

Equality Analysis

Birmingham City Council Analysis Report

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| EA Name | Commissioning SCS Care Centres - Norman Power |
| Directorate | People |
| Service Area | Adults - Specialist Care Services |
| Type | New/Proposed Function |
| EA Summary | This EA assess the impact of the recommendation for change to Norman Power Care Centre, following consultation on a number of proposals in 2016. |
| Reference Number | EA001940 |
| Task Group Manager | simon.talbot@birmingham.gov.uk |
| Task Group Member | |
| Date Approved | 2017-05-25 00:00:00 +0100 |
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Function.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Function and expected outcomes?

Norman Power is one of four Care Centres originally set up to provide residential provision for people with dementia, as well as a range of other services to enable people to maximise their independence.

The Council feels it can no longer provide Residential Care in the Care Centres in a way which represents value for money when compared to providers of similar services within the care market. The Care Centres Project is set up to review the Care Centres and explore alternative options for their future provision.

The recommended proposal for Norman Power is:

. Use the Care Centre for the delivery of high dependency dementia nursing care and related services that respond to pressures in the health and social care system, but to be provided by an organisation external to the Council. The Council will lease the building to an alternative provider.

It is expected the recommendation will deliver the following outcomes:

- Contribution to the reduction in the Council's overall workforce
- To deliver the savings identified in the Council Financial Plan 2017+.
- Improved use of the Care Centres aligned to their high specification, through the delivery of care and support to people with high intensity support needs
- A shift away from the internal provision of these services

For each strategy, please decide whether it is going to be significantly aided by the Function.

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|---|-----|
| Children: A Safe And Secure City In Which To Learn And Grow | No |
| Health: Helping People Become More Physically Active And Well | Yes |
| Housing : To Meet The Needs Of All Current And Future Citizens | Yes |
| Jobs And Skills: For An Enterprising, Innovative And Green City | Yes |

2.2 Individuals affected by the policy

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|---|-----|
| Will the policy have an impact on service users/stakeholders? | Yes |
|---|-----|

Comment:

The proposed changes to function and usage of Norman Power Care Centres will impact on service users who are residents and their relatives/carers and friends, as well as wider stakeholders who either hire the facilities for community groups and services for community provision, or who access the services provided.

The recommendation for Norman Power proposes that the Council ceases to provide residential care and that current residents will have their needs reassessed and be supported to move to alternative residential care accommodation.

As at March 2017:

The number of residents at Norman Power is 20

The gender profile of the residents is:

Male 35%

Female 65%

The majority of the service users who are residents in are in the older age banding. The profile is as follows:

70 -79 years 15%

80-89 years 70%

90+ years 15%

100% of the residents have a disability either because of a diagnosis of dementia and or a physical disability.

The racial profile of current residents is as follows:

Black African Caribbean 55%

White 40%

Asian 5%

The religious profile of the residents is as follows:

Christian 65%

Jehovah's Witness 5%

Muslim 5%

Unknown or none 25%

Marriage / civil partnership profile:

Married 10%

Widowed or single 90%

There is no separate data for wider stakeholders using Norman Power who attend community activities/groups although they are predominantly older people or people with disabilities or health needs.

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| Will the policy have an impact on employees? | Yes |
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Comment:

The proposed changes to the function and usage of Norman Power will impact on the employees. Total staff numbers to include care, facilities and catering staff as of March 2017 are:

Norman Power - 51

The age profile of the employees is:

30-39 - 10%

40-49 - 17.5%

50-59 - 55%

60-69 - 17.5%

The disability profile of the staff is:

Disability 8%
Not known or none 92%

The gender profile is as follows:
Male 22%
Female 78%

The racial profile is as follows:
White 33%
Asian 22%
Black / Black African Caribbean 37%
Other 6%
Unknown 2%

The religious profile is as follows:
Buddhist 2%
Christian 12%
No religion 2%
Unknown 4%
Prefer not to say 80%

Marriage / civil partnership profile:
Married 53%
Single 47%

Sexuality profile:
Heterosexual 18%
Unknown 2%
Prefer not to say 80%

Pregnancy / maternity profile
A very small percentage of the staff are pregnant or on maternity leave

| | |
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| Will the policy have an impact on wider community? | Yes |
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Comment:

The proposed changes to Norman Power may affect the wider community who use the current facilities/community groups and services at the Centre, or citizens who have relatives/friends in the residential parts of the Centre.

There is a public access café and internet suite on site.

There is no data available about the profile of the people who use the public access facilities.

Two Day centres operate in the building but these are subject to a previous Cabinet decision which will see them close in 2017.

2.3 Relevance Test

| Protected Characteristics | Relevant | Full Assessment Required |
|---------------------------|----------|--------------------------|
| Age | Relevant | Yes |

| | | |
|----------------------------|--------------|-----|
| Disability | Relevant | Yes |
| Gender | Relevant | Yes |
| Gender Reassignment | Not Relevant | No |
| Marriage Civil Partnership | Not Relevant | No |
| Pregnancy And Maternity | Relevant | Yes |
| Race | Relevant | Yes |
| Religion or Belief | Relevant | Yes |
| Sexual Orientation | Not Relevant | No |

2.4 Analysis on Initial Assessment

All of the protected characteristic were assessed to establish if the proposal may impact on them.

Those identified as relevant for the changes proposed to Norman Power were Age, Gender, Race, Religion and Belief, Disability and Pregnancy/maternity. These factors require a full impact assessment in terms of both residents and employees. Information from a public consultation will be used to inform this.

The proposal for the Norman Power has been identified as positively supporting the following Council strategies:

Health

Housing

Jobs and Skills

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Age - Assessment Questions

3.1.1 Age - Relevance

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| Age | Relevant |
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Comment:

Age is identified as a relevant factor.

All of the residents are over 65 and the majority are 80+ years old.

The employees are aged between 30 and 69 and over 50% are above the age of 50.

3.1.2 Age - Impact

Describe how the Function meets the needs of Individuals of different ages?

The Care Centres were set up to provide long and short term residential provision for people with dementia as well as a range of activities which help people to maximise their independence and activities which provide for the wider community e.g Sign language, Chiropody Tai Chi and various health clinics.

All of the residents are over 70 years old. Under the proposed change the residents would need to have their needs reassessed and be supported to move to alternative accommodation.

While there is no data available, anecdotally it is believed that the majority of people who visit Norman Power from the wider community are older adults.

72.5% of the staff are over 50 years old. They are paid employees at Norman Power. Under the proposed changes the employees would be affected. Birmingham City Council has a range of policies and procedures to support employees at risk. Should the proposal be implemented they will be applied to the affected employees.

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| Do you have evidence to support the assessment? | Yes |
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Please record the type of evidence and where it is from?

Resident data has been supplied by the manager of Norman Power.
Employee data taken from the Council HR records.

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| You may have evidence from more than one source. If so, does it present a consistent view? | Yes |
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3.1.3 Age - Consultation

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| Have you obtained the views of Individuals of different ages on the impact of the Function? | Yes |
|---|-----|

If so, how did you obtain these views?

The Council carried out public consultation on proposals for change to Norman Power between 4th August 2016 and 6th November 2016. The following methods were used to find out stakeholder views:

Public consultation on the Council's online BeHeard portal was open to all Birmingham residents
 Paper based consultation questionnaires were sent to all residents and next of kin.
 Meetings were held with residents, next of kin, and employees.

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| Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different ages? | Yes |
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If so, how did you obtain these views?

The Council carried out public consultation on proposals for change to Norman Power between 4th August 2016 and 6th November 2016. The following methods were used to find out stakeholder views:

Public consultation on the Council's online BeHeard portal was open to all Birmingham residents
 Paper based consultation questionnaires were sent to all residents and next of kin.
 Meetings were held with residents, next of kin, and employees.

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| Is a further action plan required? | Yes |
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3.1.4 Age - Additional Work

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|---|----|
| Do you need any more information or to do any more work to complete the assessment? | No |
|---|----|

Comment:

There are 20 residents and 51 employees.

Overall there were 12 completed consultation questionnaires of which 42% were family members, advocates or friends of service users, 17% local residents, 8% employees and 33% recorded as other.

All of the residents had 1:1 consultation meetings. All employees attended a consultation meeting. The meetings for family representatives were attended by 15 people.

We are confident that a very high number of the affected individuals were covered by the consultation and had the opportunity to express the views.

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| Do you think that the Function has a role in preventing Individuals of different ages being treated differently, in an unfair or inappropriate way, just because of their age? | Yes |
| Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it? | Yes |

Please explain how individuals may be impacted.

The function has a positive role to play in ensuring enhanced quality of life for people with care and support needs, delay and reduce the need for care and support, people have a positive

experience of care and support, and people who are vulnerable are safeguarded from avoidable harm.

The service is designed to meet the needs of older people specifically and has a role to play in ensuring this group are not negatively impacted just because of their age. If the residents are required to move to alternative accommodation the replacement service must be of the type to meet needs relating to the service users' ages. There are a range of residential care homes in Birmingham specifically for older adults.

Please explain how.

The service is located within the community and some of its facilities are available for public access. A secondary function of the service is to foster good relations between the older service users and the rest of the community. This is done by offering employment opportunities, by making the service outward facing and inviting the community into the service.

3.2 Disability - Assessment Questions

3.2.1 Disability - Relevance

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| Disability | Relevant |
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Comment:

Disability is identified as a relevant factor:

All of the residents have a disability either in the form of a dementia diagnosis or physical disability.

There are not significant numbers of employees who have declared that they have a disability.

3.2.2 Disability - Impact

Describe how the Function meets the needs of Individuals with a disability?

The Care Centres were set up as purpose built centres which are fully accessible with a physical environment which is geared to the needs of service users with physical disabilities and which provides services for older service users and residents, many of whom have physical disabilities .

All of the service users that are residents have some form of dementia and or physical disability. Under the proposed changes they will need to have the needs reassessed and be supported to move to alternative accommodation.

A small percentage of the staff working at Norman Power are known to have a disability. Under the proposed changes they will be affected. Birmingham City Council has a range of policies and procedures to support employees at risk. Should the proposal be implemented they will be applied to the affected employees.

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| Do you have evidence to support the assessment? | Yes |
|---|-----|

Please record the type of evidence and where it is from?

Resident data has been supplied by the manager of Norman Power.
Employee data taken from the Council HR records.

| | |
|--|-----|
| You may have evidence from more than one source. If so, does it present a consistent view? | Yes |
|--|-----|

3.2.3 Disability - Consultation

| | |
|---|-----|
| Have you obtained the views of Individuals with a disability on the impact of the Function? | Yes |
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If so, how did you obtain these views?

The Council carried out public consultation on proposals for change to Norman Power between 4th August 2016 and 6th November 2016. The following methods were used to find out stakeholder views:

Public consultation on the Council's online BeHeard portal was open to all Birmingham residents
Paper based consultation questionnaires were sent to all residents and next of kin.
Meetings were held with residents, next of kin, and employees.

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| Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals with a disability? | Yes |
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If so, how did you obtain these views?

The Council carried out public consultation on proposals for change to Norman Power between 4th August 2016 and 6th November 2016. The following methods were used to find out

stakeholder views:

Public consultation on the Council's online BeHeard portal was open to all Birmingham residents
Paper based consultation questionnaires were sent to all residents and next of kin.
Meetings were held with residents, next of kin, and employees.

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| Is a further action plan required? | Yes |
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3.2.4 Disability - Additional Work

| | |
|---|----|
| Do you need any more information or to do any more work to complete the assessment? | No |
|---|----|

Comment:

There are 20 residents and 51 employees.

Overall there were 12 completed consultation questionnaires of which 42% were family members, advocates or friends of service users, 17% local residents, 8% employees and 33% recorded as other.

All of the residents had 1:1 consultation meetings. All employees attended a consultation meeting. The meetings for family representatives were attended by 15 people.

We are confident that a very high number of the affected individuals were covered by the consultation and had the opportunity to express the views.

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| Do you think that the Function has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability? | Yes |
| Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it? | Yes |
| Do you think that the Function will take account of disabilities even if it means treating Individuals with a disability more favourably? | Yes |
| Do you think that the Function could assist Individuals with a disability to participate more? | Yes |
| Do you think that the Function could assist in promoting positive attitudes to Individuals with a disability? | Yes |

Please explain how individuals may be impacted.

The function has a positive role to play in ensuring enhanced quality of life for people with care and support needs, delay and reduce the need for care and support, people have a positive experience of care and support, and people who are vulnerable are safeguarded from avoidable harm.

The current service is specifically designed to meet the needs of people with a disability. If people are required to move to alternative accommodation it will need to be able to meet their needs relating to disability. There are a range of residential care homes in Birmingham that focus on delivering support to people with dementia or who have a physical disability.

Please explain how.

The service is located within the community and some of its facilities are available for public access. It has a secondary role to foster good relations between people with a disability by offering employment opportunities, being outward facing and inviting the community into the service.

3.3 Religion or Belief - Assessment Questions

3.3.1 Religion or Belief - Relevance

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|--------------------|----------|
| Religion or Belief | Relevant |
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Comment:

Religion is identified as a relevant factor.

3.3.2 Religion or Belief - Impact

Describe how the Function meets the needs of Individuals of different religions or beliefs?

Norman Power provides residential care to people with a range of religions and beliefs. Under the proposal they will need to have their needs reassessed and be supported to move to alternative accommodation.

Norman Power provides employment to people with a range of religions and beliefs. Under the proposal they will be affected. Birmingham City Council has a range of policies and procedures to support employees at risk. Should the proposal be implemented they will be applied to the affected employees.

| | |
|---|-----|
| Do you have evidence to support the assessment? | Yes |
|---|-----|

Please record the type of evidence and where it is from?

Resident data has been supplied by the manager of Norman Power.
Employee data taken from the Council HR records.

| | |
|--|-----|
| You may have evidence from more than one source. If so, does it present a consistent view? | Yes |
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3.3.3 Religion or Belief - Consultation

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| Have you obtained the views of Individuals of different religions or beliefs on the impact of the Function? | Yes |
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If so, how did you obtain these views?

The Council carried out public consultation on proposals for change to Norman Power between 4th August 2016 and 6th November 2016. The following methods were used to find out stakeholder views:

Public consultation on the Council's online BeHeard portal was open to all Birmingham residents
Paper based consultation questionnaires were sent to all residents and next of kin.
Meetings were held with residents, next of kin, and employees.

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| Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different religions or beliefs? | Yes |
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If so, how did you obtain these views?

The Council carried out public consultation on proposals for change to Norman Power between 4th August 2016 and 6th November 2016. The following methods were used to find out stakeholder views:

Public consultation on the Council's online BeHeard portal was open to all Birmingham residents
Paper based consultation questionnaires were sent to all residents and next of kin.
Meetings were held with residents, next of kin, and employees.

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| Is a further action plan required? | Yes |
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3.3.4 Religion or Belief - Additional Work

| | |
|---|----|
| Do you need any more information or to do any more work to complete the assessment? | No |
|---|----|

Comment:

There are 20 residents and 51 employees.

Overall there were 12 completed consultation questionnaires of which 42% were family members, advocates or friends of service users, 17% local residents, 8% employees and 33% recorded as other.

All of the residents had 1:1 consultation meetings. All employees attended a consultation meeting. The meetings for family representatives were attended by 15 people.

We are confident that a very high number of the affected individuals were covered by the consultation and had the opportunity to express the views.

| | |
|---|-----|
| Do you think that the Function has a role in preventing Individuals of different religions or beliefs being treated differently, in an unfair or inappropriate way, just because of their religion or belief? | Yes |
| Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it? | Yes |

Please explain how individuals may be impacted.

The function has a positive role to play in ensuring enhanced quality of life for people with care and support needs, delay and reduce the need for care and support, people have a positive experience of care and support, and people who are vulnerable are safeguarded from avoidable harm.

The current service provides care and support to people with a range of religious beliefs. If they are required to move to alternative accommodation the replacement service will need to be of the type to be able to meet needs relating to these different beliefs. There are a range of residential homes in Birmingham that are able to do this.

Please explain how.

The service is located within the community and some of its facilities are available for public access. It has a secondary role to foster good relations between people of different religions and beliefs by offering employment opportunities, being outward facing and inviting the community into the service.

3.4 Gender - Assessment Questions

3.4.1 Gender - Relevance

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| Gender | Relevant |
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Comment:

Gender has been identified as a relevant factor.

The majority of residents are female.

The majority of employees are female.

3.4.2 Gender - Impact

Describe how the Function meets the needs of Men and women?

Norman Power provides residential care to both men and women.

The majority of residents (65%) are female. Under the proposed changes they will need to have their needs reassessed and be supported to find alternative accommodation.

The majority of staff (78%) employed at Norman Power are female. Under the proposed changes they will be affected. Birmingham City Council has a range of policies and procedures to support employees at risk. Should the proposal be implemented they will be applied to the affected employees.

| | |
|---|-----|
| Do you have evidence to support the assessment? | Yes |
|---|-----|

Please record the type of evidence and where it is from?

Resident data has been supplied by the manager of Norman Power.
Employee data taken from the Council HR records.

| | |
|--|-----|
| You may have evidence from more than one source. If so, does it present a consistent view? | Yes |
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3.4.3 Gender - Consultation

| | |
|---|-----|
| Have you obtained the views of Men and women on the impact of the Function? | Yes |
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If so, how did you obtain these views?

The Council carried out public consultation on proposals for change to Norman Power between 4th August 2016 and 6th November 2016. The following methods were used to find out stakeholder views:

Public consultation on the Council's online BeHeard portal was open to all Birmingham residents
Paper based consultation questionnaires were sent to all residents and next of kin.
Meetings were held with residents, next of kin, and employees.

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| Have you obtained the views of relevant stakeholders on the impact of the Function on Men and women? | Yes |
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If so, how did you obtain these views?

The Council carried out public consultation on proposals for change to Norman Power between 4th August 2016 and 6th November 2016. The following methods were used to find out stakeholder views:

Public consultation on the Council's online BeHeard portal was open to all Birmingham residents

Paper based consultation questionnaires were sent to all residents and next of kin. Meetings were held with residents, next of kin, and employees.

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| Is a further action plan required? | Yes |
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3.4.4 **Gender - Additional Work**

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|---|----|
| Do you need any more information or to do any more work to complete the assessment? | No |
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Comment:

There are 20 residents and 51 employees.

Overall there were 12 completed consultation questionnaires of which 42% were family members, advocates or friends of service users, 17% local residents, 8% employees and 33% recorded as other.

All of the residents had 1:1 consultation meetings. All employees attended a consultation meeting. The meetings for family representatives were attended by 15 people.

We are confident that a very high number of the affected individuals were covered by the consultation and had the opportunity to express the views.

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|---|----|
| Do you think that the Function has a role in preventing Men and women being treated differently, in an unfair or inappropriate way, just because of their gender? | No |
|---|----|

3.5 Gender Reassignment - Assessment Questions

3.5.1 Gender Reassignment - Relevance

| | |
|---------------------|--------------|
| Gender Reassignment | Not Relevant |
|---------------------|--------------|

Comment:

This has not been identified as a relevant characteristic.

Data the Council holds about its employees has not identified anyone with this characteristic.

Data the Council holds about the residents has not identified anyone with this characteristic.

3.5 Pregnancy And Maternity - Assessment Questions

3.5.1 Pregnancy And Maternity - Relevance

| | |
|-----------------------|----------|
| Pregnancy & Maternity | Relevant |
|-----------------------|----------|

Comment:

This has been identified as a relevant characteristic

None of the current residents is pregnant.

A very small percentage of the employees are pregnant or on maternity leave.

3.5.2 Pregnancy And Maternity - Impact

Describe how the Function meets the needs of Pregnant women or those who are on maternity leave?

Norman Power provides employment for a small percentage of employees who are pregnant or on maternity leave. Under the proposed changes they will be affected. Birmingham City Council has a range of policies and procedures to support employees at risk. Should the proposal be implemented they will be applied to the affected employees.

| | |
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| Do you have evidence to support the assessment? | Yes |
|---|-----|

Please record the type of evidence and where it is from?

Employee data taken from the Council HR records.

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| You may have evidence from more than one source. If so, does it present a consistent view? | Not applicable |
|--|----------------|

3.5.3 Pregnancy And Maternity - Consultation

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| Have you obtained the views of Pregnant women or those who are on maternity leave on the impact of the Function? | Yes |
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If so, how did you obtain these views?

The Council carried out public consultation on proposals for change to Norman Power between 4th August 2016 and 6th November 2016. The following methods were used to find out stakeholder views:

Public consultation on the Council's online BeHeard portal was open to all Birmingham residents
Paper based consultation questionnaires were sent to all residents and next of kin.
Meetings were held with residents, next of kin, and employees.

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|---|-----|
| Have you obtained the views of relevant stakeholders on the impact of the Function on Pregnant women or those who are on maternity leave? | Yes |
|---|-----|

If so, how did you obtain these views?

The Council carried out public consultation on proposals for change to Norman Power between 4th August 2016 and 6th November 2016. The following methods were used to find out stakeholder views:

Public consultation on the Council's online BeHeard portal was open to all employees

Meetings were held with employees.

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| Is a further action plan required? | Yes |
|------------------------------------|-----|

3.5.4 Pregnancy And Maternity - Additional Work

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|---|----|
| Do you need any more information or to do any more work to complete the assessment? | No |
|---|----|

Comment:

There are 20 residents and 51 employees.

Overall there were 12 completed consultation questionnaires of which 42% were family members, advocates or friends of service users, 17% local residents, 8% employees and 33% recorded as other.

All of the residents had 1:1 consultation meetings. All employees attended a consultation meeting. The meetings for family representatives were attended by 15 people.

We are confident that a very high number of the affected individuals were covered by the consultation and had the opportunity to express the views.

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|---|-----|
| Do you think that the Function has a role in preventing Pregnant women or those who are on maternity leave being treated differently, in an unfair or inappropriate way, just because of their pregnancy and maternity? | Yes |
| Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it? | No |

Please explain how individuals may be impacted.

The function has a responsibility not to discriminate against or treat unfairly employees who are pregnant or on maternity leave. If any pregnant women or women on maternity leave are at risk of redundancy they must be offered the same future employment opportunities as the rest of the workforce.

3.6 Race - Assessment Questions

3.6.1 Race - Relevance

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|------|----------|
| Race | Relevant |
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Comment:

Citizens from a range of different races are resident or employed at Norman Power. There is a mix of Black/Black African Caribbean, White and Asian residents and employees.

3.6.2 Race - Impact

Describe how the Function meets the needs of Individuals from different ethnic backgrounds?

Norman Power provides residential care to people from a range of ethnic backgrounds - 55% are Black/Black African Caribbean, 40% are White, and 5% are Asian. Under the proposed changes they will need to have their needs reassessed and be supported to move to alternative accommodation.

Norman Power provides employment to people from a range of ethnic backgrounds - 37% are Black/Black African Caribbean, 33% are White, 22% are Asian, and 8% other. Under the proposed changes they will be affected. Birmingham City Council has a range of policies and procedures to support employees at risk . Should the proposal be implemented they will be applied to the affected employees.

| | |
|---|-----|
| Do you have evidence to support the assessment? | Yes |
|---|-----|

Please record the type of evidence and where it is from?

Resident data has been supplied by the manager of Norman Power.
Employee data taken from the Council HR records.

| | |
|--|-----|
| You may have evidence from more than one source. If so, does it present a consistent view? | Yes |
|--|-----|

3.6.3 Race - Consultation

| | |
|---|-----|
| Have you obtained the views of Individuals from different ethnic backgrounds on the impact of the Function? | Yes |
|---|-----|

If so, how did you obtain these views?

The Council carried out public consultation on proposals for change to Norman Power between 4th August 2016 and 6th November 2016. The following methods were used to find out stakeholder views:

Public consultation on the Council's online BeHeard portal was open to all Birmingham residents
Paper based consultation questionnaires were sent to all residents and next of kin.
Meetings were held with residents, next of kin, and employees.

| | |
|--|-----|
| Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals from different ethnic backgrounds? | Yes |
|--|-----|

If so, how did you obtain these views?

The Council carried out public consultation on proposals for change to Norman Power between 4th August 2016 and 6th November 2016. The following methods were used to find out stakeholder views:

Public consultation on the Council's online BeHeard portal was open to all Birmingham residents
Paper based consultation questionnaires were sent to all residents and next of kin.

Meetings were held with residents, next of kin, and employees.

| | |
|------------------------------------|-----|
| Is a further action plan required? | Yes |
|------------------------------------|-----|

3.6.4 Race - Additional Work

| | |
|---|----|
| Do you need any more information or to do any more work to complete the assessment? | No |
|---|----|

Comment:

There are 20 residents and 51 employees.

Overall there were 12 completed consultation questionnaires of which 42% were family members, advocates or friends of service users, 17% local residents, 8% employees and 33% recorded as other.

All of the residents had 1:1 consultation meetings. All employees attended a consultation meeting. The meetings for family representatives were attended by 15 people.

We are confident that a very high number of the affected individuals were covered by the consultation and had the opportunity to express the views.

| | |
|--|-----|
| Do you think that the Function has a role in preventing Individuals from different ethnic backgrounds being treated differently, in an unfair or inappropriate way, just because of their ethnicity? | Yes |
| Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it? | Yes |

Please explain how individuals may be impacted.

The function has a positive role to play in ensuring enhanced quality of life for people with care and support needs, delay and reduce the need for care and support, people have a positive experience of care and support, and people who are vulnerable are safeguarded from avoidable harm.

The current service provides care and support to people from a range of racial backgrounds. If people are required to move to alternative accommodation the replacement service must be of the type that is able to meet people's need in relation to the racial background. There are a range of residential care homes in Birmingham that are able to do this.

Please explain how.

The service is located within the community and some of its facilities are available for public access. It has a secondary role to enhance relations between people of different races and does this by offering employment opportunities, being outward facing and inviting the community into the service.

3.7 Concluding Statement on Full Assessment

The proposed change to Norman Power Care Centre would result in the closure of the internally provided residential care service. The intention is then to lease the building to another organisation with the Council acting as landlord.

The intention is that service users' needs are reassessed and they are supported to move to alternative accommodation. Employees will be at risk and there are a range of policies and procedures that will be applied to them to provide support and help them through the process.

The 9 protected characteristics were considered during this assessment. Age, disability, gender, pregnancy and maternity, race, and religion and belief were considered to be relevant characteristics and potentially impacted by the proposed change.

The Council consulted with residents, their family representatives, and employees of Norman Power as well as other stakeholders and the public on the proposed changes between 4th August 2016 and 6th November 2016. A number of methods were used to gain stakeholder views including online and paper based questionnaires, face to face meetings and suggestion boxes.

The full consultation results are detailed in the consultation analysis report and the main themes emerging from the consultation were:

- . Older people find change challenging and unsettling, especially if experiencing dementia
- . Health will be affected and lives shortened
- . There is an impact on the family as well as the service user
- . There needs to be a dementia focused service
- . People were concerned about the private sector; service standards, meeting cultural needs and cost
- . Why can't the Council consider enabling the current residents to stay where they are, even if the Council isn't going to provide the service in the future

The equality assessment acknowledges the proposed change will impact on service users or residents with the following protected characteristics:

Age - all of the service users are over the age of 70.

Disability - all of the residents have a disability - either dementia or a physical disability.

Gender - the resident group is mixed but the majority are female.

Race - the resident group has a range of different races.

Religion and belief - the resident group has a range of religions and beliefs.

The action plan seeks to mitigate the impact in the following ways:

Age - Ensure there is sufficient alternative older adult residential bed provision to accommodate the residents, and to put in place dedicated social work support to assess and review people's needs and help them plan their future support.

Disability - Ensure there is sufficient alternative residential bed provision to accommodate the residents and meet their needs in relation to dementia or physical disabilities, and to put in place dedicated social work support to assess and review people's needs and help them plan their future support.

Gender - Ensure there is sufficient alternative residential bed provision to accommodate the residents of different genders, and to put in place dedicated social work support to assess and review people's needs and help them plan their future support.

Race - Ensure there is sufficient alternative residential bed provision to accommodate the residents and meet their individual needs relating to their racial backgrounds, and to put in place dedicated social work support to assess and review people's needs and help them plan their future support.

Religion and belief - Ensure there is sufficient alternative residential bed provision to accommodate the residents and meet their individual needs in relation to their religions and beliefs, and to put in place dedicated social work support to assess and review people's needs and help them plan their future support.

The equality assessment acknowledges the proposed change will impact on employees with the following protected characteristics:

Age - the majority of employees are over 50 years old.

Disability - some of the employees have a disability.

Gender - the employee group is mixed but there are more females than males.

Pregnancy and maternity - a small percentage of the employees are pregnant or on maternity leave.

Race - the employee group has a range of different races.

Religion and belief - the employee group has a range of religions and beliefs.

The action plan seeks to mitigate the impact in the following ways:

Age - A range of policies and procedures will be put in place to support people at risk.

Disability - A range of policies and procedures will be put in place to support people at risk. Where redeployment opportunities arise departments are required to make reasonable adjustments to accommodate people with disabilities.

Gender - A range of policies and procedures will be put in place to support people at risk.

Pregnancy and maternity - A range of policies and procedures will be put in place to support people at risk.

Employees pregnant or on maternity leave will be given the same information and the same employment opportunities as people who are not pregnant or on maternity leave.

Race - A range of policies and procedures will be put in place to support people at risk.

Religion and belief - A range of policies and procedures will be put in place to support people at risk.

4 Review Date

30/06/17

5 Action Plan

5.2 Gender

| | |
|-------|---|
| Issue | Residents of a mix of genders but female in the majority will be required to move to alternative accommodation. |
|-------|---|

Action

Work with the care market to ensure sufficient alternative older adult residential care beds are available to accommodate people of both genders.

Put in place dedicated social work support to assess and review people's needs and work with them to plan their future support.

Give people sufficient time to explore alternative options and put in place alternative arrangements.

Support to visit alternative services.

Involve people using services and their families to make informed decisions.

Put in place independent advocacy arrangements where required.

Resources

Social workers and support planners.

| | |
|------------------------|--------------------------------|
| Target Start Date | 05/07/2017 |
| Target Completion Date | 31/10/2017 |
| Lead Officer | simon.talbot@birmingham.gov.uk |

Recommendations

These recommendations will be built into the Full Business Case which will accompany the Cabinet decision report.

Monitoring

Bi-weekly progress monitoring through project meetings.

Outcomes

Improved implementation planning.

| | |
|-------|---|
| Issue | Employees of a mix of genders but female in the majority will be at risk. |
|-------|---|

Action

Put in place a range of support through HR policies that is available to employees at risk including:

Redeployment opportunities through the Priority Movers scheme

Career Transition Support

Resources

Human resources and managerial support

| | |
|------------------------|------------------------------------|
| Target Start Date | 05/07/2017 |
| Target Completion Date | 31/10/2017 |
| Lead Officer | rupinder.buchray@birmingham.gov.uk |

Recommendations

These recommendations will be built into the Full Business Case which will accompany the Cabinet decision report.

Monitoring

Bi-weekly progress monitoring through project meetings.

Outcomes

Improved implementation planning.

5.3 Race

| | |
|-------|--|
| Issue | Residents of different ethnic backgrounds will be required to move to alternative accommodation. |
|-------|--|

Action

Work with the care market to ensure sufficient alternative older adult residential care beds are available to accommodate people and meet needs relating to peoples different races.

Put in place dedicated social work support to assess and review people's needs and work with them to plan their future support.

Give people sufficient time to explore alternative options and put in place alternative arrangements.

Support to visit alternative services.

Involve people using services and their families to make informed decisions.

Put in place independent advocacy arrangements where required.

Resources

Social work and support planners

| | |
|------------------------|--------------------------------|
| Target Start Date | 05/07/2017 |
| Target Completion Date | 31/10/2017 |
| Lead Officer | simon.talbot@birmingham.gov.uk |

Recommendations

These recommendations will be built into the Full Business Case which will accompany the Cabinet decision report.

Monitoring

Bi-weekly progress monitoring through project meetings.

Outcomes

Improved implementation planning

| | |
|-------|---|
| Issue | Employees from a range of ethnic backgrounds will be put at risk. |
|-------|---|

Action

Put in place a range of support through HR policies that is available to employees at risk including:

Redeployment opportunities through the Priority Movers scheme

Career Transition Support

Resources

Human resources and managerial support.

| | |
|------------------------|------------------------------------|
| Target Start Date | 05/07/2017 |
| Target Completion Date | 31/10/2017 |
| Lead Officer | rupinder.buchray@birmingham.gov.uk |

Recommendations

These recommendations will be built into the Full Business Case which will accompany the Cabinet decision report.

Monitoring

Bi-weekly progress monitoring through project meetings.

Outcomes

Improved implementation planning

5.4 Disability

| | |
|-------|---|
| Issue | All of the residents have a disability and will be required to move to alternative accommodation. |
|-------|---|

Action

Work with the care market to ensure sufficient alternative older adult residential care beds are available to accommodate people with physical disabilities and dementia needs.

Put in place dedicated social work support to assess and review people's needs and work with them to plan their future support.

Give people sufficient time to explore alternative options and put in place alternative arrangements.

Support to visit alternative services.

Involve people using services and their families to make informed decisions.

Put in place independent advocacy arrangements where required.

Resources

Social workers and support planners.

| | |
|------------------------|--------------------------------|
| Target Start Date | 05/07/2017 |
| Target Completion Date | 31/10/2017 |
| Lead Officer | simon.talbot@birmingham.gov.uk |

Recommendations

These recommendations will be built into the Full Business Case which will accompany the Cabinet decision report.

Monitoring

Bi-weekly progress monitoring through project meetings.

Outcomes

Improved implementation planning.

| | |
|-------|---|
| Issue | Some of the staff have a disability and will be put at risk |
|-------|---|

Action

Put in place a range of support through HR policies that is available to employees at risk including:

Redeployment opportunities through the Priority Movers scheme

Career Transition Support

Ensure that if opportunities for redeployment into alternative Council posts arise then reasonable adjustments are made to accommodate employees with disabilities.

Resources

Human resources and managerial support.

| | |
|------------------------|------------------------------------|
| Target Start Date | 05/07/2017 |
| Target Completion Date | 31/10/2017 |
| Lead Officer | rupinder.buchray@birmingham.gov.uk |

Recommendations

These recommendations will be built into the Full Business Case which will accompany the Cabinet decision report.

Monitoring

Bi-weekly progress monitoring through project meetings.

Outcomes

Improved implementation planning.

5.5 Religion or Belief

| | |
|-------|--|
| Issue | Residents with a range of religions and beliefs will be required to move to alternative accommodation. |
|-------|--|

Action

Work with the care market to ensure sufficient alternative older adult residential care beds are available to accommodate people and meet their individual needs in relation to religious beliefs.
 Put in place dedicated social work support to assess and review people's needs and work with them to plan their future support.
 Give people sufficient time to explore alternative options and put in place alternative arrangements.
 Support to visit alternative services.
 Involve people using services and their families to make informed decisions.
 Put in place independent advocacy arrangements where required.

Resources

Social workers and support planners

| | |
|------------------------|--------------------------------|
| Target Start Date | 05/07/2017 |
| Target Completion Date | 31/10/2017 |
| Lead Officer | simon.talbot@birmingham.gov.uk |

Recommendations

These recommendations will be built into the Full Business Case which will accompany the Cabinet decision report.

Monitoring

Bi-weekly progress monitoring through project meetings.

Outcomes

Improved implementation planning

| | |
|-------|--|
| Issue | Employees with a range of religions and beliefs will be put at risk. |
|-------|--|

Action

Put in place a range of support through HR policies that is available to employees at risk including:
 Redeployment opportunities through the Priority Movers scheme
 Career Transition Support

Resources

Human resources and managerial support

| | |
|------------------------|------------------------------------|
| Target Start Date | 05/07/2017 |
| Target Completion Date | 31/10/2017 |
| Lead Officer | rupinder.buchray@birmingham.gov.uk |

Recommendations

These recommendations will be built into the Full Business Case which will accompany the Cabinet decision report.

Monitoring

Bi-weekly progress monitoring through project meetings.

Outcomes

Improved implementation planning

5.6 Age

| | |
|-------|---|
| Issue | All of the residents are over 65 years old will be required to move to alternative accommodation. |
|-------|---|

Action

Work with the care market to ensure sufficient alternative older adult residential care beds are available to accommodate people.
 Put in place dedicated social work support to assess and review people's needs and work with them to plan their future support.
 Give people sufficient time to explore alternative options and put in place alternative arrangements.

Support to visit alternative services.
 Involve people using services and their families to make informed decisions.
 Put in place independent advocacy arrangements where required.

Resources

Social workers and support planners.

| | |
|------------------------|--------------------------------|
| Target Start Date | 05/07/2017 |
| Target Completion Date | 31/10/2017 |
| Lead Officer | simon.talbot@birmingham.gov.uk |

Recommendations

These recommendations will be built into the Full Business Case which will accompany the Cabinet decision report.

Monitoring

Bi-weekly progress monitoring through project meetings.

Outcomes

Improved implementation planning.

| | |
|-------|---|
| Issue | Employees of a range of ages with the majority over 50 years old will be at risk. |
|-------|---|

Action

Put in place a range of support through HR policies that is available to employees at risk including:
 Redeployment opportunities through the Priority Movers scheme
 Career Transition Support

Resources

Human resources and managerial support

| | |
|------------------------|------------------------------------|
| Target Start Date | 05/07/2017 |
| Target Completion Date | 31/10/2017 |
| Lead Officer | rupinder.buchray@birmingham.gov.uk |

Recommendations

These recommendations will be built into the Full Business Case which will accompany the Cabinet decision report.

Monitoring

Bi-weekly progress monitoring through project meetings.

Outcomes

Improved implementation planning.

5.7 Pregnancy And Maternity

| | |
|-------|--|
| Issue | A small percentage of employees are pregnant or on maternity leave will be put at. |
|-------|--|

Action

Put in place a range of support through HR policies that is available to employees at risk including:
 Redeployment opportunities through the Priority Movers scheme
 Career Transition Support

Ensure that employees who are pregnant or on maternity leave are kept fully up to date with decisions, are given information and are offered the same opportunities as other employees are.

Resources

Human resources and managerial support.

| | |
|------------------------|------------|
| Target Start Date | 05/07/2017 |
| Target Completion Date | 31/10/2017 |

| | |
|--------------|------------------------------------|
| Lead Officer | rupinder.buchray@birmingham.gov.uk |
|--------------|------------------------------------|

Recommendations

These recommendations will be built into the Full Business Case which will accompany the Cabinet decision report.

Monitoring

Bi-weekly progress monitoring through project meetings.

Outcomes

Improved implementation planning.