

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: THE LOCATION OF PARKHILL LODGE RESIDENTIAL SERVICE.	
Date of Equality Analysis (EA): 17th July 2021	
Directorate: Adult Care, Housing & Public Health	Service area: Strategic Commissioning
Lead Person: Ian Spicer - Assistant Director, Adult Care & Integration	Contact number: (01709) 823905
Is this a: <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other	
If other, please specify	
2. Names of those involved in the Equality Analysis (Should include minimum of	

three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Jo Hinchcliffe	RMBC	Service Improvement & Governance Manager Adult Care, Housing and Public Health Directorate
Julie Moore	RMBC	Head of Service – Provider Services Adult Care, Housing and Public Health
Ian Spicer	RMBC	Assistant Director, Adult Care & Integration

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if Known)

The change to the delivery location of the Parkhill service has already directly impacted individuals who have a Protected Characteristic. These key stakeholders are people with disabilities who are currently accessing services and who are funded by Adult Care and/or the CCG. The historic change has also impacted on the Carers, families, RMBC staff, and people who provide informal support.

The intended outcome is that all of those impacted by the recent change in the location of delivery for the Parkhill service have the opportunity to feedback on its future location. This will enable the Council to take due consideration of their views, concerns, and preferences when deciding on the services future.

What equality information is available? (Include any engagement undertaken)

Parkhill Lodge is a residential care home for adults with a Learning Disability situated in Maltby.

The key features of the building are:

- It can provide support for up to 22 people and was built in 1976 as a Hostel.
- The service was rated as “Good” in 2018 by CQC and considered to be “Safe, effective, caring, responsive”

Data regarding the Learning Disability cohort in Rotherham:

Data is available for 767 customers aged over 18 in the Learning Disability/Autism client group accessing 1349 placements/services. Some customers access more than one service. Data is captured on the Adult Care LAS system.

Data regarding the Learning Disability cohort at Parkhill:

<p>Disability: All people accessing the services identify with a disability, with a primary client group identified as Learning Disability and/or Autism.</p>	
<p>Are there any gaps in the information that you are aware of? The services are available to all who have an assessed need regardless of the Protected Characteristics.</p> <p>Data in relation to Gender Reassignment, Pregnancy and Maternity and Sexual Orientation have not been captured.</p>	
<p>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</p> <p>The policy outlined in the Cabinet Paper is to directly consult on the recent service changes with those in the LD community directly impacted. This represents a check on the impact of the recent changes and a route to determining what they feel about the future.</p> <p>Equality information on protected characteristics is routinely collected as part of the referral and assessment process for individuals accessing the service and recorded on LAS, which is the adult social case management system. These processes also afford an opportunity for feedback to be provided by the cared for person and staff to Adult Social Care staff on the quality of service provision they receive.</p> <p>People using the services and their families also have the option to make a formal complaint regarding the quality of the care or pertaining to issues with systems and processes aligned to it through the Council's or the Provider's complaints process.</p> <p>For more serious concerns, Safeguarding and Whistle Blowing policy and procedures are in place and followed.</p> <p>The Care Quality Commission (CQC) also regulates the services.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>Engagement with People from Parkhill:</p> <p>Regular meetings have been held to keep up to date with how people (staff & residents) were feeling about living and working at Lord Hardy Court rather than at Parkhill Lodge. Some residents have consistently expressed a view that they would like to remain at Lord Hardy Court, some people have expressed a preference to return to Parkhill Lodge, one of whom has since moved out into their own accommodation, and the remaining people did not have a preference.</p> <p>There were concerns raised linked to Covid-19 lockdown restrictions e.g. limited activities/access to the community, rather than the physical environment and care and support provided.</p>

	<p>Additional Findings:</p> <p><u>What do people prefer about Lord Hardy Court?</u></p> <ul style="list-style-type: none"> • Really enjoy the food • Like to be active in the building and supporting meal preparation. • Enjoy having their own ensuite bathrooms • Enjoying using their own rooms as now have more space <p>Everyone was able to say they felt safe.</p> <p><u>What would residents like to change?</u></p> <p>People would like to have more activities, especially outside. This has been compounded by the fact that at the time they had not returned to day services due to Covid restrictions.</p> <p><u>What don't residents like about Lord Hardy Court?</u></p> <p>Initially there were issues with locks on the doors and these were deactivated and since removed altogether.</p> <p>There is access to outdoors and people can go outside for walks supported by staff if required, anytime as they wish, all the bedrooms have windows that can be opened and the residents of PHL have the use of the sun lounge, This has two double glass doors that open up onto a decked area.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>Detailed above</p>

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

The proposal in the Cabinet Paper will directly impact the users of the Parkhill Residential Service by informing where the service is located and it meets the needs of the LD

community by directly involving them, their families, and staff in this choice.

Does your Policy/Service present any problems or barriers to communities or Groups?

The Consultation process outlined in the Cabinet Paper will help determine if the new location of the Parkhill service presents any problems to the LD residents, families, and RMBC staff.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

By undertaking a Consultation on the recent changes it is hoped that relationships between staff, council, and Parkhill residents are strengthened. It will help demonstrate that the council places service users, their families, and the LD community at the heart of their decision making process and so promote mutual trust.

What affect will the Policy/Service have on community relations?

It is anticipated that the process and outcome of this proposal will have a positive impact on the community and the relationship between the Council and the Learning Disability Community in particular.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: July 16th, 2021
Directorate and service area: Adult Care, Housing & Public Health, Strategic Commissioning
Lead Manager: Ian Spicer
Summary of findings:
The Equality Analysis has been completed to ensure that people using the Parkhill Service are fully and fairly involved and consulted upon regarding the service's long-term location. It is acknowledged that care will need to be taken in the design of the consultation programme so that people's views can be properly captured using tools and techniques that make the process effective, inclusive, and accessible to all.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Consultation to cover 30 days and to be fully inclusive and so include the views of residents, staff, and their families.	Primary focus on D, C,	September 2021 Delivery Phase
Design process to take account of protected characteristics in terms of supporting information, questions posed, and tools used to communicate.	Primary focus on D, C,	July/August 2021 Design Phase
Project Team to use learnings/methodology from previous consultations and to seek expert advice from Speakup our advocacy partner. The council's guidelines on undertaking consultations will be used as a background reference document to ensure the process is effective, legal, and compliant with agreed policy.	Primary focus on D, C,	July/August 2021 Design Phase

Project Team to ensure that consultation results are reported in a clear, representative, and balanced form back to Cabinet. Feedback from the 2018 consultation report will be reviewed and reflected in the approach.	Primary focus on D, C,	October 2021 Reporting Phase
Project Team to ensure that consultation results are shared with all stakeholders in a timely fashion and using tools/techniques that take account of individual circumstances and protected characteristics. Advice, where required, will be sought from Speakup.	Primary focus on D, C,	October 2021 Reporting Phase

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Ian Spicer	Assistant Director, Adult Care & Integration	22/07/21
Anne Marie Lubanski	Strategic Director of Adult Care, Housing and Public Health	13/07/21
Cllr David Roache	Cabinet Member for Adult Social Care & Health	22/07/21

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date Equality Analysis completed	16 th July 2021
Report title and date	THE LOCATION OF PARKHILL LODGE RESIDENTIAL SERVICE – 16.08.21
Date report sent for publication	23 rd July 2021
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	23 rd July 2021