

## Equalities Screening Record Form

<b>Date of Screening:</b> 5/09/2011	<b>Directorate:</b> Adult Social Care and Health	<b>Section:</b> Older People and Long Term Conditions	
<b>1. Activity to be assessed</b>	Please give full details of the activity Consultation on reprovision of care for 11 residents at Ladybank EPH		
<b>2. What is the activity?</b>	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input checked="" type="checkbox"/> Organisational change		
<b>3. Is it a new or existing activity?</b>	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing		
<b>4. Officer responsible for the screening</b>	Sally Palmer		
<b>5. Who are the members of the EIA team?</b>	Sally Palmer, Naoma Dobson		
<b>6. What is the purpose of the activity?</b>	Please describe briefly its aims, objectives and main activities as relevant. Reprovision of underused resource. Ladybank is a care home with 23 beds of which 11 are occupied. Current social Care philosophy is that people are supported in their own homes for as long as possible which has reduced demand for residential care nationally and specifically at Ladybank. The building needs extensive updating which is estimated to cost in excess of £500k.		
<b>7. Who is the activity designed to benefit/target?</b>	1. Residents will be placed appropriately 2. Efficiencies for the council that can be utilised in developing and supporting community based services		
<b>Protected Characteristics</b>	<b>Plea se tick yes or no</b>	<b>Is there an impact?</b> What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	
	<b>What evidence do you have to support this?</b> E.g. equality monitoring data, consultation results, customer satisfaction information, etc. Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data.		
<b>8. Disability Equality</b>	Y x	N	There is a potential for both. Residents will be reassessed and would be helped to be placed in the most appropriate placements. There are a small number of residents who have lived in Ladybank for a number of years who are very old and may find a move difficult.
<b>9. Racial equality</b>	Y x	N	Neutral – BME staff will be treated the same as all staff working in the home
			All the residents are vulnerable older people by nature of their being resident in a care home.
			There are BME staff working in the home who will be subject to the organisational change protocol.

<b>10. Gender equality</b>	Y x	N	Neutral. All people affected by the change will be treated equally.	There are 10 female residents and one male. The majority of the staff are female.
<b>11. Sexual orientation equality</b>	Y	N	N/K	N/K
<b>12. Gender re-assignment</b>	Y	N	None for residents but N/K for staff group.	
<b>13. Age equality</b>	Y x	N	Neutral.	All the residents are older people.
<b>14. Religion and belief equality</b>	Y	N x	Neutral – everybody affected by the change will be treated in the same way.	
<b>15. Pregnancy and maternity equality</b>	Y	N x	Neutral – anyone who is pregnant covered by the relevant procedures of Bracknell Forest Council.	
<b>16. Marriage and civil partnership equality</b>	Y	N	N/K	
<b>17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carer's/ex-offenders) and on promoting good community relations.</b>	Please explain Almost all the residents have families or carers who visit and look out for them. This process will effect them. The residents are on low incomes which may restrict them in choice of alternative accommodation as most will need placing in homes at locally established rates. There will be an impact on the local community as a result of reprovision.			
<b>18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?</b>	Please explain None of the potential impact is a result of favouring one group over another. This is the unintended consequence of a need to reprovide a service which is no longer viable.			
<b>19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?</b>	Please explain There may be a greater impact on women and part time workers.			
<b>20. Could the impact constitute unlawful discrimination in relation to any of the Equality</b>	Y	N x	Please explain for each equality group None	

Duties?			
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	Forth coming consultation will enable discussion with equality groups and the results will be added to the impact assessment.		
22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N x	Please explain your decision. If you are not proceeding to a full equality impact assessment make sure you have the evidence to justify this decision should you be challenged. <b>If you are proceeding to a full equality impact assessment please contact Abby Thomas.</b> No as this is not specific targeting of any group.
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
<b>Action</b>	<b>Timescale</b>	<b>Person Responsible</b>	<b>Milestone/Success Criteria</b>
All activity to be undertaken in partnership with HR and TUs	Immediate	Sally Palmer	Successful partnership working
Ring fencing of any vacancies to minimise job losses	October	Sally Palmer	Redeployment
Provide additional care management support for residents/carers	October	Sally Palmer	People will have choice about future accom
24. Which service, business or work plan will these actions be included in?	ASCH – Older people's transformation plan		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	Please list As above		
26. Chief Officers signature.	Signature:		Date:
27. Which PMR will this screening be reported in?	3 <sup>rd</sup> Quartile		

When complete please send to [abby.thomas@bracknell-forest.gov.uk](mailto:abby.thomas@bracknell-forest.gov.uk) for publication on the Council's website.