

## ASC EIA Template

<b>Title of EIA</b>	<b>Craven Vale re provision at Tower House</b>		<b>Ref No.</b>	
<b>Name of: Delivery / Resource / Finance Unit or Intelligent Commissioning</b>	<b>Adult Social Care Provider Unit</b>		<b>Head of Service:  Karin Divall</b>	
<b>Aim of policy or scope of service (outlining proposed changes to service)</b>	<p>Adult Social Care Day Services – Day services provide support to Adults with a Physical Disability of working age, Older People / Older people with Mental Health needs from several establishments across the City.</p> <p>We have two stand alone day services (Tower House &amp; Craven Vale), and also two day services for Older People Mental Health Needs, these are based at Ireland Lodge and Wayfield Avenue (Resource Centres). We also have a contract with 2 voluntary sector services (St. Johns &amp; Somerset Day Centre).</p> <p><u>This EIA is focusing on the re-provision of Craven Vale transferring into Tower House</u> A consultation has taken place looking at the future needs of the service. It has been agreed to combine Craven Vale and Tower House. Craven Vale will relocate to Tower House providing a service that works across the age spectrum resulting in increased opportunities, more choice, control, and independence for those using these services.</p>			

	<p>This will result in a central 'community hub', and work towards a centre of excellence.</p> <p>The service supports people from across the Equality Strands.</p> <p>The Equality Impact Assessment will look at the positive and negative impacts of the service. This EIA takes into consideration consultation that has already been undertaken within the City for people receiving day services, in line with developing the Older peoples Strategy and the Personalisation programme. A consultation with staff will identify issues for them as a team/ individuals.</p>
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**Relevant Data/legislation and Evidence of Consultation related to the proposed change above:**

<b>Title</b> (Data/Legislation or Consultation)	<b>Date</b> (and venue if engagement)	<b>Lead Officer</b> (where relevant)	<b>Key findings related to this Assessment of Impact</b>
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<p><b>Staff consultation Activity</b></p>	<p><b>Team meetings</b></p> <p><b>19th June ( unions present )</b> <b>11<sup>th</sup> October</b></p> <p><b>Meeting with staff &amp; unions</b> <b>19/6/12</b></p> <p><b>Staff Bulletin</b> <b>18/6/12</b></p>	<p><b>Alison Sinclair</b></p>	<p><b>Staff have fully engaged with process, have supported members positively to access Tower House.</b></p> <p><b>During meetings have been kept updated with progress of consultation time table.</b></p>
<p><b>Members/Carers Activity</b></p>	<p><b>Members meeting Held through out August</b></p> <p><b>Members bulletin August 2012</b></p> <p><b>All members have attended `taster` days at Tower House</b></p> <p><b>Friday's at Craven Vale have already</b></p>	<p><b>Alison Sinclair</b></p> <p><b>Sharon Magee</b></p> <p><b>Sharon Magee</b></p>	<p><b>Members meeting</b></p> <p><b>All members have had 1 to 1 meetings with S C O. on how taster sessions have gone</b></p> <p><b>28 members reviewed</b></p>

	<p><b>successfully merged with Tower House</b></p> <p><b>All members have been reviewed looking at individual needs</b></p>		<p><b>25 will move to Tower House</b>  <b>2 have been assessed to require a mental health day Centre</b>  <b>1 will be linked to Somerset day Centre</b></p>

**Assessment:**

<b>Different Groups to be included in Assessment</b>	<b>Potential Positive impact on a group</b>	<b>Potential Negative impact on a group</b>	<b>Agreed Action/s</b>
<b>Community Cohesion</b>	Some members would be more suited to an alternative day service, this will address their individual needs, & offer the more choice, and may offer them links to facilities within	<b>Loss of contact with established friends, settling into new service</b>	<b>Staff to assess all Craven Vale members, looking at what needs they require from service, does service still meet their needs?, Is there a more appropriate resource within their community, assess for Direct Payments.</b>

	their local community		
<b>Age</b>	Potential opportunity to consider needs of older members would be helpful.	Some older members may have attended Craven Vale for many years , change may be difficult, <ul style="list-style-type: none"> <li>• Additional travelling time</li> </ul>	<b>Assessment of individual needs to be completed, looking at managing change, travel, resources available at Tower House, Quite areas?. Individual care plans to be completed.</b>
<b>Disability</b>	Change in service may result in more suitable placements for some members : Chance to match people to suitable environments.	Tower House is a larger resource, but with more members & more walking aids/Wheel chairs more of a risk of `incidents` / falls etc...	<b>S C O / STAFF to risk assess every member, explain there are additional members to consider/ work shop with members / explaining different mobility needs/ tolerance</b>
<b>Gender reassignment</b>	No impacts identified as a result of the Consultation process.	No impacts identified as a result of the Consultation process.	<b>Gender needs of affected members will be considered as part of their social care review-any identified needs will be addressed as part of this process.</b>
<b>Pregnancy and</b>	No impacts identified as a	No impacts	<b>N/A</b>

<b>maternity</b>	result of the Consultation process.	identified as a result of the Consultation process.	
<b>Race</b>	No impacts identified as a result of the Consultation process.	No impacts identified as a result of the Consultation process.	<b>Cultural/ethnic needs of affected service users will be considered as part of their social care review-any identified needs will be addressed as part of this process.</b>
<b>Religion or belief</b>	No impacts identified as a result of the Consultation process.	No impacts identified as a result of the Consultation process.	<b>Religious needs of affected service users will be considered as part of their social care review-any identified needs will be addressed as part of this process.</b>
<b>Sex</b>	No impacts identified as a result of the Consultation process.	No impacts identified as a result of the Consultation process.	<b>We will consider service users needs based on gender where required.</b>  <b>We will ensure we will have a balance of both male and female staff where required/appropriate.</b>
<b>Sexual orientation</b>	No impacts identified as a result of the Consultation process.	No impacts identified as a result of the Consultation process.	<b>Sexual Orientation needs of affected members will be considered as part of their social care review-any identified needs will be addressed as part of this process.</b>

<b>Marriage and civil partnership</b>	No impacts identified as a result of the Consultation process.	No impacts identified as a result of the Consultation process.	<b>N/A</b>
Staff	<ul style="list-style-type: none"> <li>• Staff will learn new skills and exchange different ways of working, increase skills base.</li> <li>• Opportunities to have new experience and personal development, take on new roles (e.g. medication ordering etc).</li> <li>• Improves career development options.</li> <li>• Improves long term career potential –ability to stay with BHCC as main employer.</li> <li>• Some staff are looking forward to the opportunity to work somewhere new and feel that change is positive.</li> </ul>	<ul style="list-style-type: none"> <li>• Some staff are reluctant to work in more complex environments e.g. challenging behaviour.</li> <li>- Change in staff roles</li> <li>- New Job Descriptions: ( driver/ attendants will become driver/care officers) Some staff may not feel confident to work within the new</li> </ul>	<p><b>Craven Vale staff are already working at Tower House on Friday's, with additional support &amp; training any anxieties will be kept at a minimum.</b></p> <p><b>Addition 1 to 1 support with line manager will be offered during transition.</b></p> <p><b>Staff will be able to access `excess travel policy` for 3 years</b></p> <p><b>Staff training will be identified in 1 to 1 meetings, with additional support/ training offered to enable them to feel confident within their new role.</b></p> <p><b>Staff may request to go into redeployment pool.</b></p>

	<ul style="list-style-type: none"> <li>• Staff development opportunities-ensure equal opportunities for staff working within or applying to work in services</li> </ul>	<p>criteria. Staff may feel anxious working with service users that they do not currently work with e.g. physical disabilities (high level needs)</p> <ul style="list-style-type: none"> <li>- Staff may not be engaged (low staff morale)</li> </ul>	<p><b>Team days and individual staff training will be identified</b> <b>Mangers will work closely with staff to indentify areas of concern for staff.</b></p>
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**Lead Officer Responsible for ensuring agreed actions are transferred to service or Business Plan:**

<b>Name:</b>	<b>Alison Sinclair</b>
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<b>Job Title:</b>	<b>Operations Manager</b>
<b>Contact details:</b>	<b>296330/293705 alison.sinclairbrighton-hove.gov.uk</b>
<b>Agreed Date to Review Service /Business plan and/or this EIA:</b>	<b>March 2013</b>

**Signing of EIA:-**

<b>Lead Officer for this EIA:</b>		<b>Date:</b>	
<b>Head of Service Delivery Unit</b>		<b>Date:</b>	
<b>Lead Commissioner (if required):</b>		<b>Date:</b>	
<b>Communities and Equality Team</b>	<b>Clair Hopkins</b>	<b>Date:</b>	<b>26.10.12</b>

**You must also complete and submit a summary of the EIA in the Publication Template (see below)**

