

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	Overnight Residential Respite Reprovision – Option 1: Expand Kentish Road and deliver the majority of overnight respite from a single service operating across two sites, Kentish Road and Weston Court
Brief Service Profile (including number of customers)	
<p>The current contracts for overnight residential respite are due to come to an end on 31 March 2025. This includes the residential respite service delivered by Way Ahead at Weston Court (a 3-bedded unit in a building owned by the Council) and the Rose Road residential respite service for children and adults. There is therefore a need to review what these services should look like and how they are provided in future.</p> <p>Southampton currently has a mixed model of overnight respite provision. This includes its own in-house provision at Kentish Road (with capacity to deliver 1,800 nights a year which includes an emergency bed) as well as two external contracts: one with Way Ahead Leisure Pursuits who provide a 3-bedded service in the Council’s property Weston Court (commissioned to deliver 810 nights a year) and the other with the Rose Road Association (commissioned to deliver 781 nights a year for adults and 930 nights a year for children). There are currently around 28 adult social care clients using Weston Court, 20 using Rose Road and 35 using Kentish Road (these figures will fluctuate throughout the year as new clients start respite or existing clients cease).</p> <p>The recommendation is to reconfigure the overnight residential respite offer for adults, by expanding Kentish Road and delivering the majority of overnight respite as a single service operating across two sites, Kentish Road and Weston Court. This would increase the number of beds at Kentish Road from 4 (plus one emergency) to 6 (plus one emergency). It would also involve fully utilising all 3 beds at Weston Court (currently commissioned at 74% utilisation). This option would deliver 10 beds in total (9+1 emergency) across two sites with capacity for 3600 nights per annum. The recommendation is that the council would be the Registered Provider for both sites delivering the majority of residential respite in-house within its direct care services and only commissioning residential overnight respite from external providers for those adults with more complex needs</p>	

requiring higher core staffing levels or staff skilled in undertaking more complex clinical tasks.

More complex clients are defined as those requiring nursing oversight e.g. because of unpredictable/unstable medical conditions, more complex delegatable tasks such as intramuscular and Intravenous injections, deep suction, or dosage which is not pre-packaged, /pre-determined. Generally these will be predominantly Continuing Healthcare (CHC) fully or part-funded clients.

This proposal makes no changes to children's overnight respite.

Summary of Impact and Issues

In summary, the recommendations would:

- Reconfigure the overnight residential respite offer for adults, by providing overnight respite for the majority of adult social care clients in-house at Kentish Road and Weston Court and commissioning overnight respite for more complex clients externally (Rose Road being the current provider) – see previous section for description of “more complex”
- Expand and maximise the use of Kentish Road, the Council's in-house offer (with the first floor being opened up to provide additional capacity). Kentish Road would be increased from a 4 bed (plus one emergency bed) service to a 6 bed (plus one emergency bed) service.
- Fully utilise the 3 bed capacity available at Weston Court
- See the contracts with Rose Road and Way Ahead cease and only recommission residential respite from external providers for adult clients with more complex needs that cannot be met at Kentish Road or Weston Court

These changes will impact all ASC clients currently using Kentish Road, Weston Court and Rose Road, approximately 83 clients.

The main impacts would be:

- For Rose Road non complex clients (estimated to be 11 currently) - would move to Kentish Road to receive their respite.
- For Weston Court clients - all 28 clients would continue to receive their respite at Weston Court but the Weston Court service would be managed and staffed by the Council as opposed to Way Ahead.
- For Kentish Road clients – would see an expansion of the service at Kentish Road, with an increase in the numbers of people using the service

Potential Positive Impacts

Operational Benefits:

- Opportunity to consolidate and right size the adult overnight respite provision, building additional capacity as needed to meet future growth in demand.
- Maximises the use of the Council's assets by making use of unutilised capacity at both Weston Court and Kentish Road
- Still maintains a choice of venue and access on both sides of the city (Weston Court on the East and Kentish Road on the West of the city)

- Having two sites provides flexibility in terms of meeting need/managing different client groups
 - Provides greater consistency of provision by having a single provider operating both sites. For example, a single provider would bring parity across processes such as bookings, allocations, use of weekends, allocation of travel etc.
 - Achieves efficiencies and savings in relation to adult respite care
- Strategic Benefits:**
- Continues to provide a residential overnight respite offer across the city – whilst the wider transformational changes being implemented through the Inclusive Lives tender will deliver a broader more flexible respite offer including more non-residential options, including Outreach Support, Social Wellbeing Support and non-residential overnights
- Reputational benefits:**
- The proposal would see the Council increase its commitment to deliver respite services at both sites.

Responsible Service Manager	
Date	29.12.24
Approved by Senior Manager	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>The proposals will impact adult clients 18 years and over and their carers, some of whom could be older people.</p> <p>Some of these will have been receiving their respite with the same provider for many years, some since childhood and so there could be a negative emotional and mental health impact in terms of the transition to a different venue with a different staff group, different surroundings and other clients (around 11 people would move from Rose Road to Kentish Road).</p>	<ul style="list-style-type: none"> • Ensure that any age-related care & support needs are stated in the Care act assessment and care plans for all those impacted. • Ensure that there is a detailed, person-centred transition plan for each person moving from one service to another and that sufficient time is planned in to allow people to get to know and become settled in their new provision. This will mean ensuring that

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	<p>For people with learning disabilities, this transition, away from a service in which they have been settled, could be very difficult, exacerbating anxiety and challenging behaviour.</p> <p>The mental health of carers, many of whom will be older people, could also be negatively impacted, both by the move of their cared for person to a different, unknown setting (i.e affecting some Rose Road clients) as well as the change in service management and staffing for some carers. People will have built up trust and confidence with their current service. Some may have had negative experiences or difficulties settling their cared for person in another service in the past; and so this change is likely to create anxiety and distress for some people.</p> <p>52% of respondents to the consultation said that the changes would have a fairly or very negative impact on them.</p>	<p>each person is reviewed by an allocated social worker who will work with them and their carers to understand any concerns</p> <ul style="list-style-type: none"> • Wherever possible ensure that existing friend groups are maintained and supported. • Undertake a co-production exercise with the Carers Co-production Group and other carers impacted to design and implement quality standards and quality assurance processes for direct care services, defining what good looks like from the perspective of carers and their cared for persons • TUPE may mean that for some clients, there will be less change in carer • Additional staff will be recruited to ensure a full complement of core staff within Kentish Road, following a robust recruitment process in line with Skills for Care safe recruitment practices. • Where agency usage may be required, Kentish Road have a consistent pool of agency staff, some of whom have worked within the service since 2018.
Disability	<p>The proposals will impact adults with learning disabilities who are more likely to find change difficult and unsettling. Many of these adults will also have physical disabilities,</p>	<ul style="list-style-type: none"> • As above – Ensure that there is a detailed, person centred transition plan for each person moving from one service to

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	<p>neurodiversity, mental health as well as complex medical conditions requiring multiple medications and clinical interventions e.g. feeding, respiratory. A change in service or change in management and staff team could therefore be a very worrying time for some people and their carers who have built trust and confidence in their current service. Behaviour problems may be exacerbated. Some carers may feel that they are unable to properly take a break from their caring duties if they are concerned about leaving them in an unknown service, thereby increasing physical and mental stress.</p> <p>It should be noted that a number of the carers will be older people, some with physical disabilities and/or mental health problems themselves and so the impact will be greater.</p> <p>52% of respondents to the consultation said that the changes would have a fairly or very negative impact on them.</p>	<p>another and that sufficient time is planned in to allow people to get to know and become settled in their new provision. This will mean ensuring that each person is reviewed by an allocated social worker who will work with them and their carers to understand any concerns</p> <ul style="list-style-type: none"> • The transition will be gradually managed with opportunities for the Rose Road clients who would move to get to know staff and visit premises beforehand. This can include short visits, lunch / tea visits or overnight stays, depending on the needs and wishes of the individual and their families. • Ensure that all clients are reviewed to ensure there is an up-to-date assessment of need and an opportunity to discuss with each client and their carers what is important to them along with any concerns. • Work with current service providers to ensure that the needs of each client are fully understood, ensuring that details regarding person centred care and support plans are shared to maintain a cohesive, consistent approach to care delivery. • Accessible language will be used to communicate

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		<p>the changes to clients and their families/carers</p> <ul style="list-style-type: none"> • Advocacy support will be made available from The Advocacy People • Undertake a co-production exercise with the Carers Co-production Group and other carers impacted to design and implement quality standards and quality assurance processes for direct care services, defining what good looks like from the perspective of carers and their cared for persons • TUPE may mean that for some clients, there will be less change in carer • Kentish Road staff have a comprehensive training offer with all core staff having completed mandatory training in line with the national Care workforce pathway for adult social care. Staff training is reviewed on a regular basis and additional training is provided where appropriate to meet any specific health or communication needs. • Kentish Road staff are provided with regular and consistent supervision and PDR's to ensure they remain confident, skilled and competent within their roles. • Kentish Road has access to a range of care technology that can also be used to support the safe care of clients in the

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		<p>least restrictive way. This includes video monitors in individual rooms, movement sensors, epilepsy sensors and falls alarms which also support people's independence, privacy and dignity.</p> <ul style="list-style-type: none"> • Where necessary and on the basis of assessed need, additional 1:1 staffing has been planned for and will be put in place. This will be reviewed on a regular basis to ensure safe and effective staffing levels. • Careful consideration will be given to client mix/compatibility
Gender Reassignment	No impacts identified	n/a
Care Experienced	Some clients may have experienced periods of being in care as children which could make the move more difficult.	<ul style="list-style-type: none"> • As above, each client will be reviewed to ensure that there is an up-to-date assessment of need and any concerns discussed. • Taking a personalised approach to all planning and transition will enable bespoke needs to be taken into account
Marriage and Civil Partnership	No impacts identified	n/a
Pregnancy and Maternity	No impacts identified	n/a
Race	Services users could come from a wider range of race related backgrounds and it is important that services continue to meet these needs	<ul style="list-style-type: none"> • Ensure that this detail is captured in the Care Act assessment where applicable to ensure care & support is offered appropriately. • All clients will have a person-centred care plan

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		<p>where any specific needs and or preferences would be recorded.</p> <ul style="list-style-type: none"> • Kentish Road has a diverse staff team who are all required to ensure they complete regular mandatory training in relation to Equality, Diversity and Dignity in Care.
Religion or Belief	Services users could have a wide range of religions or beliefs.	<ul style="list-style-type: none"> • Ensure that this detail is captured in the Care Act assessment where applicable to ensure care & support is offered appropriately. • All individuals will have a care plan where any specific needs would be recorded. • All staff are required to ensure they complete regular mandatory training in relation to Equality, Dignity in Care and Diversity.
Sex	No impacts identified	n/a
Sexual Orientation	No impacts identified	n/a
Community Safety	No impacts identified	n/a
Poverty	No impacts identified	<ul style="list-style-type: none"> • n/a
Health & Wellbeing	<p>The proposals could impact on the health and wellbeing of clients as well as their carers.</p> <p>A change in service or change in management and staff team could result in distress for some people and their carers who have built trust and confidence in their current service. Rose Road clients could be affected negatively by moving to a strange and unfamiliar environment; away from</p>	<ul style="list-style-type: none"> • As above – Ensure that there is a detailed, person-centred transition plan for each person moving from one service to another and that sufficient time is planned in to allow people to get to know and become settled in their new provision. This will mean ensuring that each person

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	<p>staff who know and understand them and have cared for them for many years.</p> <p>Behaviour problems may be exacerbated.</p> <p>Some carers may feel that they are unable to properly take a break from their caring duties if they are concerned/don't feel safe about leaving their cared for person in an unknown service, thereby increasing their levels of physical and mental stress.</p>	<p>is reviewed by an allocated social worker who will work with them and their carers to understand any concerns</p> <ul style="list-style-type: none"> • The transition will be gradually managed with opportunities for the Rose Road clients who would move to get to know staff and visit premises beforehand • Ensure that all clients are reviewed to ensure there is an up-to-date assessment of need and an opportunity to discuss with each client and their carers what is important to them along with any concerns. • Work with current service providers to ensure that the needs of each client are fully understood and that details of current care and support plans, including associated risk assessments and health management plans are shared to ensure continuity and consistency of care. • Accessible language will be used to communicate the changes to clients and their families/carers • Undertake a co-production exercise with the Carers Co-production Group and other carers impacted to design and implement quality standards and quality assurance processes for direct care services, defining what good looks like from the perspective

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		of carers and their cared for persons
Other Significant Impacts		