

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	Consideration for the future of Holcroft House
Brief Service Profile (including number of customers)	
<p>Holcroft House is a 34 bedroom residential home providing short and long term care for adults living with dementia. There are currently 14 long term residents and 4 temporary residents. There are 52 members of staff currently working at Holcroft House (This is not FTE equivalent).</p> <p>A Fire Safety Assessment (FSA) has identified a number of issues that will need addressing at Holcroft House whereby residents will need to relocate during the works over a period of 18 months. Funds were initially identified for the initial work but costs have since increased exponentially and additional work identified in relation to asbestos bringing the current estimations to over £1m, with potential for that to increase.</p> <p>The Fire Service are aware there is a pending decision on the future of the building and have agreed the building is safe in the short term but will need addressing if the building is to stay open.</p> <p>There are currently a number of homes that are CQC registered with dementia care within the city which have a number of vacancies as of May 2023.</p>	

Planning for the proposed home closure will take into account the assessed needs of every individual resident of the home and how these can best be met in the future. The assessments will be conducted in partnership with other professionals and agencies to minimise impact, particularly with regards to their health and well-being. The review process will identify suitable placements to meet the needs of the resident, and this will be equal to the standard of Holcroft House.

The proposed closure will be carefully managed and will include an individual transition plan for all residents. Care staff will be supported throughout to ensure a safe and excellent quality of care is provided throughout the closure process.

Summary of Impact and Issues

Due to the fire safety and subsequent asbestos works that would be required at Holcroft House (over 18 months) there would be a need to relocate residents multiple times. By relocating the residents once, this will reduce the impact of additional moves which can be detrimental to their health.

The proposal is therefore, to close Holcroft House and support residents in relocating to alternative accommodation.

Each resident's care and support needs and financial assessment will be reviewed on an individual basis.

The proposed closure of the current provision has the potential to affect services provided to adults with care and support needs including:

- Adults with dementia
- Adults with physical disabilities
- Adults with sensory support needs
- Short term provision
- Families and representatives

Potential impacts identified so far include:

- Some residents that are currently in Holcroft House may find it upsetting to move as they may have been living in the area and home for a while. A full assessment will be carried out for each resident before they move. These assessments will be based on good practice guidelines on closing residential homes and settling people into new accommodation. Residents, families and representatives will also have access to independent advocacy support.

- The proposed closure, will require the council to support existing residents to move to alternative placements. Whilst we will work sensitively to minimise the impact their vulnerability may mean they find it a challenging experience. It will mean a change of environment and staff team and it will take time to manage the transition.
- Residents' concerns and levels of anxiety could impact their emotional and physical wellbeing particularly just before a move or immediately afterwards. Relatives of residents may also have concerns relating to finding suitable alternate care and support which could impact their health and wellbeing.

Residents, families and representatives will be involved in on-going discussions, assessment processes and planning for the future.

Although there is a presumption that all individuals have mental capacity, until there is evidence to the contrary it is likely that some of the residents may lack the capacity to make decisions or complex decisions about their residence and their care and support. If after the mental capacity assessment there is evidence that the individual lacks capacity to make decisions relating to their care and support needs, the council will need to arrange a best interest decision meeting. In some cases an application to the Court of Protection may be required.

Each individuals' rights under relevant legislation including the Care Act 2014, and Mental Capacity Act 2005, would be ensured and best practice and Care Quality Commission Managing Care Home Closures Guidance (2016) will be followed.

Potential Positive Impacts

Residents will be relocated once to an alternative provision rather than multiple time during building works.

By relocating the residents once, this will reduce the impact of additional moves which can be detrimental to their health.

Assurances will be made to provide an improved or at least equivalent level of care through existing commissioning arrangements with other providers for our impacted residents. The process will ensure full consultation with families, residents and advocates where necessary. The review process will identify suitable placements to meet the needs of the resident. We will also ensure friendship groups are maintained as far as possible. Planning for the home closure will take into account the assessed needs of every individual resident of the home and how these can best be met in the future.

Each individuals' rights under the Care Act and Mental Capacity Act would be ensured.

Responsible Service Manager	
Date	
Approved by Senior Manager	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>The greatest impact is likely to be on those older service users who have been using Holcroft for many years and for whom any change in provision will be difficult.</p> <p>All of the residents are over 65 years.</p> <p>Families/residents will be supported to review alternative placements and to under their particular needs, circumstances and preferences.</p> <p>There is potential for decline in residents' emotional and physical health during and immediately after any move following closure of a care home.</p>	<p>Needs assessments and reviews will take place for all residents prior to any changes. Through this process information on alternatives will be made available. Where changes need to be made, a gradual approach will be taken to support those who will be most affected. Advocacy services are in place to help support the individual and ensure that the move is in their best interest.</p> <p>Individual transition plans will be produced and updated. Where necessary other professionals and agencies will be called upon to support the individual to minimise any impact.</p> <p>There is adequate residential and non-residential provision in or</p>

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		near the boundary of the city.
Disability	<p>All residents have a cognitive impairment and a number also have a physical impairment.</p> <p>The proposal may have either a positive or negative impact depending on the individual and the extent to which they prefer current models of service.</p> <p>Those with physical disabilities may experience a larger impact due to some of the alternative options not having the equipment to be able to support appropriately and being able to accommodate in private sector, however, this will be no different to our internal homes.</p>	<p>As above, any proposed move will be considered carefully taking into account the persons best interest's and their and their and families' wishes and feelings. Any move will ensure that the individual's assessed eligible needs for care and support are met, including ensuring they have appropriate equipment.</p> <p>A project management team will be set up who will prepare a Closure Plan which will be reviewed regularly and will be followed.</p> <p>There is adequate residential provision in or near the boundary of the city.</p> <p>Residents and their carers will be supported to identify the most appropriate alternative option which meets their physical needs.</p>
Gender Reassignment	No identified impact.	Any potential risks can be mitigated by support to access alternative, appropriate services such as peer support and by working with other agencies to ensure all purchased and community services are accessible to all communities.

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Marriage and Civil Partnership	No identified impact.	No married or civil partnership couples within our home currently, however, if this changed then they would be accommodated together.
Pregnancy and Maternity	No identified impact.	
Race	<p>Residents and families will be able to choose, to some extent, from a range of alternative provision and arrange services that are culturally appropriate.</p> <p>Currently there are no residents at Holcroft requiring additional support or consideration in relation to culture or race.</p>	All residents will have an assessment prior to any change which will include cultural issues.
Religion or Belief	<p>Residents and families 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> <p>Currently there are no residents at Holcroft who have identified support or consideration in relation to religion or beliefs, however services are held in-house on a regular basis and residents are encouraged to attend should they wish to.</p>	All residents will have an assessment prior to any service change which will address matters of religion and belief and where appropriate, plans put in place to support within identified alternative accommodation
Sex	<p>Residents and families 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>Currently there are a higher percentage of women living at Holcroft than men. There are no issues or concerns identified</p>	All residents will have an assessment prior to any service change which will address matters relating to sex, should this be required.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	that may impact upon residents in this area.	
Sexual Orientation	No identified impact	
Community Safety	No identified impact	
Poverty	Risk of additional costs to families or residents through decision to close Holcroft and move to alternative accomodation	<p>Through the assessment process, we will consider the transport costs and any other costs as part of the care and support plan to move.</p> <p>If families are unable to assist or it cannot assist because of the person's needs, the council would look to meet the costs for transitioning across to new provision.</p> <p>Where an individual is self-funding their current placement at Holcroft House, the council will meet statutory duties.</p>
Health & Wellbeing	Residents' concerns and levels of anxiety could impact their emotional and physical wellbeing particularly just before and move or immediately afterwards. Relatives of residents may also have concerns relating to finding suitable alternate care and support which could impact their health and wellbeing.	<p>Needs assessments and reviews will take place for all residents prior to any changes taking place. Through this process information on alternatives will be made available.</p> <p>Individual transition plans will be produced and updated. This plan will include analysing the impact and where necessary other professionals and agencies will be called upon to support the</p>

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		<p>individual to minimise any impact. Families/residents will be supported to review alternative placements and to under their particular needs, circumstances and preferences.</p>
Other Significant Impacts	<p>Risk of reduced capacity within City for external Southampton residents requiring residential accommodation.</p>	<p>Within Southampton city residential care market, there is sufficient capacity to accommodate the residents.</p> <p>We are not expecting this to negatively impact on the availability for other service groups.</p>