

Guidance

Please read the [Equality and Consultation Analysis Guidance Note](#) for help in completing this form. For further information and support to complete this form, please contact – **equalities**: Jaspal Mann (Jaspal.Mann@coventry.gov.uk 024 7683 3112) or Wendy Ohandjanian (Wendy.Ohandjanian@coventry.gov.uk 024 7683 2939) in the Chief Executive’s Policy Team; or for **consultation**: Helen Shankster (Helen.Shankster@coventry.gov.uk 024 7683 4371) in the Insight Team.

About the project

Project or review	A Bolder People Directorate Programme – Improving accommodation for older people
Service	Housing with Care and Learning Disability Day Services
Directorate	People

About the person completing this form

Name	Marc Greenwood and Gemma Tate
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Date section 1a completed	20/07/2015

1. Provide brief details of the aims of the project / review

In 2013/14 the A Bolder Community Services Programme delivered a project that sought to improve the quality of accommodation within Housing with Care Services. In this project care services at two internal Housing with Care schemes ceased. The consultation, decision and implementation were undertaken between August 2013 and June 2014. It was explained at the consultation there may be a further phase of changes affecting other internal schemes and that any further changes would have their own consultation process. This ECA covers the proposals for this next phase.

The proposal is to cease care services at a further 4 internal Housing with Care schemes. The four schemes are Frank Walsh House, Halford Lodge, Farmcote Lodge and Skipton Lodge. There are a total of 134 flats across the four identified schemes. In three of the chosen schemes, there are 21 short term tenancy flats used to support people either being discharged from hospital, or to avoid admission, for a period of up to six weeks.

This aim of the project is to:

- Improve the offer of Housing with Care to Coventry’s residents through improving the quality of accommodation
- Optimise occupancy of current and future schemes
- Encourage the development of new schemes across the city
- Consider the geographical spread of provision across the city and ensure minimum disruption to tenants

In total, as of 15th July 2015, there are 91 occupied long term flats in the four identified schemes. Two flats are occupied by couples. Therefore 93 tenants are affected by the proposals.

Scheme	Number of long term tenants

Frank Walsh House	31
Skipton Lodge	25
Halford Lodge	22
Farmcote Lodge	15
Total	93


Also, there would be an impact, due to these proposals, on two day services for Adults with Learning Disabilities that is based at Frank Walsh House. These are Jenner8 and The Community Zone. Both of these services were relocated to Frank Walsh House in 2014 following the closure of Watcombe Day Centre and Curriers Enterprises.

The levels of dependency and needs of the service users vary at the two centres. It is proposed that some service users would be supported to access community based provision, therefore no longer relying on a centre based service. Capacity would be created at an alternative day centre, such as Wilfred Spencer Centre, for those service users that still require a centre based service.

Within Jenner8 there are currently 46 registered service users and 28 at The Community Zone.

Impact on service users

2. What are the possible impacts of this project / review on the following groups?

 Assess the impact of this project / review on people with the following [protected characteristics](#); and agreed local priority groups. Please summarise local service level data as evidence of any impact and also consider other local and national data or evidence. Under 'Mitigating Actions' outline briefly what actions you plan to put in place to lessen any negative impact on protected groups. Delete any of the characteristics below which do not apply.

Protected characteristic

Commentary / Analysis

Impacts / Mitigating actions

Protected characteristic
Age

Commentary / Analysis

Impacts / Mitigating actions

Housing with Care

The age group in Housing with Care is disproportionately older than the general Coventry average; however, this is to be expected as Housing with Care applications are mostly from people over the age of 55.

36% of people are aged 85+ with two people aged over 100.

This is a slightly lower percentage than when compared to the overall internal Housing with Care population where the over 85's make up 40% of the population.

Learning Disability Day Services

There are no current service users under 30 years old. The majority (63%) of current service users at The Community Zone and Jenner8 are 40 to 59 years old. There are 20 people aged 60+, 14 of those (70%) attend Jenner8. Due to the fact that people with severe learning disabilities have a lower than average life expectancy it is to be expected that there are fewer people aged over 60 attending these services.

Positive impacts: The overall outcome would enable a positive equality impact for those affected by the proposals as they would be living in more suitable accommodation for their identified care and support need. A number of the learning disability day centre users may benefit from improved access to community based provision thus increasing their independence and reducing reliance on long term services.

Negative impacts: Due to the nature of the Housing with Care service older people are disproportionately affected by the proposals. The majority of people attending the two day centres are aged over 40.

Mitigations: All Housing with Care tenants would have a social care review in line with the Care Act 2014 to reassess their social care needs to determine future accommodation options, care and support needs. Support plans would be drawn up by social workers in conjunction with tenants, families and Housing with Care staff to ensure that the transition to a new home is as smooth as possible. Where possible, and requested by tenants, identified friendship groups would be maintained by moving to the same or nearby alternative accommodation. Service users at Jenner8 and The Community Zone would also be reviewed to assess their social care needs with a particular focus on accessing community facilities, developing and maintaining family relationships and friendships. At all times, reviews would be tailored to ensure that the appropriate communication techniques (for example easy read materials) are used to

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Age continued		support the service users of The Community Zone and Jenner8 to explore alternative options should services relocate from Frank Walsh House. Support Plans would be drawn up by social workers in conjunction with service users, families and carers.
Disability	<p><u>Housing with Care</u></p> <p>The proposal would affect the Housing with Care population which are generally older people, many with a disability.</p> <p>To access long term Housing with Care support individuals need to meet the eligibility criteria for Adult Social Care. Therefore the majority of people would have a physical, mental impairment or illness affecting their ability to carry out daily living tasks, for example maintaining their personal hygiene.</p> <p>Examples of disability across the Housing with Care population include physical impairments, dementia and Alzheimer's.</p> <p><u>Learning Disability Day Services</u></p> <p>The proposal would affect the Learning Disability Day Services population all of whom have a learning disability.</p> <p>To access support from our Learning Disability Day Services individuals need to meet the eligibility criteria for Adult Social Care. These service users have moderate to severe learning disabilities that affect their ability to undertake tasks or daily living activities. They may also have other health conditions in addition to their learning disability diagnosis.</p>	<p>Positive impacts: The overall outcome would enable a positive equality impact for those affected by the proposals as they would be living in more suitable accommodation for their identified care and support need. A number of the learning disability day centre users may benefit from improved access to community based provision thus increasing their independence and reducing reliance on long term services.</p> <p>Negative impacts: Due to the age of the service users and their pre-existing assessed need a disproportionate number of people with a disability would be affected.</p> <p>Mitigations: All Housing with Care tenants would have a social care review in line with the Care Act 2014 to reassess their social care needs to determine future accommodation options, care and support needs. Support plans would be drawn up by social workers in conjunction with tenants, families and Housing with Care staff to ensure that the transition to a new home is as smooth as possible. Where possible, and requested by tenants, identified friendship groups would be maintained by moving to the same or nearby alternative accommodation.</p>

Protected characteristic

Commentary / Analysis

Impacts / Mitigating actions

Disability
Continued

Service users at Jenner8 and The Community Zone would also be reviewed to assess their social care needs with a particular focus on accessing community facilities, developing and maintaining family relationships and friendships. At all times, reviews would be tailored to ensure that the appropriate communication techniques (for example easy read materials) are used to support the service users of The Community Zone and Jenner8 to explore alternative options should services relocate from Frank Walsh House. Support Plans would be drawn up by social workers in conjunction with service users, families and carers.

Gender

Housing with Care

The Housing with Care population currently has a higher proportion of females (60%) than males (40%). However given the age profile and that women have a longer life expectancy (85.8 years female, 83.2 years for males) in Coventry (based on how long 65 year old could expect to live) this is to be expected.

However across the four identified schemes, there are slightly more males (53%) than females (47%). The percentage of males at Frank Walsh House at 63% is the highest of the identified schemes.

Learning Disability Day Services

There is currently a fairly even gender split among the current service users at The Community Zone and Jenner8. In both services there are slightly more male attendees. 41 (55%) of service users are male and 33 (45%) of service users are female.

Positive impacts: The overall outcome would enable a positive equality impact for those affected by the proposals as they would be living in more suitable accommodation for their identified care and support need. A number of the learning disability day centre users may benefit from improved access to community based provision thus increasing their independence and reducing reliance on long term services.

Negative impacts: Across the four housing with care schemes males would be disproportionately affected by the proposals. Across the Learning Disability Day Centres Males would also be disproportionately affected.

Mitigations: All Housing with Care tenants would have a social care review in line with the Care Act 2014 to reassess their social care needs to determine future accommodation options, care and support needs.

Protected characteristic Gender continued	Commentary / Analysis	Impacts / Mitigating actions
Gender Reassignment Marriage/Civil Partnership	No information is available for this characteristic No information is available for this characteristic	<p>Positive impacts: N/A Negative impacts: N/A Mitigations: N/A</p> <p>Positive impacts: N/A Negative impacts: N/A Mitigations: N/A</p>
Pregnancy/Maternity	No information is available for this characteristic	<p>Positive impacts: N/A Negative impacts: N/A Mitigations: N/A</p>

Support plans would be drawn up by social workers in conjunction with tenants, families and Housing with Care staff to ensure that the transition to their new home is as smooth as possible. Where possible, and requested by tenants, identified friendship groups would be maintained by moving to the same or nearby alternative accommodation.

Service users Jenner8 and The Community Zone would also be reviewed to assess their social care needs with a particular focus on accessing community facilities, developing and maintaining family relationship and friendships. At all times, reviews would be tailored to ensure that the appropriate communication techniques (for example easy read materials) are used to support the service users of The Community Zone and Jenner8 to explore alternative options should services relocate from Frank Walsh House. Support Plans would be drawn up by social workers in conjunction with service users, families and carers.

Protected characteristic
Race

Commentary / Analysis

Impacts / Mitigating actions

Housing with Care

The Housing with Care population across the 10 internal schemes has a higher proportion of people who identify as White British than Coventry as a whole. 215 (86%) of tenants across the overall 10 internal schemes have stated their ethnicity as White British.

All of the tenants at two of the identified schemes, Farmcote Lodge and Skipton have tenants who identify as White British.

Frank Walsh House has the most ethnically diverse population. 16 (53%) tenants identify as White British. 6 (20%) tenants identify as Indian. The other 27% of tenants identify as White Irish, Other White Background, Caribbean, African, Other Asian and Any Other Ethnic Background.

Learning Disability Day Services

The majority of service users at both The Community Zone and Jenner8 identify as White British (88%).

The Community Zone has a more ethnically diverse population as 5 of the 28 service users (18%) identify as Indian, Bangladeshi, Pakistani or Other Asian. The other 82% identify as White British.

Only 4 of the 46 service users (9%) at Jenner8 identify as Indian or Caribbean. The other 91% identify as White British.

Positive impacts: The overall outcome would enable a positive equality impact for those affected by the proposals as they would be living in more suitable accommodation for their identified care and support need. A number of the learning disability day centre users may benefit from improved access to community based provision thus increasing their independence and reducing reliance on long term services.

Negative impacts: Across the four schemes and the two learning disability day centres people of White British origin would be disproportionately affected by the proposals.

Mitigations: All Housing with Care tenants would have a social care review in line with the Care Act 2014 to reassess their social care needs to determine future accommodation options, care and support needs. Support plans would be drawn up by social workers in conjunction with tenants, families and Housing with Care staff to ensure that the transition to their new home is as smooth as possible. Where possible, and requested by tenants, identified friendship groups would be maintained by moving to the same or nearby alternative accommodation. Service users at Jenner8 and The Community Zone would also be reviewed to assess their social care needs with a particular focus on accessing community facilities, developing and maintaining family relationships and friendships. At all times, reviews would be tailored to ensure that the appropriate communication techniques (for example easy read materials) are used to support the service users of

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Race continued		The Community Zone and Jenner8 to explore alternative options should services relocate from Frank Walsh House. Support Plans would be drawn up by social workers in conjunction with service users, families and carers.
Religion/Belief	No information is available for this characteristic	Positive impacts: N/A Negative impacts: N/A Mitigations: N/A
Sexual Orientation	No information is available for this characteristic	Positive impacts: N/A Negative impacts: N/A Mitigations: N/A
Looked After Children	No information is available for this characteristic	Positive impacts: N/A Negative impacts: N/A Mitigations: N/A


Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Carers	<p><u>Housing with Care</u></p> <p>There is limited or no direct data held about family carers. However using the demographic data available the following assumptions are made about the protected characteristics of the cohort:</p> <ul style="list-style-type: none"> • Predominately White British. • A large proportion would be below the age of 65. <p>Further analysis of the impact on carers would be undertaken during the consultation.</p> <p><u>Learning Disability Day Services</u></p> <p>The majority of people who attend The Community Zone and Jenner8 live with family carers. A small number live with a Shared Lives carer.</p> <p>Further analysis of the impact on and the demographics of these carers would be undertaken during the consultation.</p>	<p>Positive impacts: Cared for individuals will receive improved accommodation. A number of the learning disability day centre users may benefit from improved access to community based provision thus increasing their independence and reducing reliance on long term services.</p> <p>Negative impacts: Housing with Care Tenants may be relocated further away from family carers dependent upon future service provision. There may be disruption and distress caused by any relocations or changes in service provision. Carers would have to support cared for individuals through any changes.</p> <p>Mitigations: The family carers will continue to be able to visit their respective family member at the Housing with Care scheme or other suitable accommodation to which the tenant moves to. Providing regular and on-going communication to family carers. Provide support to all family carers affected ensuring they are fully briefed on the proposed changes and are kept fully informed throughout any changes. Ensuring at all times communication is tailored to meet the individual needs of both the carer and their family member (service user)</p>
Deprivation (e.g. income, educational attainment, worklessness)	No information is available for this characteristic	<p>Positive impacts: N/A</p> <p>Negative impacts: N/A</p> <p>Mitigations: N/A</p>

3. Have you considered social value requirements as part of this project/review?

The nature of this proposal deals solely with the internal provision of Housing with Care and Learning Disabilities Day Opportunities therefore, this duty does not apply here. This would be considered should the services ever be subject to a tender process.

Impact on the workforce

4. How many staff belong to the protected characteristics?

 Contact the HR Change Management Team (Marion O'Brien, Marion.O'Brien@coventry.gov.uk 024 7683 2454) for management information on the workforce affected by this project/review.

Staff data

In total across Housing with Care and Learning Disability Day Services there is currently 137 staff occupying 145 posts. (As at 9th July 2015)

Age

	Age Band & Total Contract Count					
	Up to 24	25-34	35-44	45-54	55-64	65-74
Frank Walsh House / Halford Lodge / Farmcote Lodge / Skipton Lodge	5	11	24	47	22	
The Community Zone & Jenner 8	2	3	4	11	7	1
Totals	7	14	28	58	29	1

58 staff members (43%) are aged 45-54 and 88 staff members (64%) are aged 45-74.

Gender

	Male	Female
Frank Walsh House / Halford Lodge / Farmcote Lodge / Skipton Lodge	5	104
The Community Zone & Jenner 8	9	19
Totals	14	123

The majority (90%) of staff members are female, in line with the care sector nationally.

Grades of existing posts

	G1	G3	G4	G5	G6	G7	G8
Frank Walsh House	7	15	8	4	1	0	0
Skipton Lodge	5	12	4	3	1	0	1
Halford Lodge	5	11	5	3	1	0	1
Farmcote Lodge	5	14	6	3	1	0	1
Jenner8	0	11	0	3	0	0	0
The Community Zone	0	10	0	3	0	1	0
Totals	22	73	23	19	4	1	3

Of the 145 posts affected by the proposals the large majority are lower paid posts. 65% of posts are Grade3 or below.

Ethnicity

	Ethnic Group / Total Contract Count					
	Asian or Asian	Black or Black	Mixed	Unknwn	White	Other

	British	British				
Frank Walsh House / Halford Lodge / Farmcote Lodge / Skipton Lodge	13	9	6	6	74	1
The Community Zone & Jenner 8	1	1	0	5	21	0
Totals	14	10	6	11	95	1

The majority of staff (69%) are White British with the second highest group being Asian or Asian British (10%).

Summary of staffing figures

	Total number of posts	Number of FTE's	Number of permanent staff	Number of temporary staff	Number of Casual staff	Current vacancies
Frank Walsh House	35	19.88	26	5	4	0
Halford Lodge	26	14.56	17	5	2	2
Farmcote Lodge	30	14.91	20	3	6	1
Skipton Lodge	26	13.48	17	3	5	1
Totals	117	62.83	80	16	17	4

The Community Zone	14	10.26	14	0	0	0
Jenner 8	14	9.53	13	1	0	0
Totals	28	19.79	27	1	0	0

5. What are the likely impacts of this project / review on different groups of staff?

There would be a direct impact on all posts within the four identified Housing with Care schemes if care services cease at these schemes. All posts would cease to exist. There would also be post reduction across the two learning disability services.

Across Adult Social Care Internal Provider Services there are a total of 38 Early Retirement/Voluntary Redundancy applications with a further 73 staff employed on temporary contracts. These ER/VR requests and the number of temporary employees would help to minimise the impact on permanent employees.

6. Do you plan to undertake formal consultation as part of this project?

Yes No

Subject to Cabinet approval a formal consultation would be undertaken between 25th August and 17 November 2015.

7. Has a report to elected members been prepared in relation to this work?

Yes

No

Web link to the report: Insert link to the report (usually <http://moderngov.coventry.gov.uk/>....).**Next steps**

Please send this completed pre-consultation form to the Chief Executive's Policy Team: Jaspal Mann (Jaspal.Mann@coventry.gov.uk 024 7683 3112); or Wendy Ohandjanian (Wendy.Ohandjanian@coventry.gov.uk 024 7683 2939). This form would also be shared with Public Health, who would be in touch in relation to the impact of this project/review on health inequalities.

1b

Post-consultation



The section below should be completed following consultation.

Name	What is your name?
Date section 1b completed	Choose a date.

8. Update any equality impacts on service users listed in Part 1a question 2 following consultation.



Reflect any new information that may have come to light during the consultation process. Under mitigating actions, identify the responsible Council officer or named person in an external provider responsible for completing the action and timescales involved.

9. What were the key findings from the consultation process?

10. Have any of the preferred delivery options or service model(s) changed following the consultation?

Yes No

If yes outline what changes are to be incorporated

11. Update the workforce data tables in Part 1a question 4 as required.



If no changes have been made, state 'no changes made'.

13. Following consultation, please indicate which of the following best describes the equality impact of this review/project.

There would be no equality impact if the proposed option is implemented	<input type="checkbox"/>
There would be positive equality impact if the proposed option is implemented	<input type="checkbox"/>
There would be negative equality impact if the proposed option is implemented but this can be objectively justified	<input type="checkbox"/>

14. Would this form be used to compile a Programme Level Analysis (Part 2)?

Yes No

If yes, state the name of the programme: Enter the name of the programme.

15. Approvals from Director and Cabinet Member

Name	Date
Director: Name of Director.	Click here to enter date agreed.
Cabinet Member: Name of Cabinet Member.	Click here to enter date agreed.

16. Please detail below any committees, boards or panels that have considered this analysis.

Name	Date	Chair	Decision taken
Name of board.	Click here to enter meeting date.	Name of chair.	Decision made / link to report.
Name of board.	Click here to enter meeting date.	Name of chair.	Decision made / link to report.
Name of board.	Click here to enter	Name of chair.	Decision made / link to

meeting date.

report.

Next steps

Please send the completed form to the Chief Executive's Policy Team: Jaspal Mann
 (Jaspal.Mann@coventry.gov.uk 024 7683 3112); or Wendy Ohandjanian
 (Wendy.ohandjanian@coventry.gov.uk)

Version control

Find the latest version on Beacon at <http://beacon.coventry.gov.uk/equalityanddiversity/>

Version	Date	Summary of Changes (Author)
1.0.0	17 July 2014	Initial release (Jaspal Mann)
1.0.1	05 August 2014	Added protected characteristic of Disability under section 2 (Si Chun Lam)
1.0.2	05 May 2015	Jaspal Mann