

De-registration of Residential Home Tudor Gardens

Department

Adults Social Care

Person Responsible

Aga Ambroziak

Created

2nd February, 2015

Last Review

2nd February, 2015

Status

Assessed

Next Review

2nd February, 2016

Impact Assessment Data

5. What effects could your policy have on different equality groups and on cohesion and good relations?

5.1 Age (select all that apply)

- Neutral

AGE- The clients age range is:

30-40- 2 service users

40-50- 2 service users

50-60 - 6 service users

60-70 - 2 service users

70+ - 2 service users

Some older clients may find the change difficult as they may become more worried and resistant to a change. Younger clients who haven't reside in Tudor Gardens for a long time in the home may be less affected by change and if they choose to leave, they may find it easier and they may become more adaptable to a new changing status of the home. In relation to Brent's Diversity Profile the biggest population was the 30 to 44 year old with a quarter of Brent's population. Majority of service users in Tudor Gardens are between age 30 - 70.

5.2 Disability (select all that apply)

- Positive

All service users who currently reside in Tudor Garden have moderate or severe learning disability. Some of the clients will have no capacity to make a judgment and a decision about their future without help of others. This would be exercised through Mental Capacity Assessments, Independent Advocates, Guardians and Deputyship arrangements for clients who have no families or any other relatives. All clients will received an individualised assessment that will ensure all their needs are taken in consideration. Each clients needs will reflect in personal budgets and a level of care that will be arranged for each individual. The Policy will have a positive impact on residents because it will promote independence and give choice and control how they live their lives.

It was proposed to arrange joined consultations with residents and their families. The families were able to advocate for the residents and explain them things in a positive manner. It also meant, that residents were included throughout the consultation process. Residents needs like concentration span, language, communication were taken into careful consideration. The aim was to ensure meetings were broken down into smaller sections. In addition, key workers were asked to speak to individuals about proposed changes. Residents also received an additional support from an independent advocate outside formal consultation meetings. This allowed residents to have one to one time or meet in a smaller groups with an advocate to discuss their concerns about the proposal.

5.3 Gender identity and expression (select all that apply)

- Unknown

There is not enough data captured on the gender identity of service users. This characteristic is historically underreported and we are unable to determine the precise impact upon transgender people.

5.4 Marriage and civil partnership (select all that apply)

- Neutral

None of the residents who reside in Tudor Gardens are married or have been in civil partnership, therefore this policy has a neutral effect on the group.

5.5 Pregnancy and maternity (select all that apply)

- Neutral

This policy has neutral effect on the group.

5.6 Race (select all that apply)

- Neutral

The current profile of residents who reside in Tudor Gardens is following:

2 residents African Caribbean

3 residents White Irish

1 resident African

6 resident White UK

1 resident white Others

All residents are either born in United Kingdom, or have come to United Kingdom earlier in their lives.

White British and Irish are in majority. All the clients have lived together for almost 30 years. Brent remains a majority Black Asian Minority Ethnic (BAME) borough with 63.7% of the population being non-White. In England and Wales the figure is 14% and 40% in London. The largest single ethnic group in Brent is the Asian/Asian British: Indian or British Indian group with 18.6% of the borough's population, followed by the White: English/Welsh/Scottish/Northern Irish/British group with 18%. In England and Wales the Asian/Asian British: Indian or British Indian group makes up 2.5% of the population, rising to 8.8% in Outer London.

80% of Tudor Gardens service users are White, therefore the proposal will disproportionately impact upon white service users.

5.7 Religion or belief (select all that apply)

- Neutral

The policy should have no negative impact on service users or believes religion or believes. The Policy aims to provide more independent life for all service users. The Policy aims to continue to support service users accordingly to their faith and religion and any other spiritual needs they may have during the process.

At present we have no date on religion or belief of the current service users waiting list. The New Accommodation for Independent Living (NAIL) project may start gathering information of clients waiting list, therefore more detailed information in relation to clients religion and belief may be available in a later stage of the process.

5.8 Sex (select all that apply)

- Neutral

There are currently 7 males and 7 females residing in Tudor Gardens. The number of male and female clients does not reflect the wider Brent Population.

5.9 Sexual orientation (select all that apply)

- Unknown

We are unable to collect the evidence in this characteristic, therefore we are unable to specify of the policy will have negative or positive impact on the group.

5.10 Other (please specify) (select all that apply)

6. Please provide a brief summary of any research or engagement initiatives that have been carried out to formulate your proposal.

What did you find out from consultation or data analysis?

Were the participants in any engagement initiatives representative of the people who will be affected by your proposal?

How did your findings and the wider evidence base inform the proposal?

In February 2015 Brent Council Cabinet agreed that we should work with residents and carers at Tudor Gardens to determine proposals for the future of the service. It was proposed that the service provision should change and the residential care home should be de-registered with Care Quality Commission and to provide service as a Supported Living.

Approximately 6 meetings have been held over a statutory 90 days consultation period aimed at service users, relative and staff. There were more meetings scheduled, however at the request of relatives this was reduced as many of the live outside of London. Relatives also requested to have joined residents meetings. For all service users' meetings there was a Makaton signer, an advocate and a note taker. For all relatives meetings there was a palentypist who transcribe a verbatim record of what was being said. The joint resident and relative meetings were extended to take into account the level of understating of resident and the need for Makaton translation. One of the consultation meetings commenced with a visit to two other supported living homes - 167 Willesden Lane and 2 Lyndsey Drive in Wembley. Both these establishments reassured relatives how a supported living establishment operates and provided relatives with the confidence to know that people with high level of needs can successfully be supported within a supported living environment. The previous consultation meetings had highlighted concerns about social work practice, the procurement process and de-registration, so people were invited to attend the final consultation meeting to talk through all of these concerns: the social work team manager for Learning Disability, a procurement representative and a manager from a supported living establishment.

Residents concerns were focused on 3 issues

Residents wanted to keep the existing staff specifically individual key workers
A better understanding of what benefits (financial) they can receive
Residents did not want Tudor Gardens to close down

Relatives concerns focused on the following:

Lack of trust in the Council and trust in the process
The quality of the assessment and support plans
Request to have residents assessed prior to any Cabinet decision as there were concerns that many will not be able to live in a supported living environment
Apprehension of the assessment process and care management staff. There was a desire to have a psychologist to undertake the assessment and not care managers
To extend the consultation period to 6 months as there was a feeling about being rushed
Consistency of staff in the new service model. The preference was to have the existing staff group if TUPE applied.

All relatives and carers were informed that all residents currently living at Tudor Gardens will receive a comprehensive reviews of the care and support they receive. During the review process residents needs will be looked at in a holistic way.

Assurance was provided that the process would be open and transparent and that engagement with families was essential to ensure success. Families were told that the council intended to continue to work with them throughout the three month consultation process and to engage with them over the next three months to identify additional opportunities, through the new model of care. The aim would be to work together to focus on the resident's individual needs, maximise their independence and improve their quality of life and to make the change a success.

Separate staff consultation

The staff consultation meetings were very much focused at HR issue with Unison in attendance. The main issue here tended to focus of future pattern of work and what will happen to those staff with fixed term contacts. As these were all HR issues staff were told this will be addressed after the decision has been made by cabinet.

The proposal will have a positive impact on all residents. All residents will be able to live in their home and will have greater choice and control in their lives. They will be able to held their own funds and choose the appropriate care and support to meet their needs.

Although this will have a positive impact on all residents, some of the residents will require extensive support from an independent advocate to ensure they are fully engaged and supported through the process. This resources will be taken into a consideration and as well as family members acting up as additional advocates.

A detailed and transparent communication to be maintained between all residents, families and staff to ensure all parties are fully engaged through the process and are made aware of any implications and impact of the process.

Overall the changes are neutral, but should have a positive impact by providing the tenants with secure tenancies, and reinforcing the focus on individualised assessments and support plans which give them greater choice and control.

7. Could any of the impacts you have identified be unlawful under the Equality Act 2010? Prohibited acts include direct and indirect discrimination, harassment, victimisation and failure to make a reasonable adjustment.

- No

No. Adults Social Care ensures that all residents are treated with dignity, respect and equality. We also aim to ensure we take any actions for discriminatory behaviours. We ensure all residents are treated fairly and the backbone of this work is the right to independence and control the lives of vulnerable people.

8. What actions will you take to enhance the potential positive impacts that you have identified?

To build on the positive impact, we will ensure we will work together with residents and families throughout the implementation process and ensure key milestones reach our agreements with all stakeholders. We will ensure that the supported living model we build on residents to live independent life, having full choice and control on how they live.

9. What actions will you take to remove or reduce the potential negative impacts that you have identified?

Our aim is to ensure people are treated equally despite their age, disability, gender, race, religion or beliefs or sexual orientation.

We ensure that all service users have the same access to information and ensure they are adapted in a format they can understand.

To ensure discrimination is eliminated we will put in place the following:

1. Residents will be consulted on the change with a support of an independent advocate
2. Residents will be given choice whether they wish to remain in residential care or supported living scheme
3. Residents will be given time to understand the consultation and easy read forms will be introduced to them.
4. For residents who have no capacity an Independent Mental Capacity Assessment will be arranged
5. We will make appropriate adaptations in their flats to ensure they can live more independently
6. Occupational Therapy (OT) assessments will be arranged to ensure people can achieve and maintain independence in all aspects of their lives
7. Residents will have the same rights and responsibilities as other citizens.
8. We will make sure that we will work closely with other organisations e.g. advocacy
9. We will work closely with families and friends
10. We will work closely with other Council's departments
11. We will work closely with health representatives e.g. GP, Psychiatrist and Pharmacist

10. Please explain how any remaining negative impacts can be justified?

The negative impacts can only really be justified by acknowledging that the Council needs to remain as efficient and effective an organisation, maintain quality and support vulnerable residents in the community, while ensuring they continue to live safely.