

RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

Equality Analysis Action Plan - Post Decision St. Edmunds

Time Period 12th January 2016 to 11th January 2017

Manager: Linda Harper Service Area: Children & Young People Service – Looked After Children Tel:.....

Title of Equality Analysis: Post Decision Monitoring regarding Closure of St Edmunds Children's Residential Home.

A decision was made at Commissioner Newsam's delegated powers meeting on Tuesday 12th January 2016, that St. Edmunds residential children's home will close by 31st January 2016.

Action/Target	State Protected Characteristics (A,D,RE,RoB,G,GI O, SO, PM,CPM, C or All)*	Target date (MM/YY)
Young people who are residents need to be informed of the final decision about the future of St Edmunds residential home.	Age, Gender, Disability, Race, Ethnicity, Religion	13th January 2016
Alternatives placements need to be found for the two residents	Age, Gender, Disability, Race, Ethnicity, Religion	31st January 2016
Two residents need to be given information on how to make comments/complaints with regards to this decision	Age, Gender, Disability, Race, Ethnicity, Religion	13th January 2016
Monitoring arrangements need to be put in place to manage any comments/complaints regarding this decision and impact of it	Age, Gender, Disability, Race, Ethnicity, Religion, Other Groups	31st December 2016
Staff need to be informed of the final decision about the future of St Edmunds and given appropriate HR information and the processes on 90	Age, Gender, Disability, Race,	13th January 2016

RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

day consultation.		Ethnicity	
Human resources and unions need to be informed of the final decision about the future of St. Edmunds Human Resource expert needs to be identified as the contact person for staff comments		Other Groups	13 th January 2016
Line managers need to ensure that PDR's are up-to-date and schedule one-to-one meetings with staff		Age, Gender, Disability, Race, Ethnicity, Religion	13 th January 2016
Ofsted need to be informed of the decision to close St. Edmunds children's home, Rotherham		Other Groups	15 th January 2016
Parents, carers, family members and connected persons of any of the young people who are residents need to be informed of the decision about the future of St. Edmunds		Other Groups	15 th January 2016
Local community need to be informed about the closure of St. Edmunds		Other Groups	31 st January 2016
Impact of the closure with regards to placements of two residents, staffing implications and financial impact needs to be monitored over 12 month period		Age, Gender, Disability, Race, Ethnicity, Religion, Other Groups	11 th January 2017
Name Of Director who approved Plan		Date	

Website Summary – Please complete for publishing on our website and append to any reports to Elected Members, SLT or Directorate Management Teams

**Completed
equality analysis**

Key findings

Future actions

RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

Completed equality analysis	Key findings	Future actions
Directorate: Children & Young People Service Proposal name: Closure of St Edmunds Function: Looked After Children Service Name of lead officer completing the assessment: Bev Pepperdine Date of update action plan 15th January 2016	Decision made 12th January 2016 to close St Edmunds residential children's home One young person who is resident at St Edmunds has expressed that they do not wish to be moved from their current home to a new placement on their birthday, which is 23rd January 2016 Both young people have expressed their views where they would like their new placement to be 16 staff (11.72 FTE) will be affected by this decision Lessons learned need to be considered with regards to the feedback received regarding the consultation period – the two residents affected felt the consultation period was too long and spread over a Christmas holiday and New Year period was bad timing for them	Residents Monitor and review young persons' future placements • Carry out review of placements for two residents of St. Edmunds • Identify suitable future placement – ensuring that the wishes and feelings of both residents are taken into consideration. • Support to be provided to both residents of St. Edmunds with transition into new placements, ensuring they have access to a Social Worker and an advocate from Rights to Rights Service. • Up-date relevant plans for two residents, taken into consideration risks, re potential changes to education, training and future employment, contact with relatives, carers, family members and other connected people and also financial implications. • Ensure that two residents are given information on how they can make a

RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

Completed equality analysis	Key findings	Future actions
		comment or complaint about this forced change in placement or any other comments this wish to make (Comments/Complaints procedures) • Monitor comments/complaints that arise after this decision Staff Support staff with future employment choices • Ensure that staff know who the nominated expert in HR is • Ensure that staff are given regular up-dates/briefings • Ensure that staff have re-deployment information • Monitor financial implications on staffing • Monitor any complaints arising after this decision Building & Community Building to be made safe and kept in good state of repair • Liaise with EDS/Housing to make sure the property is secured and actions put in place to make sure it is kept safe after closure on 31st

RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

Completed equality analysis	Key findings	Future actions
		January. • Monitor any complaints received from neighbours/community about this decision Communications • Send out communication to neighbours/community who were involved with the consultation about the decision to close St. Edmund • Send appropriate communication to Ofsted about the decision to close • Share information with RMBC Communication Team about decision to close and give a contact named person for any enquiries Lessons Learned • Review feedback received during consultation, in particular the feedback from two residents – both young people felt the consultation period was too long and they would have rather had a decision about the home in a week, than having to wait 4 weeks and in particular the 4 weeks being over Christmas • Review Reg 44 report and service plans/reviews audits and consider recommendations

RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)