partnership</b> (people who are married or in a civil partnership)	Neutral	It is considered that the proposal will have no direct impact on people who share this characteristic.	There is no evidence to suggest that the proposal will have an impact on people that share this characteristic.
<b>Pregnancy and Maternity</b> (women who are pregnant/on maternity leave)	Neutral	It is considered that the proposal will have no direct impact on people who share this characteristic.	There is no evidence to suggest that the proposal will have an impact on people that share this characteristic.
<b>Race</b> (ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)	Neutral	It is considered that the proposal will have no direct impact on people who share this characteristic.	There is no evidence to suggest that the proposal will have an impact on people that share this characteristic.
<b>Religion or Belief</b> (people with different religions and philosophical beliefs including people with no beliefs)	Neutral	It is considered that the proposal will have no direct impact on people who share this characteristic.	There is no evidence to suggest that the proposal will have an impact on people that share this characteristic.
<b>Sex</b> (women and men, girls and boys)	Neutral	It is considered that the proposal will have no direct impact on people who share this characteristic.	There is no evidence to suggest that the proposal will have an impact on people that share this characteristic.

<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<b>Sexual Orientation</b> (bisexual, gay, lesbian, straight)	Neutral	It is considered that the proposal will have no direct impact on people who share this characteristic.	There is no evidence to suggest that the proposal will have an impact on people that share this characteristic.
<b>Armed Forces Community</b> (anyone who is serving, has served, family members and the bereaved)	Neutral	It is considered that the proposal will have no direct impact on people who share this characteristic.	There is no evidence to suggest that the proposal will have an impact on people that share this characteristic.
<b>Carers</b> (anyone of any age who provides unpaid care)	Neutral	The proposal would have a neutral impact on carers, as the Council is continuing to provide accommodation with care to people with an assessed need. However, proposals may have an impact on carers in terms of ease of access to see a relative or friend if they move into another care home. Transport links to any alternative home and the ability of carers to continue to visit their loved one will be important in any planning process.	Previous consultations  New models of accommodation with care developed over recent years in the county borough have delivered positive outcomes for older people, and their carers and families.  There will be assessment of impact on carers during and following consultation stage.

If the initial screening test has identified negative impacts then a full equality impact assessment (section 4) **must** be undertaken. However, if after undertaking the above screening test you determine a full equality impact assessment is not relevant please provide an adequate explanation below:

Not applicable

Are you happy you have sufficient evidence to justify your decision?

Yes

No

Name: Neil Elliott

Position: Director of Adult Services

Date: 23<sup>rd</sup> November 2022

### SECTION 3 – SOCIO-ECONOMIC DUTY (STRATEGIC DECISIONS ONLY)

The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services. Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

<ul style="list-style-type: none"><li>• Single parents and vulnerable families</li><li>• Pensioners</li><li>• Looked after children</li><li>• Homeless people</li><li>• Students</li><li>• Single adult households</li></ul>	<ul style="list-style-type: none"><li>• People living in the most deprived areas in Wales</li><li>• People with low literacy and numeracy</li><li>• People who have experienced the asylum system</li><li>• People misusing substances</li><li>• People of all ages leaving a care setting</li><li>• People involved in the criminal justice system</li></ul>
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<b><u>Socio-economic disadvantage</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<b>Low Income/Income Poverty</b> <i>(cannot afford to maintain</i>	Neutral	It is not envisaged that there would be any financially adverse impact on affected residents as a result of any	All current residents will have been financially assessed to

<b><u>Socio-economic disadvantage</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<i>regular payments such as bills, food, clothing, transport etc.)</i>		<p>decision(s) made in respect of the proposals.</p> <p>Transport links to any alternative home and the ability (including cost implications) of family and friends to continue to visit their loved one will be important in any planning process.</p>	<p>determine any contribution required.</p> <p>There will be assessment of impact during and following consultation stage.</p>
<p><b>Low and / or No Wealth</b>  <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i></p>	Neutral	<p>It is not envisaged that there would be any financially adverse impact on affected residents as a result of any decision(s) made in respect of the proposals.</p> <p>Transport links to any alternative home and the ability (including cost implications) of family and friends to continue to visit their loved one will be important in any planning process.</p>	<p>All current residents will have been financially assessed to determine any contribution required.</p> <p>There will be assessment of impact during and following consultation stage.</p>
<p><b><u>Material Deprivation</u></b> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i></p>	Neutral	<p>It is not envisaged that there would be any financially adverse impact on affected residents as a result of any decision(s) made in respect of the proposals.</p>	<p>All current residents will have been financially assessed to determine any contribution required.</p> <p>There will be assessment of impact during and following consultation stage.</p>

<b><u>Socio-economic disadvantage</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<b><u>Area Deprivation</u></b> <i>(where you live (rural areas), where you work (accessibility of public transport))</i>	Neutral	<p>It is not envisaged that there would be any financially adverse impact on affected residents as a result of any decision(s) made in respect of the proposals.</p> <p>Transport links to any alternative home and the ability (including cost implications) of family and friends to continue to visit their loved one will be important in any planning process.</p>	<p>All current residents will have been financially assessed to determine any contribution required.</p> <p>There will be assessment of impact during and following consultation stage.</p>
<b><u>Socio-economic background</u></b> <i>(social class i.e. parents education, employment and income)</i>	Neutral	<p>It is not envisaged that there would be any financially adverse impact on affected residents as a result of any decision(s) made in respect of the proposals.</p>	<p>All current residents will have been financially assessed to determine any contribution required.</p> <p>There will be assessment of impact during and following consultation stage.</p>
<b><u>Socio-economic disadvantage</u></b> <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i>	Neutral	<p>It is not envisaged that there would be any financially adverse impact on affected residents as a result of any decision(s) made in respect of the proposals.</p> <p>Transport links to any alternative home and the ability (including cost implications) of family and friends to</p>	<p>All current residents will have been financially assessed to determine any contribution required.</p> <p>There will be assessment of impact during and following consultation stage.</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		continue to visit their loved one will be important in any planning process.	

## SECTION 4 – FULL EQUALITY IMPACT ASSESSMENT

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impacts and clearly identify which groups are affected.

- 4.a) In terms of disproportionate/negative/adverse impacts that the proposal may have on a protected group, outline the steps that will be taken to reduce or mitigate the impact for each group identified.

An action plan to reduce/mitigate these impacts will be collated during and following the consultation process. Proposed mitigation, subject to public consultation, if agreed by Cabinet, includes:

- The welfare of residents would be the primary consideration in the event of any home decommissioning agreed by Cabinet. It would be approached in a planned and carefully managed way, in line with national best practice guidance. This would include the involvement of residents, families, friends and staff from the Care Home.
- Each resident and their family would be supported by a Social Care Practitioner who would assess individual needs and discuss preferences and choices available to those residents and respite care users affected by any decommissioning decisions, if agreed by Cabinet. This would take into account specific issues such as long standing friendships and transport links to any alternative home and the ability of carers to continue to visit their loved one will be important in any planning process. Where appropriate other care professionals including health staff and GPs would be involved, as would staff from the Care Home, who as far as possible would support each resident's transition into an alternative service.

- Adult Social Care has experience of achieving this with previous home decommissioning. It is acknowledged that there are risks with moving any person, including planned moves. Adult Social Care has a lot of experience of moving people out of homes as it is part of core business, for example, as care needs change, if a resident is moved to a home that is more local to family and in an emergency situation.
- Where a resident could not make an informed choice or has no family, an independent advocate would be made available with decisions required in selecting and moving to a suitable alternative service.

4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

To be updated when redeployment opportunities have been identified and expressions of interest for Enhanced Voluntary Early Retirement/Voluntary Redundancy Scheme received.

4.c) Give sufficient detail of data or research that has led to your reasoning, in particular, the sources used for establishing the demographics of service users/staff.

The outcome of previous consultations and Cabinet reports, together with supporting information from local adult social care records and analysis of previous and current service provision have informed the proposals. Along with National policy and national and local strategy developments.

4.d) Give details of how you engaged with service users/staff on the proposals and the steps taken to avoid any disproportionate impact on a protected group. Explain how you have used feedback to influence your decision.

To be actioned following Cabinet's approval to consult on the service proposals.

4.e) Are you satisfied that the engagement process complies with the requirements of the Statutory Equality and Socio-economic Duties?

Yes

No

## **SECTION 5 – MONITORING, EVALUATING AND REVIEWING**

5a) Please outline below how the implementation of the proposal will be monitored:

Following the consultation, the impact assessment will be updated, and Cabinet will receive a further report on the outcome of the consultation.

5b) When is the evaluation of the proposal due to be reviewed?

To be determined following Cabinet's final decision.

5c) Who is responsible for the monitoring and review of the proposal?

Director of Adult Services.

5d) How will the results of the monitoring be used to develop future proposals?

To be determined following Cabinet's final decision.

## **SECTION 6 – REVIEW**

For all policy proposals, whether it is a Significant Key Decision or not, you are required to forward this assessment to Diversity and Inclusion team – [equality@rctcbc.gov.uk](mailto:equality@rctcbc.gov.uk) and the Consultation and Engagement team – [consultation@rctcbc.gov.uk](mailto:consultation@rctcbc.gov.uk) in the first instance for some initial guidance and feedback.

As part of the Welsh Language, Equalities and Socio Economic Duty Impact Assessment Process all proposals that fall within the definition of Significant Key Decision should present at the Officer Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your report is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Strategic Decision please forward your completed impact assessment, policy proposal/report and consultation report to [CouncilBusiness@rctcbc.gov.uk](mailto:CouncilBusiness@rctcbc.gov.uk) for an Officer Review Panel to be organised to discuss your proposal. See



our guidance document for more information on what a Significant Key Decision is.

It is important to keep a record of this process so that we can demonstrate how we have considered and built in equality/Socio economic considerations wherever possible. Please ensure you update the relevant sections below in collaboration with the relevant departments

<b>Diversity and Inclusion team Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following Officer Review Panel considerations</b>
<b>Consultation Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following consultation</b>
<b>Officer Review Panel Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following Officer Review Panel considerations</b>

## **SECTION 7 – SUMMARY OF IMPACTS FOR THE PROPOSAL**

Provide below a summary of the impact assessment. This summary should be included in the equality and socio-economic impact section of the Cabinet report template. The impact assessment should be published alongside the report.

Proceeding with the proposals would have an impact on existing and future Care Home residents. There would be a disproportionate impact on older people and people with a range of disabilities.

The Council will take account of the challenges which the people affected by the proposals in this report face, both in terms of participation in the consultation and in ensuring that the impact of any changes is mitigated as detailed in the impact assessment, if they are to be implemented.

Subject to Cabinet agreeing to initiate a consultation on the proposed preferred options, the impact assessment will be reviewed and updated to include any further mitigated risks following the consultation process.

## **SECTION 8 – AUTHORISATIONS**

Lead Officer:

Name: Neil Elliott

Position: Director of Adult Services

Date: 23<sup>rd</sup> November 2022

I recommend that the proposal:

- Is implemented with no amendments
- Is implemented taking into account the mitigating actions outlined
- Is rejected due to disproportionate negative impacts on protected groups or socio-economic disadvantage

Head of Service/Director Approval:

Name: Paul Mee

Position: Group Director Community and children's Services

Date: 25<sup>th</sup> November 2022

Please submit this impact assessment with any SLT/Cabinet Reports.