

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 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 the budget proposals and consider mitigating action.

Name or Brief Description of Proposal	The proposed closure of Woodside Lodge residential care home; supporting its 13 current permanent residents to move to suitable alternative care settings; using the council’s remaining two residential care homes or purchasing residential care provided by the private or voluntary sector to meet the eligible social care needs of people in the future.
Brief Service Profile (including number of customers)	Woodside Lodge is a 27-bed residential care home for older people (aged over 60) living with moderate or severe dementia. There are currently 13 permanent residents. The home has been closed to new permanent residents since the consultation on its future started on 24 July 2014. Woodside Lodge has recorded the following occupancy levels in the past five years (rounded to the nearest percentage point): 2009/10 85%, 2010/11 92%, 2011/12 82%, 2012/13 71%, 2013/14 88%
Summary of Impact and Issues	<p>The recommended option is to close Woodside Lodge. Any impact on residents’ long term health wellbeing will be mitigated by thoroughly assessing their needs, identifying a suitable alternative care setting that will meet those needs and supporting and carefully managing their move to the new setting. The needs of the families and carers of residents will also be taken into account, to ensure that it remains possible for them to visit. Moves will be not take place until a suitable alternative has been agreed with families and carers.</p> <p>There are also potentially wider impacts on the closure of this council-provided residential care home for Southampton residents with eligible social care needs who might otherwise have sought to have their needs met there. However, there is sufficient availability of good quality residential care provided by the private or voluntary sector at rates negotiated with the council to meet current and forecast demand.</p>
Potential Positive Impacts	<p>Potential positive impacts include greater investment in developing a wider range of options for supporting individuals with dementia, such as supported living and extra care housing. This can increase opportunities for people to remain living in the community, including with a partner.</p> <p>Purchasing care for people in residential care provided by private or voluntary sector providers offers better value for money with no loss in quality, which helps the council to be more financially sustainable.</p>

Responsible Service Manager	Paul Juan, Interim Service Manager
Date	24 November 2014

Approved by Senior Manager	Helen Woodland
Signature	HL
Date	24 November 2014

Please note: this ESIA is a work in progress. Any revisions will be tabled at the Cabinet Meeting on 9 December 2014.

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>The current Woodside Lodge residents number 13 in total, with ages ranging from 62 to 97. One resident is aged in her 60s, two residents are aged in their 70s, seven residents are aged in their 80s and three residents are aged in their 90s.</p> <p>The home provides services exclusively for older people, which means that the impact of the closure of the home on its current residents disproportionately affects older people.</p> <p>However, the potential benefits are also likely to benefit older people, as the council will be able to support the development of a greater range of options to support older people in the community living with dementia.</p>	<p>Assessments of need will be carried out with all residents and the options for future accommodation, care and support will be considered. The assessment will identify the expected care needs and it is likely that due to need levels and the fact that individuals have been living in a residential care setting for some time, alternative residential or nursing care settings will be required. Dedicated social workers will work with residents and their families to identify a suitable alternative and will provide tailored support to help them to move there. Four residents have already been supported to move to suitable alternative care settings (at their families' request) using this process and this has not had any apparent adverse impact on their health and wellbeing. All alternative settings will provide specialist care for people living with dementia of at least the same quality as Woodside Lodge. The needs of former residents will continue to be</p>

		reviewed at least annually to ensure that they continue to be met. The location of residents' new homes will be chosen having regard to the needs of families. Social workers will continue to liaise with residents' medical consultants and General Practitioners to monitor any adverse impacts on health and wellbeing and intervene swiftly to mitigate these.
Disability	<p>Some of the residents of Woodside Lodge are living with a physical disability, largely associated with impaired mobility due to older age.</p> <p>All of the current residents are living with moderate or severe dementia.</p>	All residents will have a thorough assessment of their needs and will receive tailored support to help them to move to a suitable alternative care setting, as described above.
Gender Reassignment	No identified negative impacts.	
Marriage and Civil Partnership	<p>No identified negative impacts.</p> <p>The proposal may result in the more options to enable people with dementia to continue to live in the community with their spouses or partners.</p>	
Pregnancy and Maternity	No identified negative impacts.	
Race	<p>No identified negative impacts.</p> <p>12 of Woodside Lodge's 13 residents describe their ethnicity as "white British" and one describes her ethnicity as "white other European".</p>	
Religion or Belief	<p>No identified negative impacts.</p> <p>Seven of Woodside Lodge's residents describe their religion or belief as Christian, one as Catholic and the other five have not recorded a religion or belief.</p>	
Sex	<p>No identified negative impacts.</p> <p>Seven of Woodside Lodge's residents are female and six are male.</p>	
Sexual Orientation	No identified negative impacts.	
Community Safety	No identified negative impacts.	

Poverty	There are potential impacts if families of Woodside Lodge residents have to travel further at extra cost to visit their relatives.	<p>The location of potential alternative care settings and the needs of families will be taken into account when deciding on the best one.</p> <p>The proposal does not impact on an individuals' eligibility for support to meet their social care needs. The current criteria under the Fair Access to Care Services (FACS) scheme or, from 1 April 2015, under the Care and Support (Eligibility Criteria) Regulations 2014 will be applied and individuals with eligible needs that are best met through residential care will be supported in one of the council's other two residential care homes or in a private or voluntary sector home.</p>
Other Significant Impacts	None identified.	