



Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Extending the hours of operation of the Learning Disability Respite Service at Kentish Road
Brief Service Profile (including number of customers)	
<p>The former eight bed respite service at Kentish Road closed in November 2017. The scheme re-opened in July 2018 as a four bed respite service following refurbishment and re-registration with the CQC. It currently operates three nights a week, from lunchtime on Fridays to lunchtime on Mondays. The proposal is to extend the hours of operation to 7days a week all day.</p> <p>The purpose of respite care, defined in the Care Act 2014 as replacement care, is to give carers (typically family members) a break from their caring responsibilities, in order to help meet their own needs and to sustain the caring arrangements for the person being cared for. Kentish Road provides respite care during the day and overnight, and complements day services provided or commissioned by the Council, which provide respite during the day. Although the primary purpose of respite care is to provide a break for carers, the respite provider has a duty to ensure that the care and support needs of the person staying at the service are met and, wherever possible and appropriate, their preferences are taken into account in terms of location and activities etc.</p> <p>It is considered that a number of carers and cared for have a preference to access Kentish Road rather than other providers/units of replacement care and extending the hours provides further choice.</p> <p>Subject to consultation with affected staff and Trade Unions, it is proposed to employ staff for Kentish Road in a way that enables more flexible working across all care and day services provided by the Council, so that should the scheme not be booked for respite at any time, staff would be allocated work appropriate to their role in another Council care setting. Establishing a bank of care staff for these</p>	

roles would also provide cover for sickness and holiday absence, bring flexibility for the wider service and would align with proposals under separate consideration for Holcroft House residential care home to ensure continuity of service for users.

Summary of Impact and Issues

The impact of any the proposal to extend the opening hours of Kentish Road may have a positive impact on current and future users of the service. It is felt that some users and carers may have a preference to using Kentish Road for replacement care rather than other types of provision and therefore this proposal gives people greater choice and flexibility.

The Council has a duty under the Care Act 2014 to assess and meet an Adult's needs for care and support and to assess a carer's needs for support. Assessment and care and support planning must be person-centred, having regard to individual preferences. The Care Act 2014, Regulations and associated Statutory Guidance require Local Authorities to encourage a variety of different providers and different types of services, in order to facilitate an effective open market, driving quality and cost-effectiveness so as to provide genuine choice to meet the range of needs and reasonable preferences of local people who need care and support services, including for people who choose to take direct payments. Local authorities must also have regard to ensuring a sufficiency of provision, in terms of both capacity and capability to meet anticipated needs for all people in their area needing care and support.

There will be an over provision of replacement care by extending the opening hours. This could have a negative impact on providing other services to users of Adult Social Care services, who will be disabled, older people and vulnerable people. The Council is planning to mitigate the cost of the proposal and potential negative impacts on other services by reducing staff costs at Kentish Road through flexible working, and using this flexible working approach to move staffing capacity to other care and day services if there is excess capacity at Kentish Road.

Responsible Service Manager	Sharon Stewart, Service Lead: Adult Social Care
Date	4 th June 2019
Approved by	Paul Juan, Service Director: Adults, Housing & Communities

Senior Manager	
Date	4 th June 2019

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>The carers and individuals accessing the service will predominately be adults, some of them of an older age.</p> <p>The proposal is likely to give greater choice and flexibility for people accessing replacement care.</p> <p>Over provision could potentially adversely affect services being offered to other older persons outside the Kentish Road provision.</p>	<p>The Council is working with carers, their representatives, other care providers and stakeholders to develop a vision for the entire site at Kentish Road.</p> <p>This will include the continued provision of bed-based respite care and, in addition, is likely to offer supported living, other housing and opportunities to help prepare people for supported or independent living, and a flexible space that can be used as a community resource and support alternatives to traditional day services.</p> <p>The Council is planning to mitigate the cost of the proposal by reduce staff costs at Kentish Road, through flexible working.</p> <p>The flexible working approach will also mitigate some impacts on wider services as staff can support other care and day services if there is excess capacity at Kentish Road.</p>
Disability	<p>All individuals accessing the replacement care are likely to come under the protected characteristic as having a</p>	<p>The Council is planning to mitigate the cost of the proposal by reduce staff costs at Kentish Road, through flexible working.</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>disability under the equality Act 2010.</p> <p>Over provision could potentially adversely affect services being offered to other disabled persons.</p>	<p>The flexible working approach will also mitigate some impacts on wider services as staff can support other care and day services if there is excess capacity at Kentish Road.</p>
Gender Reassignment	No identified impact.	As above
Marriage and Civil Partnership	No identified impact.	<p>No married or civil partnership couples accessing Kentish Road currently, however, if this changed then it may be possible to accommodate them at the unit together.</p>
Pregnancy and Maternity	No identified impact.	
Race	<p>Residents and carers will be able to choose, to some extent, from a range of alternative provision and arrange services that are culturally appropriate.</p> <p>Over provision could potentially adversely affect services being offered to people who have needs for care and support who are from a particular race.</p>	<p>All residents will have a needs assessment and care plans and carers will have had needs assessments and support plans which will identify any culturally requirements.</p> <p>The Council is planning to mitigate the cost of the proposal by reduce staff costs at Kentish Road, through flexible working. The proposal can be achieved within the overall budget.</p>
Religion or Belief	Residents and carers will be able to choose, to some extent, from a range of alternative provision and arrange services that are appropriate to their individual need including religion and belief.	<p>All residents will have a needs assessment and care plans and carers will have had needs assessments and support plans which will identify any religious or belief requirements.</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>Over provision could potentially adversely affect services being offered to people who have needs for care and support who have a particular religion or belief.</p>	<p>The Council is planning to mitigate the cost of the proposal by reduce staff costs at Kentish Road, through flexible working. The proposal can be achieved within the overall budget.</p>
Sex	<p>Residents and carers will be able to choose, to some extent, from a range of alternative provision and arrange services that are tailored to their needs including single gender services.</p> <p>Over provision could potentially adversely affect services being offered to people who have needs for care and support who are from a particular sex.</p>	<p>All residents will have a needs assessment and care plans prepared and carers will have had needs assessments and support plans which will address matters relating to sex and gender.</p> <p>The Council is planning to mitigate the cost of the proposal by reduce staff costs at Kentish Road, through flexible working. The proposal can be achieved within the overall budget.</p>
Sexual Orientation	No identified impact.	
Community Safety	No identified impact.	
Poverty	No identified impact.	
Health & Wellbeing	Residents and carers' health and wellbeing could potentially	All residents will have a needs assessment and

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	<p>improve by them having greater choice and flexibility over their choice of replacement care.</p> <p>Over provision could potentially adversely affect services being offered to other older persons.</p>	<p>care plans prepared and carers will have had needs assessments and support plans which will address any matters relating to health and wellbeing.</p> <p>The Council is planning to mitigate the cost of the proposal by reduce staff costs at Kentish Road, through flexible working. The proposal can be achieved within the overall budget.</p>
Other Significant Impacts	None identified.	