

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

Screened

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.. This policy may have more positive impact on older clients who may not embrace with change in their older years. It will therefore have a negative impact upon this group. There are only two clients from the biggest population age range.

5.2 Disability (select all that apply)

- Negative

DISABILITY- 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. The change to supported living may affect some of the clients as the consultation process progresses. 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. This Policy will have negative impact on clients who have no capacity to make decision whether they wish to remain in the current home or if they wish to move.

5.3 Gender identity and expression (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.

5.4 Marriage and civil partnership (select all that apply)

- Neutral

None of the service users 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)

- Negative

RACE- The current profile of service users 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 service user have reside in this country from their early lives and also have been born in United Kingdom. White British and Irish are in majority of all clients who reside in the home. 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 negatively 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 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. There is unlikely to be a positive impact upon sex.

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?

It is proposed that a full consultation process is undertaken with service users, families and staff. This is likely to happen in March 2015 and conclude in May 2015. The results of consultation will be presented to Cabinet with recommendations.

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?

This is not applicable as no positive impacts have been identified.

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 adapted in a format they can understand.

o ensure discrimination is eliminated we will put in place 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 is tasked with finding large financial savings across all service areas, and departments are tasked with making extremely difficult decisions to enable these budget reductions to happen.