

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: **Jill Bow**

Service Area: **Adult Services**

Date: **10th February 2023**

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. In addition, all social care staff undertake Equality and Diversity training as part of the Social Care Wales Induction Framework.

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.

<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?
Age (Specific age groups i.e. young people or older people)	<p>Negative (in respect of immediate residents through the potential of being relocated to another home)</p> <p>Positive (future provision and state of the art facilities, better services and provision, more choice for older people, will effectively meet complexity of individual's needs).</p>	<p>The proposal will impact on older people as the care home provides primarily long-term accommodation for older people, including some 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. We will ensure that the involvement and encouragement is embedded throughout the process and will ensure development of transitional plans for each resident.</p> <p>Adult Social Care will need to take the individual health and wellbeing of each resident, as well as</p>	<p>We have more recently successfully relocated 8 residents from Ystrad Fechan, 15 from Dan Y Mynydd and 10 from Bronllwyn to other Council care homes with no detrimental effect. We will draw on previous experience and utilise best practice to support this process</p> <p>Alzheimer's Association, Changing Care Providers (Accessed 17 December 2021)</p> <p>Achieving closure: good practice in supporting older people during residential care closures' Glasby, Jon; Robinson, Suzanne; Allen, Kerry (2011)</p> <p>At the time of writing, 14 residents will be affected by the proposal for Garth Olwg. Should the decision be agreed</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>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. (Alzheimer’s Association, Changing Care Providers December 2021), outlines processes and good practice examples to support the service to assist residents/relatives to relocate to an independent provider should they choose to do so.</p> <p>We will also follow best practice guidance (Achieving Closure: good practice in supporting older people during residential care closures 2011) and lessons learned from previous residents that have been relocated</p>	<p>by cabinet a further EIA will be undertaken to reflect the decision.</p> <p>Our service records indicate that a proportion of residents have some age-related needs. – Age profile of residents is 70 – 95 years of age.</p> <p>Previous consultations – Cabinet Report - Modernisation of Residential Care Services - September 2019</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> <p>Strategy to modernise Accommodation options and deliver a programme of Extra Care housing (2016 – 2026)</p> <p>Residents are regularly assessed so that changing needs can be identified</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>To ensure continuity of care for residents, staff from current homes will help with the transition to minimise disruption faced by residents.</p> <p>However, there is a potential positive impact in the future. 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. If these new developments are approved, they will have state of the art facilities and better services and provision of services for users. These new facilities will also mean a greater choice for older people needing to access the service and means that we will be able to meet the complexity of individual's needs.</p>	<p>- Social Workers with experience in moving residents would be involved in any change of home required.</p> <p>Extra care housing provides care and support for older and vulnerable people in settings and in ways that people say that they prefer.</p> <p>Provision of extra care housing is aimed at enabling vulnerable people to maintain their independence and ensures that a range of services are developed that meet the diverse needs of all communities across Rhondda Cynon Taf.</p> <p>Investment and modernisation will support changes in the demographics of the elderly population, and will meet the needs of both frail and more active older people and provide accommodation to meet the aspirations of the current elderly community and of future generations</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>	<p>To meet current and future demand the council has committed to the development of 320 units of extra care housing, we currently provide 140 units.</p> <p>68 staff will be potentially directly affected by this proposal.</p> <p>35 staff - Garth Olwg</p> <p>33 staff - Ystrad Fechan (the home has been temporarily closed since August 2022); all staff have been relocated to other in-house homes.</p> <p>Age profile of staff - 19 years – 70 years.</p> <p>Staffing profile from ITrent</p> <p>All staff affected by the proposal will be supported via the Management of Change protocol.</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>Disability (people with visible and non-visible disabilities or long-term health conditions)</p>	<p>Negative (in respect of immediate residents through the potential of being relocated to another home)</p> <p>Positive (future provision and state of the art facilities, better services and provision, more choice for older people, will effectively meet complexity of individual's needs).</p>	<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 in the immediate future 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 make this decision would need to be supported by relatives, people with power of attorney or independent advocates where required in accordance with mental capacity law. Some residents require support with their mobility and/or have sensory impairments.</p> <p>We will ensure that the involvement and engagement with families / carers is embedded throughout the process and will ensure the development of transitional plans for each resident to minimise disruption as much as possible.</p>	<p>Detailed assessments outline the needs of individuals - care and support plans are reviewed and assessment/care and support plans are updated to reflect these changes.</p> <p>This information is outlined at the assessment stage and care and support plans are subject to on-going review</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 disabilities and their carers and families.</p> <p>An <u>Easy Read</u>, accessible format of the information booklet and questionnaire was created and supplied during the meetings. One resident with a learning disability</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>We 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, if the proposals be agreed by Cabinet.</p> <p>Assessments will be completed; relatives and advocates will be consulted to ensure location and facilities of their choice meets their needs.</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>We will also follow best practice guidance and lessons learned from previous residents that have been relocated.</p> <p>To ensure continuity of care for residents, staff from current homes will support the transition to minimise. disruption faced by residents.</p>	<p>accessed the Easy Read format to ensure full engagement in the process.</p> <p>Detailed pre-admission checklist has been developed and implemented to support assessment and admissions</p> <p>Residents have been able to step down from nursing placements to an extra care environment maximising their independence –</p> <p>Evidenced outlined in individuals’ case studies – Statutory Director’s Annual Report.</p> <p>Annual Review data / documentation.</p> <p>Learning Disability Needs Analysis Data</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>However, there is a potential positive impact in the future. 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>	

<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?
Gender Reassignment (anybody who's gender identity or gender expression is different to the sex they were assigned at birth including non-binary identities)	Neutral (in respect of immediate residents) Positive (in respect of future provision and services)	It is considered that the proposal will have no direct impact on people who share this characteristic. All social care staff undertake Equality and Diversity training as part of the Social Care Wales Induction Framework. The Service will liaise with the Council's EIA and Training Departments to ensure specific training and support on Gender Reassignment is available and accessible to staff	There is no evidence to suggest that the proposal will have an impact on people that share this characteristic.
Marriage / Civil Partnership (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.
Pregnancy and Maternity (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.

<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?
Race (ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)	Neutral	<p>It is considered that the proposal will have no direct impact on people who share this characteristic.</p> <p>Staff from ethnic minority groups cultural requirements are taken into consideration and are supported to maintain their religious and cultural beliefs.</p>	<p>The service employs staff from ethnic minority groups and will continue to support employment and admissions for individuals that share this characteristic.</p> <p>We currently employ 3 staff from ethnic minority groups</p>
Religion or Belief (people with different religions and philosophical beliefs including people with no beliefs)	Neutral	<p>It is considered that the proposal will have no direct impact on people who share this characteristic.</p>	<p>There is no evidence to suggest that the proposal will have an impact on people that share this characteristic.</p>
Sex (women and men, girls and boys)	<p>Negative (in terms of immediate residents and staff due to potential of being relocated to another home)</p> <p>Positive (in terms of future provision and services).</p>	<p>Immediate impact may have more of an effect on women as there are more female residents than male. We will accommodate residents wishes / choice where possible by placing them on units with other residents of the same sex.</p>	<p>Female residents are more than men.</p> <p>Women are more prominent within care sector workforce</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?
Sexual Orientation (bisexual, gay, lesbian, straight)	Neutral	<p>It is considered that the proposal will have no direct impact on people who share this characteristic.</p> <p>The service has supported LGBTQ residents by providing appropriate/ private space and support for people to explore their sexual orientation</p> <p>https://www.bristol.ac.uk/media-library/sites/policybristol/briefings-and-reports-pdfs/2017-briefings--reports-pdfs/PolicyBristol_Briefing_November_2017_Inclusive_Care_Homes.pdf</p>	The service has a diverse makeup of staff, many of whom identify as LGB+. We will continue to support employment for people who share this characteristic.
Armed Forces Community (anyone who is serving, has served, family members and the bereaved)	Positive (in respect of future provision and services and new residents)	Residents from this community are supported within extra care, where appropriate, and will be signposted to relevant services and events relating to the Armed Forces to enhance their wellbeing.	Armed Forces Veterans are supported within our extra care facility and the service will continue to support individuals that share this characteristic
Carers (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	Previous consultations New models of accommodation with care developed over recent years in the county borough have delivered

<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?
		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.	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: Jill Bow

Position: Head of Accommodation Services

Date: 10th February 2023

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"> • Single parents and vulnerable families • Pensioners • Looked after children • Homeless people • Students • Single adult households 	<ul style="list-style-type: none"> • People living in the most deprived areas in Wales • People with low literacy and numeracy • People who have experienced the asylum system • People misusing substances • People of all ages leaving a care setting • People involved in the criminal justice system
-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

PLEASE NOTE: All individuals are means tested prior to admission. Most of our current residents' care costs are funded via this method.

<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?
Low Income/Income Poverty <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</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>

<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?
<p>Low and / or No Wealth <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>Material Deprivation <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>
<p>Area Deprivation <i>(where you live (rural areas), where you work (accessibility of public transport)</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</p>	<p>All current residents will have been financially assessed to determine any contribution required in line with fairer charging protocol.</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.	There will be assessment of impact during and following consultation stage.
Socio-economic background <i>(social class i.e. parents education, employment and income)</i>	Neutral	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.	All current residents will have been financially assessed to determine any contribution required. There will be assessment of impact during and following consultation stage.
Socio-economic disadvantage <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	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. 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.	All current residents will have been financially assessed to determine any contribution required. There will be assessment of impact during and following consultation stage. Reviewed data of family / friends contact/address details to ascertain suitable location of alternative accommodation in line with choice of home.

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.

The decisions taken by Cabinet will be communicated to all residents, their families, and staff. If a decision is taken to decommission one or more of the Council's care homes:

- Adult Services will initiate the Council's Care Home Closure Protocol in relation to each home, and decommissioning will 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.
- Adult Services will use its experience of supporting residents, their families and staff when individuals have needed to move to a new care setting, for example from a care home to a nursing home or where services have closed in the past.
- Residents and families will be at the centre of discussions.
- Staff in Adult Services will make themselves available to support families and care home residents to make informed decisions. 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. Staff will also work closely with residents, their families and, if relevant, any new care providers; facilitating visits to potential new homes where appropriate and developing up to date relevant information to support a seamless transition
- Advocates will be arranged to support discussions were needed.
- Discussions and decisions will be overseen by an Officer Group that will ensure a person-centred approach is taken with residents, their families and advocates, if appropriate. Adult Services will also support people to move closer to their

families, including those who may wish to move outside of Rhondda Cynon Taf or would like to consider any of the new developments in extra care that are being supported by the Council.

Staff in the Council's care homes will also have dedicated Human Resources support allocated to minimise the impact of any decisions in line with the Council's Management of Change Policy. Adult Services will also work closely with Trade Unions.

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.

The Let's Talk public consultation conducted in part by the Council's Consultation Team took place from 12th December 2022 to 27th January 2023 in order to obtain as many views as possible from interested stakeholders to enable the Cabinet to make informed decisions on the preferred options for each home.

Practice Solutions Ltd, Abercynon, were commissioned to undertake an independent consultation on the preferred options with residents and their families and staff from the Council's residential care homes that are the subject of this report.

In addition, through co-production and support of Cwm Taf People First, 1 online information session and 15 in-person sessions were held across Rhondda Cynon Taf areas to gain views from people with a learning disability. Overall, there were a total of 74 easy read surveys completed.

Detailed information about the consultation and feedback received, including key themes on the preferred options for change are set out in the consultation reports.

The feedback received has been reviewed and analysed and can be summarised into the following key themes:

Officers have responded to the key themes collated from the consultation feedback in Appendix 2 of the Cabinet report and provided mitigation where possible. There were no concerns put forward that could not be mitigated. In addition, the consultation responses have not identified any other viable options the Council has not considered.

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 reviewed and Cabinet will receive further reports on the progress and outcomes of the implementation of the preferred options, if agreed.

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?

The results of the monitoring will be assessed to inform future reports to Cabinet regarding the implementation of the preferred options, if agreed and of ongoing care market analysis for adult social care across health and social care

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 and the Consultation and Engagement team – 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 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

Diversity and Inclusion team Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
The Residential Care consultation was conducted in-house. The consultation period ran from the 12 th December 2022 and ended on the 27 th January 2023. The consultation used an online and paper survey which was built using Snap XMP. The survey aimed to gain feedback on the proposals.	February 2023	The consultation has been appropriately publicised in order for anyone who wishes to have the opportunity to contribute. Following concerns raised from residents and relatives around relocating to another facility, we would use previous experience of managing home closures in line with best practice and implement a phased approach to closure so the service can focus and ensure the specific needs of our

A consultation booklet was provided to all care home residents and their relatives, which included the survey, and an easy read document.

To ensure wide outreach and involvement of the wider community the consultation was promoted on the [Councils online consultation webpage](#) to encourage engagement. An email was also sent to key stakeholders to promote the consultation and encourage participation on the Snap XMP survey.

3 public drop-in sessions were also held.

Overall, 255 survey responses and 7 emails were Received to the consultation, along with 1 call to the Customer services phone line and 2 petitions.

Overall, the majority of respondents agreed with option 1, to retain the current service provision at the 5 current Council Care Homes (69.4%), with 62.9% of the public agreeing with option 1.

Service response from both residents and relatives indicate a high level of concern and anxiety around having to move from their care home.

Through coproduction and with the support of RCT People First, 1 online information session and 15 in person sessions were held across the Rhondda, Cynon and Taff Ely areas to gain views from members of the public with a Learning Disability.

vulnerable residents are appropriately met. Residents would be supported to move by people they know eg staff in the care homes and families.

This approach will be in accordance with the implementation plan that will be developed following the cabinet decision

We will continue to monitor the need for increased dementia beds within the Ferndale proposal, but this will be in line with current trends and future demand.

Involvement and engagement with residents, staff and families regarding the outcome of the consultation.

On-going engagement with residents, families and staff will be undertaken via quarterly Regulation 73 visits to all our registered care home establishments.

Implementation of a transitional plan.

.

Overall, there were a total of 74 Easy Read surveys completed.

A common theme throughout the analysis were views relating to Garth Olwg residential care home and disagreement with that proposal (proposal 5), with suggestions that the home should be kept and improved.

Continuity of care has been a pertinent theme so far during the consultations, residents would like staff to accompany them when moving homes – families also think this is important

Concerns were raised regarding what will happen to the staff following Garth Olwg's proposed closure. Further comments were raised regarding care workers being undervalued nationally

Concerns were raised on the impact the closure would have on the residents as well as the local community. However, they agreed that modern facilities need to be built which will meet the care needs of the public in the future, including both Extra Care provision and accommodation with care for those with a learning disability

Overall, there was general support for the proposals outlined for Ferndale. Reassurance was provided to those in attendance that Ferndale House would be decommissioned when the new facility is developed. Those in attendance provided concern

for current staff at the home regarding how they would be impacted by these proposals and the role of the housing association. They also felt that the proposed ratio for dementia residents needs to be increased and incorporated in the new proposal.

Overall, 46.5% of residents agree with option 4, with 30% disagreeing and 23.5% stated that they didn't know".

There was also continued praise and recognition to our care home management and staff team for the excellent quality of care provided within the Council's residential care homes.

Putting the well-being of current care home residents and their families at the centre of the modernisation process was seen as essential

People were especially anxious about how Council decisions would be implemented, especially during any the period of transition. They wanted any decisions to be accompanied by commitments to ensuring that safeguards would be in place, including prompt assessments of need, choice of placements, dignified and timely transfers, top ups where necessary and full involvement by staff in the homes.

There was appreciation for local investment, modernisation, and purpose-built schemes for individuals, was expressed during the consultations.

<p>This is evidenced in the minutes from the meetings held with families, residents, and staff.</p> <p>Staff emphasised that they needed stability within their working environment as there had been previous consultations over a significant period of time and they felt it was pivotal that a decision on the proposals needed to be verified.</p>		
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations

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.

The Council will take account of the challenges which the people affected by the proposals in this report face, ensuring that the impact of any changes is mitigated as detailed in the impact assessment, if they are to be implemented. Due to the nature of the people group, there would be a disproportionate impact on older people and people with a range of disabilities. The key potential impacts of the preferred options on people with protected characteristics particularly older people and carers are set out in the EIA. Alongside these, a number of mitigating actions have been proposed.

SECTION 8 – AUTHORISATIONS

Lead Officer:

Name: Jill Bow

Position: Head of Accommodation Services

Date: 10th February 2023

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: Neil Elliott

Position: Director Adult Services

Date: 16th February 2023

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