

# Equality Impact Assessment Number

## PART A

### Introductory Information

**Proposal name**

Proposal to develop an options appraisal for Buckwood View

**Brief aim(s) of the proposal and the outcome(s) you want to achieve**

Buckwood View nursing home is an 18-bedded nursing care home for people with a Learning Disability.

The current provider has signalled their intention to surrender the lease to the City Council. This has considerable implications for the City Council.

A report is being presented to Co-operative Executive, to present a proposal for the next steps.

The proposal is to develop an options appraisal for the future of the care home.

**Proposal type**

- Budget       Non Budget

**If Budget, is it Entered on Q Tier?**

- Yes       No

If yes what is the Q Tier reference

**Year of proposal (s)**

- 21/22     22/23     23/24     24/25     other

**Decision Type**

- Coop Exec  
 Committee (e.g., Health Committee) which committee  
 Leader  
 Individual Coop Exec Member  
 Executive Director/Director  
 Officer Decisions (Non-Key)  
 Council (e.g., Budget and Housing Revenue Account)  
 Regulatory Committees (e.g., Licensing Committee)

**Lead Committee Member**

CLlr Lindars-Hammond

**Lead Director for Proposal**

Alexis Chappell

**Person filling in this EIA form**

Caroline Stiff

**EIA start date**

16/02/2021

**Equality Lead Officer**

- Adele Robinson
- Annemarie Johnston
- Bashir Khan
- Beverley Law
- Ed Sexton
- Louise Nunn
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- 

**Lead Equality Objective ([see for detail](#))**

- |   |   |   |   |
|---|---|---|---|
| <input type="radio"/> Understanding Communities | <input type="radio"/> Workforce Diversity | <input type="radio"/> Leading the city in celebrating & promoting inclusion | <input checked="" type="radio"/> Break the cycle and improve life chances |
|---|---|---|---|

**Portfolio, Service and Team**

**Is this Cross-Portfolio**

- Yes     No

**Portfolio**

People

Is the EIA joint with another organisation (eg NHS)?

- Yes     No    Please specify

**Consultation**

**Is consultation required (Read the guidance in relation to this area)**

- Yes     No

**If consultation is not required please state why**

**Are Staff who may be affected by these proposals aware of them**

- Yes     No

**Are Customers who may be affected by these proposals aware of them**

- Yes     No

**If you have said no to either please say why**

The current provider of the service has indicated that they wish to surrender the lease to the City Council.

The current proposal is to carry out a consultation and a due diligence exercise and develop an options appraisal to determine the future of the service.

There are 11 residents who live in the care home, some of whom for many years. There are also staff who deliver the care and manage the building. All of these are affected by any proposals. Due to the sensitivity, it has not been possible to start consulting with people who are directly affected.

The average age of the residents is 67, the oldest is 82 and the youngest is 59. At least 3 of the residents has a severe Learning Disability, and many have physical disabilities. At least 4 of the residents can't communicate verbally. All of them are dependent on staff for their everyday needs, many of the residents require 2 members of staff to move them safely, along with the necessary specialist equipment. These residents have complex health needs. A number of them have lived in the care home for many years.

In terms of the consultation, the main scope of this would be to gather information- what do the residents and relatives feel about the care home. Depending on the outcome of the options appraisal, there would be a further period of information gathering/consultation.

**Initial Impact**

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

For a range of people who share protected characteristics, more information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

**Identify Impacts**

**Identify which characteristic the proposal has an impact on tick all that apply**

<input checked="" type="checkbox"/> Health	<input type="checkbox"/> Transgender
<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Carers
<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Voluntary/Community & Faith Sectors
<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Cohesion
<input type="checkbox"/> Race	<input type="checkbox"/> Partners
<input type="checkbox"/> Religion/Belief	<input type="checkbox"/> Poverty & Financial Inclusion
<input type="checkbox"/> Sex	<input type="checkbox"/> Armed Forces
<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Other
<input checked="" type="checkbox"/> Cumulative	

## Cumulative Impact

### Does the Proposal have a cumulative impact

- Yes  No

<input checked="" type="radio"/> Year on Year	<input type="radio"/> Across a Community of Identity/Interest
<input type="radio"/> Geographical Area	<input type="radio"/> Other

#### *If yes, details of impact*

This initial proposal is the first stage of a complex project. Once this project of consultation, due diligence and considering the options has been carried out, a further work will be required to deliver the option and the way forward for the service. This process is likely to be carried out over at least 2 years.

### Proposal has geographical impact across Sheffield

- Yes  No

#### *If Yes, details of geographical impact across Sheffield*

### Local Area Committee Area(s) impacted

- All  Specific

#### *If Specific, name of Local Committee Area(s) impacted*

South Area LAC

## Initial Impact Overview

### Based on the information about the proposal what will the overall equality impact?

This proposal will involve consulting with residents and staff. In order to ensure that residents can participate in this process, it may be necessary to have support from advocacy, or other professionals.

We will also be engaging with staff, informing them of the potential options.

We will be identifying other stakeholders who will be involved in this process.

**Is a Full impact Assessment required at this stage?**  Yes  No

**If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.**

## Initial Impact Sign Off

**EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?**

Yes  No

Date agreed  Name of EIA lead officer

## Part B

### Full Impact Assessment

#### Health

**Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?**

Yes  No *if Yes, complete section below*

#### Staff

Yes  No

#### Customers

Yes  No

#### Details of impact

There are 11 residents in the care home. Buckwood View is a nursing care home, and the nursing staff will be delivering care to some or all of the residents. We will ensure that this is considered in any future plans.

In addition to the nurse on site, the District Nurse team is also involved. The Community Learning Disability team are involved, in particular the Speech and Language Therapists.

The proposal is to carry out consultation and due diligence. This process will inform an options appraisal. The options appraisal will determine the next steps for the Council to consider.

The residents are extremely vulnerable, with complex health needs.

In terms of the potential impacts of the options, please see the 'Disability' section.

#### Comprehensive Health Impact Assessment being completed

Yes  No

*Please attach health impact assessment as a supporting document below.*

#### Public Health Leads has signed off the health impact(s) of this EIA

Yes  N

Name of Health Lead Officer

#### Age

**Impact on Staff**

Yes  No

**Impact on Customers**

Yes  No

**Details of impact**

The average of the residents is 67. The oldest resident is 82 and the youngest is 59. There are 11 residents in the care home.

The proposal is to carry out consultation and due diligence. This process will inform an options appraisal. The options appraisal will determine the next steps for the Council to consider.

The residents are extremely vulnerable, with complex health needs.

In terms of the potential impacts of the options, please see the 'Disability' section.

**Disability****Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

There are 11 residents in the care home. They all have a diagnosed Learning Disability, some of whom have a severe disability. Some of the residents are extremely frail and vulnerable.

We will providing the appropriate support to these residents through any change process.

The proposal is to carry out consultation and due diligence. This process will Inform an options appraisal. The options appraisal will determine the next steps the Council to consider.

The residents are extremely vulnerable, with complex health needs.

In terms of the impact of the options on the residents, these are some of the pot impacts. The decision for the future of the service, will be communicated appropriately to the residents and staff.

**Pregnancy/Maternity****Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

There is no impact.

**Race****Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

There is no impact.

**Religion/Belief**

**Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

There is no impact

**Sexual Orientation**

**Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

There is no impact.

**Gender Reassignment (Transgender)**

**Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

There is no impact.

## Carers

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

We recognise that any change could involve some anxiety on the part of family members. We will offer the opportunity to be involved, and will communicate appropriately.

The level of family involvement with their relatives is different, and we will work with them as appropriate.

The proposal is to carry out consultation and due diligence. This process will inform an options appraisal. The options appraisal will determine the next steps for the Council to consider.

## Poverty & Financial Inclusion

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Please explain the impact

There is no impact.

## Cohesion

### Staff

Yes       No

### Customers

Yes       No

### Details of impact

There is no impact.

## Partners

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No



### Details of impact

There is a contract between the Council and Guinness Partnerships for the care home. Guinness Partnerships sub-contract the care to the Sheffield Health and Social Care Trust.

We will be undertaking a due diligence process, and these arrangements will be part of that.

The staff that are involved will be supported in accordance with the appropriate legislation.

### Armed Forces

#### Impact on Staff

Yes  No

#### Impact on Customers

Yes  No

#### Details of impact

There is no impact.

### Other

*Please specify*

#### Impact on Staff

Yes  No

#### Impact on Customers

Yes  No

#### Details of impact

There is no impact.

## Action Plan and Supporting Evidence

### What actions will you take, please include an Action Plan including timescales

We will be consulting with the current residents of the care home. We will plan the consultation taking in to consideration the communication needs of the individuals.

We are aiming to complete the consultation and due diligence process by the Summer. A further report will be presented for approval.

**Supporting Evidence** (Please detail all your evidence used to support the EIA)

The evidence about the needs of the individuals has been sourced from the Council's Adult Care database.

### Detail any changes made as a result of the EIA

**Following mitigation is there still significant risk of impact on a protected characteristic.**  Yes  No

**If yes, the EIA will need corporate escalation? Please explain below**

### Sign Off

**EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?**

Yes  No

Date agreed  Name of EIA lead officer

**Review Date**