

# Sheffield City Council Equality Impact Assessment



[Guidance for completing this form is available on the intranet](#)

Help is also available by selecting the grey area and pressing the F1 key

**Name of policy/project/decision:** Older Peoples Accommodation Stocksbridge

**Status of policy/project/decision:** New

**Name of person(s) writing EIA:** Sharon Marriott/Pat Nibblet - Sheffield City Council  
Communities

**Date:** 6<sup>th</sup> August 2012

**Service:** Strategic Commissioning and

Partnerships Section - Sheffield City Council ( SCC)

**Portfolio:** Communities

**What are the brief aims of the policy/project/decision?** The project includes three key elements. The decommissioning of Newton Grange Residential Care Home, the decommissioning of the Sheltered Housing Unit Sweeney House and the decent home upgrade of the Sheltered Housing Scheme Balfour House.

**Are there any potential Council staffing implications, include workforce diversity?** Yes this will affect City Council staff working in Care4You.

Under the [Public Sector Equality Duty](#), we have to pay due regard to: "Eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations." [More information is available on the council website](#)

Areas of possible impact	Impact	Impact level	Explanation and evidence (Details of data, reports, feedback or consultations. This should be proportionate to the impact.)
Age	Negative	High	<p>In total 78 older people living in the three schemes aged over 60 are affected by these changes. Some of these older people have disabilities and or long term conditions.</p> <p>Newton Grange There are currently 23 residents living in Newton Grange Residential Care Home. The facility provides long term care for older people over the age of 65 although the age range of residents currently living in the scheme is much older with 86% being over the age of 80. All residents will be reassessed and supported to move to another care home of their choice in the independent sector. As there is limited residential provision in the immediate vicinity it is likely that some residents may have to move outside of the area. However, for some this is an opportunity for them to move closer to their family.</p> <p>Relative and Carers There are a number of residents who regularly receive</p>

Areas of possible impact	Impact	Impact level	Explanation and evidence (Details of data, reports, feedback or consultations. This should be proportionate to the impact.)
			<p>visits from relatives and friends, many of whom live in close to the care home in the Stocksbridge or surrounding area. Some of these relatives are also older themselves.</p> <p><b>Staff</b> There are 32 staff with various contract hours. The staff are predominately female, with people from BME backgrounds, a wide age range, and includes some people with disabilities.</p> <p>At this stage, we do not know which individuals will be affected by this project which may result in redeployment of staff or compulsory redundancies. As this proposal also links to a wider MER process across care4you any changes under this proposal will be taken account of in the wider MER process.</p> <p><b>Positive and Low impact</b></p> <p>There are 7 short term care/respice beds. The age range of those using this facility is older people over 65. The occupancy rates are 90% A recent audit of users of these services showed that 48% of people using this facility live in other permanent accommodation outside the local area. Reprovision of respice/STC beds will continue to be provided for this group of people in alternative locations around the city. This service will be provided in residential care homes in the independent sector which have more modern and updated facilities, therefore the impact will be positive and low to this group. All users will be supported to find alternative care homes for respice/STC or supported to find other alternatives services which could provide support/care to remain in their own home.</p> <p><b>Sheltered Housing</b> There are currently 55 residents living in the two sheltered housing schemes at Balfour House and Sweeney House. Although Sweeney House will be decommissioned and demolished the residents will all be awarded priority to move to the new purpose built accommodation. In addition, the investment and decent home upgrade to Balfour House will mean that the tenants will have upgraded accommodation. There may be some disruption whilst this work is carried out however, in the longer term this means that the existing tenants will be able to remain at home independently for as long as they wish to do so.</p> <p><b>Staff</b> There is no direct impact to the staff supporting the tenants in the sheltered schemes so the impact is low.</p>

<b>Areas of possible impact</b>	<b>Impact</b>	<b>Impact level</b>	<b>Explanation and evidence (Details of data, reports, feedback or consultations. This should be proportionate to the impact.)</b>
<b>Disability</b>	-Select-	-Select-	See comments re age
<b>Pregnancy/maternity</b>	-Select-	-Select-	No disproportionate impacts are anticipated
<b>Race</b>	-Select-	-Select-	See comments re age
<b>Religion/belief</b>	-Select-	-Select-	No disproportionate impacts are anticipated.
<b>Sex</b>	-Select-	-Select-	See comments re age
<b>Sexual orientation</b>	-Select-	-Select-	No disproportionate impacts are anticipated.
<b>Transgender</b>	-Select-	-Select-	No disproportionate impacts are anticipated.
<b>Financial inclusion, poverty, social justice, cohesion or carers</b>	Neutral	Low	No disproportionate impacts are known.
<b>Voluntary, community &amp; faith sector</b>	Neutral	High	<p>Newton Grange Age UK hold a day centre for people with dementia in Newton Grange. This runs 3 days per week. The local community value this as local resource for older people with dementia and it has been agreed that this group will be supported to find another suitable alternative venue. Age UK have been included in the consultation process and any negative impacts due to the closure of Newton Grange will be minimised, including any additional costs incurred to relocate.</p> <p>Sheltered Housing Schemes Activities held in these schemes can continue and be relocated to one scheme or accommodated in the new development. Therefore the impact is low</p>
<b>Other/additional: Voluntary, Community &amp; Faith Sector</b>	Neutral	High	There are small numbers of people from the community who visit the schemes for seasonal events etc. All those affected will be included in the future consultation on alternative options as part of the development of the new accommodation which will have a positive impact for people in the area.
<b>Other/additional:</b>	-Select-	-Select-	

**Overall summary of possible impact (to be used on EMT, cabinet reports etc):** The decision to decommission Newton Grange was approved by full council in 2002. Since this time regular communication has taken place between the City Council residents, prospective

residents, their relatives and staff. The options for the redevelopment of the site which also included the wider proposals for the future of the sheltered housing schemes were subject to a period of formal consultation which began in 2006 and ended by request of the residents and tenants in 2008. In June 2012 discussions between the City Council and those individuals affected by the proposals in all three schemes have taken place. Those who are most affected are the residents and tenants whose schemes will be decommissioned, their relatives, the users of the day centre and the staff in Care4You working in Newton Grange. Other stakeholders including people in the local community also have a keen interest in the proposals.

Consultation has included a wide range of stakeholders including:-

- Residents, relatives and carers at Newton Grange.
- Tenants, their relatives and carers in the Sheltered Housing Schemes at Sweeney House and Balfour House
- Care4You staff working at Newton Grange

Staff in Sheffield Homes working in the Sheltered Housing Team

- Age UK who run the day centre at Newton Grange
- The Cabinet lead for Health, Care and Independent Living

The MP and other ward Councillors

Members of the Stocksbridge Town Council

The Stocksbridge Forum

People have also been consulted via e mail, telephone and also face to face discussions either on an individual or group basis

There were no equalities implications arising from the consultation.

Following approval this would mean the closure of Newton Grange and decommissioning of the sheltered housing scheme at Sweeney House. The upgrade of the sheltered housing scheme at Balfour House and the relocation of the Age UK day centre to The Venue in Stocksbridge.

The project also depends on a number of other links to this work including:-

- the wider MER process in care 4you
- This could both have an impact on the employment of the staff due to the closure however this may be of a positive rather than a negative nature.

For service users, we don't anticipate a disproportionate impact on any particular group.

Reprovision of long term care will be provided in the independent sector including the respite/STC. However for residents in Newton Grange and their relatives this may mean

having to travel to other areas of the city or out of the City, so it will be important to ensure that individual residents ongoing support needs are managed appropriately.

The Cabinet Lead for Health, Care and Independent Living and Housing have received regular briefings and information on the proposals and progress of the project. Ongoing dialogue will continue to be a key influence of the project and the proposals for the new accommodation and the development of any care and support models and any decisions.

If you have identified significant change, med or high negative outcomes or for example the impact is on specialist provision relating to the groups above, or there is cumulative impact you **must** complete the action plan.

**Review date:**                      **Q Tier Ref**                      **Reference number:**

**Entered on Qtier:** -Select-                      **Action plan needed:** Yes

**Approved (Lead Manager):**                      **Date:**

**Approved (EIA Lead person for Portfolio):**                      **Date:**

**Does the proposal/ decision impact on or relate to specialist provision:** yes

**Risk rating:** Medium

## Action plan

Area of impact	Action and mitigation	Lead, timescale and how it will be monitored/reviewed
All groups	<p>Staff</p> <p>Support will be available for staff of all ages and the use of the best practice desommissioning guidelines will continue. All staff affected have been given information about the proposals for the site and are being offered individual and collective support. Meetings have been held to update them on progress and as an opportunity to ask questions and voice any concerns.</p> <p>Care4you will apply the Recruitment and Selection process across the whole of Care4you to implement these changes. The Recruitment and Selection process will be open and transparent, to ensure that staff with protected characteristics are considered and included throughout the process, having due regard for equality issues.</p> <p>Once all proposals have been considered and approved, a full MER EIA will be undertaken</p>	<p>Starting July 2012 and ongoing.</p> <p>Start September 2012.</p>

Area of impact	Action and mitigation	Lead, timescale and how it will be monitored/reviewed
	<p>for Care4you.</p> <p>The staff are predominately female, with people from BME backgrounds, a wide age range, and includes some people with disabilities.</p> <p>At this stage, we do not know which individuals will be affected by these proposals which may result in compulsory redundancies or redeployment of staff. As this proposal also links to a wider MER process across care4you any changes under this proposal will be taken account of in the wider MER process.</p> <p>In addition there are other employment opportunities arising as a result of the opening of a new care home in neighbouring Penistone. The care home are keen to make available the employment opportunities for those staff who meet their recruitment criteria. A number of staff have already expressed an interest and have contacted the care home.</p> <p>Support will provide on an individual and group basis for all current residents, tenants and service users. They will be supported to ensure these changes cause minimum disruption and impact to their individual health and well being.</p>	Start Sept 12 and ongoing
Cohesion	Work to continue to ensure any future proposals in relation to the development of new models of care and support fit with the aspirations of the local community	Ongoing and by end June 2012
VCF	Communication and discussion with Age UK is underway and a venue has already been found for the relocation of the service in to a larger community setting. This new location is close to the old facility and means that the service can continue to be provided. There will also be the opportunity for the group to participate in the activities on offer in the new location as well as being able to integrate with other users in the centre.	Ongoing
-Select-		
-Select-		
Other		
-Select-		

Area of impact	Action and mitigation	Lead, timescale and how it will be monitored/reviewed
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		

**Approved (Lead Manager): Sharon Marriott/Pat Niblett**

**Date:** 16.07.12

**Approved (EIA Lead Officer for Portfolio):**

**Date:**

This page is intentionally left blank