

Transition to supported living for Rodney House and Langdown residential care learning disability services

Did you use the EIA Screening Tool?

No

1. Explaining the matter being assessed

Is this a:

Change to a service or function

Summarise the strategy, policy, service(s), or function(s) being assessed. Describe current status followed by any changes that stakeholders would experience.

To transition Rodney House and Langdown residential care services supporting adults with learning disabilities and autism from residential care to supported living.

Rodney House consists of four semi-detached houses with a communal building in Walton-on-Thames with capacity for 15 people in three houses and 11 people living there currently. The fourth house was previously used for short breaks. Langdown consists of four detached houses in West Molesey with capacity for 28 people and 20 people live there currently.

Each house has a garden at the front and the rear, a large lounge / dining room and open plan kitchen. The properties are perfectly suited for redesign as supported living. The houses are within walking distance of local shops and a short bus journey away from the nearest town centre.

Currently the YMCA St Paul's Group (YMCA) manage the buildings at Rodney House and Langdown and are the registered provider for residential care with the Care Quality Commission (CQC). The manager and staff, who provide the support to the individuals, are employed by Surrey County Council (SCC).

Whilst these arrangements have been in place for many years, they need to be updated to reflect the actual division of responsibilities and to ensure they are suitable and effective for the future.

YMCA, in discussion with SCC and the CQC, have taken the decision that they will be ceasing their registration for residential care so that YMCA undertakes the landlord role only. To ensure effective service delivery, SCC will continue to provide the care and support with the existing staff team, but this will be a supported living arrangement rather than residential care. The care will continue to be provided by SCC staff under SCC's registration with the CQC, for the Regulated Activity 'Personal Care.'

Equality Impact Assessment

As part of the transition the following changes will be made:

- Reduction to the number of bedrooms per house at Langdown from seven to six and more lounge / quiet spaces
- Addition of ensuite facilities at Rodney House
- Conversion of the short breaks house into permanent supported living
- A review of the communal space next to the main office at Rodney House

SCC is dedicated to ensuring people have access to quality, affordable personalised care. It supports the continued shift from residential and nursing care to a broader range of personalised accommodation options across Surrey including supported living, in accordance with the Accommodation with Care and Support Strategy and the Supported Independent Living Strategy.

Assessing the impact of this change on different 'protected characteristic' groups is an important part of our compliance with duties under the Equality Act 2010. It provides insight as to the particular impact on those people affected who have one or more of the protected characteristics. It supports the identification of how best to mitigate any potential negative impacts and enhance the positive impacts.

The proposals will affect:

- Individuals currently living on the site
- Families and carers
- Individuals who require short breaks and their carers
- Staff working in and supporting the service
- Wider SCC staff – e.g. Learning Disability and Autism Service, Commissioning, Land & Property etc.
- YMCA staff
- Elmbridge Borough Council

The transition from residential to supported living will involve changes for people living at Rodney House and Langdown and the staff, who support them.

People will have their own tenancy agreement and pay rent for their accommodation. They will pay a contribution towards running costs of the house and pay for their own food. They can claim a wider range of welfare benefits than in residential care and will be assisted in claiming housing benefit to cover their rent.

A social work practitioner from the Learning Disability and Autism Team will assess the needs of each person to determine the support they need to cover their personal care, support with daily life, managing their shopping, cooking, finances and activities. The support will be delivered around each person and paid for as a package of care, funded by SCC. People are able to choose to receive care and support from another organisation.

Staff will be working in people's homes so will need to be mindful of this and act accordingly. They will be allocated to work in one house. Rotas and shift patterns may change in line with the new support plans for people. Staff will need to bring their own food into work with them as the food in people's houses will belong to the people living there. The current office spaces in the houses will become studies, which staff and people living in the houses can use. There will

2. Service Users / Residents

Who may be affected by this activity?

There are 9 protected characteristics (Equality Act 2010) to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships

Though not included in the Equality Act 2010, Surrey County Council recognises that there are other vulnerable groups which significantly contribute to inequality across the county and therefore they should also be considered within EIAs. If relevant, you will need to include information on the following vulnerable groups (Please **refer to the EIA guidance** if you are unclear as to what this is).

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Equality Impact Assessment

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Strengths Based Practice

Adult Social Care has transformed how it delivers services in Surrey. It is employing a 'strengths based' approach which encourages individuals to focus upon their strengths, connect to their community and live as independently as possible. This project is part of a wider Independent Living programme, which promotes a 'strengths based' approach to supporting individuals in their community, by providing them with suitable accommodation options outside of residential and institutional settings.

Asset and Place Strategy

SCC is currently reviewing its asset and property portfolio as part of its Asset and Place

Equality Impact Assessment

CARERS BY ASSOCIATION

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

tanBT/LASWf (Oct 30 2022) indicates that 8,946,238 adults with a primary support reason is a learning disability, 2,084 (49%) are recorded as having a carer.

JSNA (Carers Chapter 8) and Surveys indicate a higher number of carers of people with a learning disability than in other parts of the country, owing to the historically and disproportionately high learning disability population.

The potential positive and negative impacts of these changes for carers may include:

- Carers may experience uncertainty and anxiety as a result of potential changes to the current services their cared for individual receives.
- Carers/families might feel that there is a requirement for more of their time and input during any transition from residential care to supported living.
- Carers may not understand what supported living means.
- + Carers want the transition to happen to empower their relatives and give them more choice and control.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

There will be continual dialogue with individuals and carers including a briefing on supported living and potential benefits. Information about the refurbishment works will be shared.

By maintaining SCC as the care provider this will give continuity of care for individuals, although individuals have the

3. Staff

AGE

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Below is a breakdown of all in-house Learning Disability (LD) Services staff by age group. Numbers cannot be broken down further.

Under 30: 5.50%

30 – 39: 12.84%

40 – 49: 26.15%

50 – 59: 37.16%

60+: 18.35%

The potential positive and negative impacts of these changes for staff may include:

+ Transformation of residential services to supported living and any associated new working practices may create opportunities for staff of all ages to develop new skills and to take on new roles and responsibilities.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

Ensure appropriate engagement and consultation with staff of all ages, HR and Trades Unions.

Clear communication and training with staff of all ages about differences in supported living.

What other changes is the council planning/already in place that may affect the same groups of staff? Are there any dependencies decision makers need to be aware of?

N/A

Any negative impacts that cannot be mitigated?

None identified

PREGNANCY AND MATERNITY

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

The staff group is too small to provide data on this characteristic.

Equality Impact Assessment

The potential positive and negative impacts of these changes for staff may include:

- Staff on maternity/paternity leave may feel isolated or uninformed about the process.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

Ensure staff on maternity or paternity leave are kept informed at each stage of the process.

Send consultation documentation to staff who are not at work and unable to attend the meetings.

Arrange 'Keeping in Touch' days where appropriate.

What other changes is the council planning/already in place that may affect theThe potential positive

Equality Impact Assessment

4. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

Outcome One: No major change to the policy/service/function required. This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken

Outcome Two: Adjust the policy/service/function to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?

Outcome Three: Continue the policy/service/function despite potential for negative

5. Action plan and monitoring arrangements

Insert your action plan here, based on the mitigations recommended.

Involve your Assessment Team in monitoring progress against the actions above.

Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/Closed
1	22/11/22	Carry out assessments	Social work practitioners			

Equality Impact Assessment

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Equality Impact Assessment

Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/ Closed
11	22/12/22	Review staff consultation feedback and hold early discussions with staff and the Team Manager about working hours and rotas.	SCC Senior Manager / Team Manager	31/3/23		

6a. Version control

Equality Impact Assessment

Name

Job Title

Organisation

Team Role