

Annex 3 - Updated Equality Impact Assessment as it relates to the Haxby Hall transfer proposal

City of York Council

EQUALITY IMPACT ASSESSMENT

1	Name and Job Title of person completing assessment	Programme Director, Older Persons' Accommodation
2	Name of service, policy, function or criteria being assessed	Haxby Hall older persons' home: a sustainable future
3	What are the main objectives or aims of the service/policy/function/ criteria?	<p>To continue to provide care at the Haxby Hall site in a modern and fit for purpose environment.</p> <p>The continued provision and modernisation of care accommodation at Haxby Hall will improve the quality of services at the site and have modern standards of accessibility that the current site does not have. The Council will seek a partner, with whom to work to develop a scheme, which is both commercially viable and which delivers the maximum community benefit.</p>
4	Date	24th November 2016

Stage 1: Initial Screening

5	<p>What evidence is available to suggest that the proposed service/policy/function/criteria could have an adverse impact on quality of life outcomes (as listed at the end of this document) for people (both staff and customers) with protected characteristics? Document the source of evidence, (e.g. past experience, anecdotal, research including national or sectoral, results of engagement/consultation, monitoring data etc) and assess relevance of impact as: <i>Not relevant / Low / Medium / High.</i></p>
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Protected Characteristic		Not relevant		Low / Medium / High		Source of evidence that there is or is likely to be adverse impact	
		Cust	Staff	Cust	Staff	Customers	Staff
a	Race	X	X			n/a	n/a
b	Religion / spirituality / belief	X	X			n/a	n/a
c	Gender	X			L	n/a	The OPH staff profile shows that the majority of the current workforce are women.
d	Disability	X	X			n/a	n/a
e	Sexual Orientation	X	X			n/a	n/a
f	Age	M			L	Change of care provider and construction of a new care home may cause disturbance to residents at the existing Haxby Hall.	The OPH staff that are older may suffer adversely if seeking alternative work.
g	Pregnancy / maternity	X	X			n/a	n/a
h	Gender reassignment	X	X			n/a	n/a
i	Marriage and	X	X			n/a	n/a

Protected Characteristic		Not relevant		Low / Medium / High		Source of evidence that there is or is likely to be adverse impact	
	civil partnership						
j	Carers of older and disabled people	X	X			n/a	n/a

If you assess the service/policy/function as **not relevant across ALL the characteristics**, please proceed to section 11. If you assess the service/policy/function as **relevant for ANY of the characteristics**, continue to Stage 2, Full Equality Impact Assessment.

Stage 2: Full Equality Impact Assessment

6	Are there any concerns that the proposed or reviewed service/policy/function/criteria may be discriminatory, or have an adverse impact on members of the public, customers or staff with protected characteristics? If so record them here	
a	Public/customers	Yes – possible negative effects on health and well-being of frail residents.
b	Staff	Yes – older staff especially those who are also carers in their home environment with limited ability to move and find other jobs.

If there are **no concerns**, go to section 11.

If **there are concerns**, go to section 7 and 8 amend service/policy/function/criteria to mitigate adverse impact, consider actions to eliminate adverse impact, or justify adverse impact.

7	Can the adverse impact be justified? E.g. in terms of community cohesion, other legislation, enforcement etc. NB. Lack of financial resources alone is NOT justification!
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Customers

Our quality assurance studies as well as the results of consultation showed that the current OPHs, whilst in reasonably good condition, are 40-50 years old and no longer meet current residents' needs and also are not fit for the

future. Their size and design make it more difficult for staff and other practitioners to care for people with dementia and high dependency care needs.

Staff

Looking at experiences at other councils, there were no forced redundancies however, staff would be offered a fair severance package under TUPE law. Staff also recognise the need to improve and modernise the care environment for customers.

8 What changes will you make to the service/policy/function/criteria as result of information in parts 5&6 above?

There will be no changes to the proposed policy.

9 What arrangements will you put in place to monitor impact of the proposed service/policy/function/criteria on individuals from the protected characteristics?

Assessment & Safeguarding Care Managers and OPH Managers will monitor the impact of any changes on individual residents. They will also track feedback from relatives and, where appropriate request independent advocates looking out for the interests of individual residents.

OPH Managers, Human Resources, and Trade Unions will support OPH staff through the transfer process if this decision is approved by the Members'.

10 **List below actions you will take to address any unjustified impact and promote equality of outcome (as listed at the end of this document) for staff and other people with protected characteristics. Consider action for any procedures, services, training and projects related to the service/policy/function/criteria which have the potential to promote equality in outcomes.**

Action	Lead	When by?
<u>Customers</u> The Council will endeavour to keep disturbance during to transfer to a minimum; the new operator of the home will do the same during any construction	Head of Service (Operations) Care Home	Until transfer of property and services has occurred. Until new construction is

