

Provide basic details

Name of proposal/activity/policy to be assessed

Directorate: Adult Care & Health Services and DEGNS

Service: Adult Care, Housing

Name and job title of person doing the assessment

Name: Karla Vickers

Job Title: Senior Transformation Project Manager

Date of assessment: 09/12/20

Scope your proposal

What is the aim of your policy or new service/what changes are you proposing?

A review of Adult Social Care's internal services has been completed and the following buildings have been prioritised as requiring relocation as they no longer meet the needs of the people who require the support.

This affects the following -

14 and 16 Castle Crescent (Focus House - Mental Health supported living / step down facility)

188 Whitley Wood (Learning Disability Respite)

Strathy Close (Learning Disability Day Services)

And

The Maples Day Centre as this needs to relocate from its current location at Rivermead due to the redevelopment of the leisure facilities.

It is proposed that a Capital Programme of work will deliver new buildings in order to support the above services.

In addition, the Capital Programme will deliver a range of housing to meet priority needs of vulnerable people.

To note: The Equality Impact Assessment will be reviewed and updated at appropriate points as the project progresses.

Who will benefit from this proposal and how?

People who use Adult Care services will benefit and in particular those who require -

- *Mental Health Support

- *Older People

- *People who require respite to support their carer

- *People who require a resource which supports people with Profound and Multiple Learning Disabilities

And in addition -

- *Vulnerable people who need housing in the Borough

What outcomes does the change aim to achieve and for whom?

The proposal will deliver the following outcomes -

1. Adult Social Care Service user outcomes - buildings which are designed to support people with complex needs (e.g. wheelchair access, sensory rooms, accessible bathrooms); a service model which is person centred, takes an enabling approach and builds on people's strengths to support them to maximise their outcomes.

2. Carer outcomes - respite for carers through appropriate support

3. Organisational outcomes - facilities which are designed to meet the projected needs of adult social care service users in the medium to long term as well as enabling a service model to be implemented which supports the vision of Adult Care.

4. Financial benefits - new buildings support a reduced unit cost per service user, reduction in revenue costs and cost avoidance through preventing people requiring longer term care. There are linked commercial benefits as the service could be offered to neighbouring authorities.

5. People who have Housing needs - increased number of new build units to support people.

Who are the main stakeholders and what do they want?

People who access Adult Social Care and use the resources outlined above. A consultation exercise was completed in 2018/19 to ascertain the views of people who used Focus House, Strathy and Whitley Wood and this proposal broadly supports the feedback. Specifically people who used Strathy and Whitley Wood fed

back that they agreed with relocating the respite service, having a building with increased accessibility and co-locating the services together.

Focus House feedback centred on the service model for delivery around supporting independence and working with others as well as creating a homely environment.

Assess whether an EqlA is Relevant

How does your proposal relate to eliminating discrimination; promoting equality of opportunity; promoting good community relations?

Do you have evidence or reason to believe that some (racial, disability, gender, sexuality, age and religious belief) groups may be affected differently than others? (Think about your monitoring information, research, national data/reports etc.)

No *(delete as appropriate)*

Is there already public concern about potentially discriminatory practices/impact or could there be? Think about your complaints, consultation, and feedback.

No *(delete as appropriate)*

If the answer is **Yes** to any of the above you need to do an Equality Impact Assessment.

If No you **MUST** complete this statement

An Equality Impact Assessment is not relevant because: At this current time there is no evidence to suggest that any groups may be affected differently from others. As the project progresses an EqlA will be completed at relevant stages to assess the impact of this work.

Signed (completing officer) Karla Vickers

Date 09/12/2020

Signed (Lead Officer) Melissa Wise

Date 09/12/2020

Assess the Impact of the Proposal

Your assessment must include:

- **Consultation**
- **Collection and Assessment of Data**
- **Judgement about whether the impact is negative or positive**

Think about who does and doesn't use the service? Is the take up representative of the community? What do different minority groups think? (You might think your policy, project or service is accessible and addressing the needs of these groups, but asking them might give you a totally different view). Does it really meet their varied needs? Are some groups less likely to get a good service?

How do your proposals relate to other services - will your proposals have knock on effects on other services elsewhere? Are there proposals being made for other services that relate to yours and could lead to a cumulative impact?

Example: A local authority takes separate decisions to limit the eligibility criteria for community care services; increase charges for respite services; scale back its accessible housing programme; and cut concessionary travel.

Each separate decision may have a significant effect on the lives of disabled residents, and the cumulative impact of these decisions may be considerable.

This combined impact would not be apparent if decisions are considered in isolation.

Consultation

How have you consulted with or do you plan to consult with relevant groups and experts. If you haven't already completed a Consultation form do it now. The checklist helps you make sure you follow good consultation practice.

[My Home > Info Pods > Community Involvement Pod - Inside Reading Borough Council](#)

| Relevant groups/experts | How were/will the views of these groups be obtained | Date when contacted |
|---|---|---------------------|
| To be determined in line with project timetable | | |

Collect and Assess your Data

Using information from Census, residents survey data, service monitoring data, satisfaction or complaints, feedback, consultation, research, your knowledge and the knowledge of people in your team, staff groups etc. describe how the proposal could impact on each group. Include both positive and negative impacts.

(Please delete relevant ticks)

Describe how this proposal could impact on Racial groups

| | | | |
|-----------------------------|-----|----|----------|
| Is there a negative impact? | Yes | No | Not sure |
|-----------------------------|-----|----|----------|

Describe how this proposal could impact on Gender/transgender (cover pregnancy and maternity, marriage)

| | | | |
|-----------------------------|-----|----|----------|
| Is there a negative impact? | Yes | No | Not sure |
|-----------------------------|-----|----|----------|

Describe how this proposal could impact on Disability

| | | | |
|-----------------------------|-----|----|----------|
| Is there a negative impact? | Yes | No | Not sure |
|-----------------------------|-----|----|----------|

Describe how this proposal could impact on Sexual orientation (cover civil partnership)

| | | | |
|-----------------------------|-----|----|----------|
| Is there a negative impact? | Yes | No | Not sure |
|-----------------------------|-----|----|----------|

Describe how this proposal could impact on Age

| | | | |
|-----------------------------|-----|----|----------|
| Is there a negative impact? | Yes | No | Not sure |
|-----------------------------|-----|----|----------|

Describe how this proposal could impact on Religious belief?

| | | | |
|-----------------------------|-----|----|----------|
| Is there a negative impact? | Yes | No | Not sure |
|-----------------------------|-----|----|----------|

Make a Decision

If the impact is negative then you must consider whether you can legally justify it. If not you must set out how you will reduce or eliminate the impact. If you are not sure what the impact will be you **MUST** assume that there could be a negative impact. You may have to do further consultation or test out your proposal and monitor the impact before full implementation.

Tick which applies (Please delete relevant ticks)

1. No negative impact identified Go to sign off

2. Negative impact identified but there is a justifiable reason

You must give due regard or weight but this does not necessarily mean that the equality duty overrides other clearly conflicting statutory duties that you must comply with.

Reason

3. Negative impact identified or uncertain

What action will you take to eliminate or reduce the impact? Set out your actions and timescale?

How will you monitor for adverse impact in the future?

Signed (completing officer)

Date

Signed (Lead Officer)

Date