

Equality Impact Assessment Template

When completing this Equality Impact Assessment, please refer to the accompanying guidance document available on the intranet [here](#).

Part 1: Basic details

Project title	Residential short breaks development on Aylesbury Opportunities Centre site (replacing Seeleys House).
Is this a new or existing document/service?	Review of previous EIA
Responsible officer	Adam Willison
Job title	Commissioning Manager
Contact no.	01296 387691 / 07766 697828
Team	Direct Care and Support Services & Integrated Care Commissioning
Service	Integrated Commissioning
Business Unit	CHASC
Date started	April 2018 Reviewed December 2018 Reviewed May 2019 Reviewed July 2019.
Date completed	Updates will continue through development of scheme

Part 2: Purpose and Objectives

2.1	What is the purpose of the project or change?	<p>We are proposing a change of location for the residential short breaks provision from Seeleys House in Beaconsfield – The proposal is to develop a new integrated health and social care residential short breaks facility. The plan is to locate this on the Aylesbury Opportunities Centre (AOC) site.</p> <p>In order to build on the AOC site, the Day Opportunity Centre will be required to close temporarily. This will require all the current Day Opportunities Centre service users moving to other suitable alternative day opportunities provision which meets their identified needs. The users of residential short breaks will continue to use the current Seeleys House short breaks service in Beaconsfield until the new residential short breaks provision is operational and then each individual and their families and carers will agree a plan for them to transition to the new service. This may include visiting the new premises, and each plan will be tailored to the needs of the individual and their family and carers requirements.</p>
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Those people currently attending Aylesbury Opportunities Centre will be reviewed and will be supported to access suitable alternatives, which meet their needs. This may be other county council day opportunity centres or community based alternatives. People who require a building based service, will be supported to temporarily transition to an alternative day opportunity centre site such as Chesham, Burnham, or Buckingham, dependent on where they reside, (or they may choose to access other community based alternatives which meet their needs), whilst the development takes place.

Consultation with stakeholders has been undertaken; including service users and their families and carers of both Seeleys Short breaks service and AOC. A further period of engagement has been undertaken with users of AOC, their family members and carers, to ensure that everyone has had the opportunity to express their views and thoughts on the impact on themselves and their loved ones. All the feedback received has been considered and is reflected in an End of Consultation document and the report which will be presented to Cabinet to help inform them in making the decision.

Formal consultation with staff regarding change of work location is required if the proposed change of location is agreed.

Seeleys House provides residential short break services to eligible clients with a learning disability and/or autism. Seeleys is currently the main residential short breaks provisions within Buckinghamshire. The number of service users using the residential short breaks provision changes frequently. In December 2018 there were 41 service users in receipt of the service at Seeleys House. March 2019 the number had reduced to 37 service users. This includes a number of service users in receipt of residential short breaks under a spot purchase arrangement, or via a direct payment.

We know from the previous proposal to move to Orchard House in High Wycombe (2016) that the building at Seeleys is not well designed for the delivery of residential short breaks for service users who require this support in the long term. The service is currently rated as Requires Improvement by the regulator, the Care Quality Commission, following a further Care Quality Commission report in June 2019. From the commissioner perspective building lay out is also not ideal for the operation of a best-practice short breaks service, being limited in its ability to respond to multiple individuals simultaneously who might have the need for different types of

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support. It also presents more of a challenge with staff recruitment in comparison with other parts of the County. We propose to develop purpose built accommodation on the Aylesbury Opportunities Centre. Whilst this will result in a reduced Day Opportunity centre capacity on the site, this is in line with reduced service uptake, with the reduction in numbers wanting the traditional day centre offer, and the current trend of underutilisation of County Council Day Opportunity provision across the whole county.

People who currently access Seeleys residential short breaks, travel from a range of locations across the county, with more coming from the south of the county than the north. It is possible that the proposed Aylesbury location may present some challenges for service users and carers from the further south of the county, but enable greater access to those in the north. The proposed new location would mean that anyone from any part of the County should be able to access the service by travelling no more than 28 miles. At present if someone from the north of Buckinghamshire wished to access residential short breaks at Seeleys House, their journey could be up to 55 miles. The Council believes that relocation of the service to Aylesbury Opportunities Centre site should also broaden the appeal of the service; because of the increased quality/breadth and capacity of the service (Seeleys has been limited to 8 beds and the plans for the new service include 12 beds). The current service has been unable to support health funded service users since the end of 2016. The new integrated health and social care service will be able to meet their needs. The location and service may also encourage use by other individuals with complex needs, who have not accessed this type of service to date because of the distances involved. We would work to mitigate as far as possible, any potential negative impact for existing service users and carers by completing individual travel plans for them to access the new Aylesbury site. In Adult Social Care, our intention is that no one would be journeying for more than 75 minutes.

Whilst the previous Orchard House development did not proceed, much of the consultation and co-production with users and carers is still very relevant and we intend to use the plans as a basis for the development on the AOC site. Through the Orchard House engagement, carers, parents and staff were actively engaged throughout to give their views on the closure of Seeleys House and relocation of the services to High Wycombe, as well as being supported to actively contribute to the design of the new services proposed for the Orchard House site. Those previous design plans will be revisited for Aylesbury Opportunities Centre in order to ensure that we reuse the comments and feedback, coupled with updated consultation feedback, in order to make the best use

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		of resources. All information gathered would be collated and considered by the architect, contractor and project group overseeing the Aylesbury Opportunities Centre project in order to ensure that plans are reflective of the feedback received.
2.2	What are the key objectives of the project or change?	<p>To develop an integrated health and social care residential short breaks service which:</p> <ul style="list-style-type: none"> • Enables access for people from across the county. • Is a quality, safe service that utilises best practice • Is sustainable now and for future generations • Is better located to enable staff recruitment. • Is designed to support people with differing needs such as someone with complex physical needs and limited mobility at the same time as someone with behaviours which may challenge. • Makes better use of an existing, underutilised adult social care site. • Makes best use of available resource <p>The proposal has significant interdependencies with the Better Lives vision and Direct Care & Support Services Transformation Programme which aims to support people to access the most appropriate type of support to meet their needs. It will support people to remain at home with family, by providing both service users and carers with appropriate support, providing breaks in a safe environment which meets their needs. Community alternatives, where less restrictive options can meet someone's needs, will be pursued in parallel as appropriate; however, construction of a new residential service at AOC is the Council's acknowledgement of the importance of building based care for people who require it.</p>
2.3	Which other functions, services or policies may be impacted?	Staff and resource required from HR, Finance, Direct Care & Support, Operations, Property and Transport. The Short Breaks Policy in its final stages of approval will support the appropriate use of the service.
2.4	Who are the main stakeholders impacted by this project or change?	Existing clients of Seeleys and AOC, potential service users, staff, carers/families, Talkback, Carers Bucks and community alternative providers. Buckinghamshire Clinical Commissioning Group and clients with Continuing Healthcare needs.
2.5	Which other stakeholders may be affected by this project or change?	All Local Members, South Bucks Association for the Disabled (SBAD), Friends of Seeleys House (FOSH).

Part 3: Data and Research

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3.1	What data and research has been used to inform this assessment?	<p>This proposal is part of the Direct Care & Support Transformation Programme, which does not have targeted or intentional impact on any single or specific group of service users.</p> <p>However, as the themes of this proposal cover all of our client groups (as reflected in the short breaks policy currently under consultation) we do know that given the age profile of our service users that there will be a wider impact upon people aged 74+ with this being the largest proportion of our clients in the aged 65+ category. This is also the age group where physical support needs are the greatest.</p> <p>Note the greater proportion of support around learning disabilities lies in the 65 and under age group. See profile table below:</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #d9e1f2;"> <th>Sep 2017</th> <th>Under 65</th> <th>65 - 74</th> <th>74 – 85</th> <th>86 - 90</th> <th>91+</th> <th>Grand Total</th> </tr> </thead> <tbody> <tr> <td>Number of ASC Clients</td> <td>2771</td> <td>1183</td> <td>2263</td> <td>1234</td> <td>1091</td> <td>8542</td> </tr> <tr> <td>%</td> <td style="color: red;">33%</td> <td style="color: red;">14%</td> <td style="color: red;">26%</td> <td style="color: red;">14%</td> <td style="color: red;">13%</td> <td></td> </tr> <tr> <td>Learning Disability</td> <td>983</td> <td>78</td> <td>15</td> <td>2</td> <td>0</td> <td>1078</td> </tr> <tr> <td>%</td> <td style="color: red;">35%</td> <td style="color: red;">7%</td> <td style="color: red;">0.6%</td> <td style="color: red;">0.16%</td> <td style="color: red;">0%</td> <td style="color: red;">13%</td> </tr> <tr> <td>Physical Support</td> <td>671</td> <td>508</td> <td>1141</td> <td>700</td> <td>771</td> <td>3791</td> </tr> <tr> <td>%</td> <td style="color: red;">24%</td> <td style="color: red;">43%</td> <td style="color: red;">50%</td> <td style="color: red;">57%</td> <td style="color: red;">71%</td> <td style="color: red;">44%</td> </tr> </tbody> </table> <p>Compared to the rest of the country, Buckinghamshire has an over representation of residents aged 90+ with 9.5% more than across the country.</p> <p>Of the total number of clients in Sept 2017, 40% are male and 60% are female and 75% of our clients are White British with a further 7% from other white ethnic groups. This profile is comparable to the overall profile in Buckinghamshire, which shows 86.4% of the population as being from a white ethnic group.</p> <p>Carers – of the total number of carers (10, 019) known to BCC Adult Social Care, 30% are male and 70% are female.</p> <p>As can be seen from the table below, in terms of age, Buckinghamshire is comparable with the national carers profile until the age of 85+ at which point a marked increase can be seen.</p>	Sep 2017	Under 65	65 - 74	74 – 85	86 - 90	91+	Grand Total	Number of ASC Clients	2771	1183	2263	1234	1091	8542	%	33%	14%	26%	14%	13%		Learning Disability	983	78	15	2	0	1078	%	35%	7%	0.6%	0.16%	0%	13%	Physical Support	671	508	1141	700	771	3791	%	24%	43%	50%	57%	71%	44%
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Buckinghamshire			SACE Survey 2016-17*
Age Band	Numbers	%	%
18-24	80	1%	1%
25-34	339	3%	3%
35-44	613	6%	7%
45-54	1,300	13%	19%
55-64	1,946	19%	24%
65-74	2,163	22%	22%
75-84	1,875	19%	17%
85+	1,703	17%	7%
Total	10,019	100%	100%

* Personal Social Services Survey of Adult Carers in England (SACE) 2016-17

In addition, the results of the 2016-17 SACE survey show that of the 138 carers in Buckinghamshire that responded 138 (37%) were providing care for 100 hours per week or more.

We know from discussion with a number of service users and carers during the short break strategy and policy consultation periods of the last 6 months that people in the north of the county find it difficult to access Seeleys given its location. We also know that some people do not access it for reasons of concern around quality.

There are currently 37 service users attending Seeleys short breaks. Continuing Health Care funded users currently do not access Seeleys residential short breaks and their provision is a mix of out of county placement or none at all, which has created a strain on carers.

The proposed location for the new service takes into account not only a more central county position, but also recognises that Aylesbury Vale District over the next 20 years will be subject to a huge growth in housing (c.33,000 new homes) and population.

We know that some people will have to travel further. At the time we

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		<p>looked at the impact of a move to Aylesbury on current users of the service as we found out that travel to AOC rather than Seeleys House would mean:</p> <p>33% would travel fewer miles (at the time of start of consultation this was 14 service users) 67% would travel further (29 service users)</p> <p>10 service users would be travelling between 15 – 20 miles more than they currently need to.</p> <p>We also know that about 62.5% of service users using Seeleys House have an assessed eligible need for transport as part of their care and support plan. This means that subject to financial assessment, it is likely that County Council would be responsible for funding this transport. This does mean that the cost of any additional travel for the remaining 37.5 % of service users, who did not have an eligible need for transport, would be expected to fund this additional cost.</p> <p>Whilst there are some providers of complex respite care in Buckinghamshire, a new unit of around 12 beds is deemed to be required in addition to this in order to meet the needs of a growing population. The proposed service would be able to manage the needs of the most complex of clients, which alternative providers cannot always manage. In the past this may lead to expensive out of county placements, which would be avoided in the future. The Council and health partners aim to work towards the objectives of the Transforming Care Partnership, one of which is about helping service users to move back in county to receive their care where they can be closer to their loved ones.</p> <p>In addition, we have undertaken high level analysis of the following. If the proposal is agreed further analysis will be required.</p> <ul style="list-style-type: none"> • HR data regarding staff. • Finance data regarding operating costs. • Agreement with CCG regarding joint provision, revenue modelling and capital grant allocation
3.2	Have any complaints on the grounds of discrimination been made in relation to this project?	No formal complaints but comments were received as part of the consultation – see below
3.3	Please provide evidence of these.	During the course of the consultation comments were received including:-

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		<p>The proposal being unfair on service users at AOC who would need to move temporarily for the proposal to be implemented</p> <p>As some of the current service users are from the Asian community, it was raised by another stakeholder that it may be difficult for them to be involved in the consultation as they are not fluent in English. It was suggested that this could be overcome by offering opportunities to engage. This was addressed by engagement events and comments were received in person and by email.</p>
<p>3.4</p>	<p>What <u>positive</u> impacts have been established through research findings, consultation and data analysis?</p>	<ul style="list-style-type: none"> • A new, fit for purpose residential short breaks building will be developed which can support people with a variety of complex needs. This should enable greater utilisation of the service and help to provide residential short break care and support within the county. • A new model will enable health clients to access fit for purpose residential short breaks within Buckinghamshire. • The new location will enable people in other parts of the county to access the service more easily, particularly those in the north. • A joint health and social care resource will enable people to access the same service irrespective of the funding for their care package. This addresses one area of concern raised by family carers in relation to the present provision. • There will be a greater pool of potential staff from which to recruit, which should support more successful appointments. • Some people will be supported into less restrictive community alternatives which promote and increase independence and helps service users and carers reduce their reliance on building based services. We appreciate that existing service users know the local transport links for day to day living and activities for the Aylesbury Day Opportunities Centre site. However, this learning will be continued in any new service or alternative and BCC will proactively support service users and carers with initiatives such as travel training. • Through the short breaks strategy and policy consultations, we have spoken with a number of service users and carers who have indicated their interest in pursuing alternative forms of day time activities and the opportunity to have that discussion to construct innovative packages of care. • Most staff live outside of Beaconsfield and travel in from the north of the county so the new location is considered to not be as much of an impact in this regard.

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		<ul style="list-style-type: none"> The north will see more significant housing growth in the coming years and an Aylesbury based service would be beneficial in this context.
3.5	What <u>negative</u> impacts have been established through research findings, consultation and data analysis?	<ul style="list-style-type: none"> This is likely to be an unsettling time for people, many of whom have attended Seeleys and AOC for many years. The transition plans and support we provide will be very important. The disruption is likely to cause distress to some service users and this may have a knock on impact on their wellbeing and their behaviours. This may affect the carers and wider family members, compounding their ability to cope with their caring responsibilities. The travel implications of the proposed move from Beaconsfield to Aylesbury mean that some people who access residential short breaks and reside in the south of the county will need to commute further north than they currently do and may not be willing to do this. Some carers have said that the distance to Aylesbury is too far and that they may not continue to use residential short breaks. This may mean that their ability to continue to care for their loved one is compromised and as a result they may need to consider whether long term residential care is the appropriate solution. Some staff may not be willing or able to travel to a newly relocated service and skills and experience could be lost. Some people may have to travel further to access a building based day service (if this is the only appropriate model to meet their assessed needs). Seeleys House is a service which has been supported by charitable means over the years (Friends of Seeleys House and South Bucks Association for the Disabled). We will need to work with these organisations to support the transition process and their future role in the new service.
3.6	What additional information is needed to fill any gaps in knowledge about the potential impact of the project?	<p>Work is commencing to match home location, needs and likely interests of existing clients; further work with providers of potential alternative services to look at how needs can be met in a way which supports people to develop their independence. Following a decision formal reviews or reassessment of needs will be undertaken to identify eligible care needs and develop suitable care and support plans for AOC clients. We know from feedback received that service users their</p>

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		<p>families and carers would like more information about the menu of options which is expanding frequently as a result of market development.</p> <p>Detailed travel planning will need to take place as part of the transition planning for both services and for individuals.</p>
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Part 4: Testing the impact

<p>Within this table, please indicate (✓) whether the project will have a positive, negative or neutral impact across the following nine protected factors and provide relevant comments.</p> <p><i>Note 1: Listing a negative outcome does not mean the project cannot continue.</i></p> <p><i>Note 2: This is an opportunity to identify and address issues for improvement</i></p>						
		Positive Impact	Negative Impact	Neutral Impact	What evidence do you have for this?	Improvement Actions Required
4.1	Age		✓		Potential reduction of day support choices for clients who have a disability and are older and may be more likely to require a building base	Ensure market place is developed to be able to provide suitable alternatives to meet individual needs, including sufficient alternative building base if required
4.2	Disability		✓		Potential reduction of day support and supported employment choices for clients with a learning disability or autism	Ensure market place is developed to be able to provide suitable alternatives to meet individual need. Refer individuals through to supported employment where appropriate
4.3	Gender			✓		
4.4	Marriage / Civil Partnership			✓		

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4.5	Pregnancy / Maternity/ Paternity			✓		
4.6	Race			✓		
4.7	Religion/ Belief			✓		
4.8	Sexual Orientation			✓		
4.9	Transgender			✓		
4.10	Carers		✓		Potential reduction in day support and move of residential short breaks could lead to more pressure on carers unable to access the new location	If people attend AOC and Seeleys day as a short break to enable carers to work/have a short break, then there is a potential impact on carers. However, the project will need to ensure people's needs are appropriately met and that carers needs are considered as part of the assessment process.

Part 5: Director / Head of Service Statement

<p>I am fully aware of the duties required of Buckinghamshire County Council (BCC) under the Equality Act 2010 and I have read our Equality Strategy.</p> <p>I am satisfied that this Equality Impact Assessment shows that we have made every possible effort to address any actual or potential unlawful discrimination.</p>	Name Jane Bowie
	Signature 
	Date 13 September 2019