

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

Did you use the EIA Screening Tool?

No

### 1. Explaining the matter being assessed

Is this a:

- Change to a service or function

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

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

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

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

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

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

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

# Equality Impact Assessment

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

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

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

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

The proposals will affect:

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

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

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

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

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

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be a satellite office base at Rodney House. Staff will need to record the hours they spend with individuals and the shared hours they spend with a group of people.

A staff consultation is taking place about the changes. Unions have had the opportunity to comment on the documentation. There will be ongoing engagement with staff, unions, people currently living at Rodney House and Langdown and their families until the transfer to supported living takes place in April 2023, with opportunities for individual meetings as required.

## How does your service proposal support the outcomes in [the Community Vision for Surrey 2030](#)?

The proposal supports the following outcomes in the vision:

- *Everyone has a place they can call home, with appropriate housing for all*
- *Everyone gets the health and social care support and information that they need at the right time and place*
- *Everyone benefits from education, skills and employment opportunities that help them succeed in life*
- *Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life*
- *Everyone lives healthy, active and fulfilling lives, and makes good choices about their wellbeing*

## Are there any specific geographies in Surrey where this will make an impact?

- Elmbridge

**Assessment team** – A key principle for completing impact assessments is that they should not be done in isolation. Consultation with affected groups and stakeholders needs to be built in from the start, to enrich the assessment and develop relevant mitigation.

SCC:

Chris Hastings: Area Director – Service Delivery (Head of Service / CQC Nominated Individual)

Sally Dickens: Senior Manager, PLD Services (Senior Manager of Service)

Mary Hendrick, Senior Commissioning Manager (Commissioner)

Paul Coleing, Quality Assurance Manager – Service Delivery (QA lead)

Paul Cooper, Team Manager, Learning Disability & Autism Team (Social work lead)

Chandrika Gajjar, Assistant Team Manager, Learning Disability & Autism Team (Joint social work lead)

YMCA:

Richard James: Chief Executive Officer (YMCA CQC Nominated Individual)

Matt Penn: Peripatetic Housing, Care and Support Specialist (YMCA Operational lead)

## 2. Service Users / Residents

### Who may be affected by this activity?

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

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

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

- Members/Ex members of armed forces
- Adult and young carers\*
- Those experiencing digital exclusion\*
- Those experiencing domestic abuse\*
- Those with education/training (literacy) needs
- Those experiencing homelessness\*
- Looked after children/Care leavers\*
- Those living in rural/urban areas
- Those experiencing socioeconomic disadvantage\*
- Out of work young people\*
- Adults with learning disabilities and/or autism\*
- People with drug or alcohol use issues\*
- People on probation
- People in prison
- Migrants, refugees, asylum seekers
- Sex workers
- Children with Special educational needs and disabilities\*
- Adults with long term health conditions, disabilities (including SMI) and/or sensory impairment(s)\*
- Older People in care homes\*
- Gypsy, Roma and Traveller communities\*
- Other (describe below)

(\*as identified in the Surrey COVID Community Impact Assessment and the Surrey Health and Well-being Strategy)

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## AGE

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

Information from the SCC Adult Social Care database LAS (October 2022) indicates that, based on Primary Client Category or Primary Support Reason, there are 4,238 adults with a learning disability and/or autism who are supported by SCC across a range of services. Of these 536 are over 65 years of age, 275 are aged between 60 and 64, 869 are aged between 45 and 59, 1,670 are aged between 25 and 44 and 888 are aged between 18 and 24.

Information from LAS (October 2022) indicates that there are 969 adults with a learning disability and/or autism living in a registered residential care or nursing home. Of these 261 are over 65 years of age, 114 are aged between 60 and 64, 290 are aged between 45 and 59, 278 are aged between 25 and 44 and 26 are aged between 18 and 24.

LAS data (October 2022) indicates that there are currently 1,227 adults with a learning disability and/or autism living in supported living accommodation. The majority of these individuals are aged 18 to 54 (875 individuals). Of these 172 are over 65 years of age, 79 are aged between 60 and 64, 280 are aged between 45 and 59, 555 are aged between 25 and 44 and 141 are aged between 18 and 24.

The age range of individuals currently living in Rodney House and Langdown spans from 20s to 80s. Individuals identified as having potential to move to supported living from registered care and young people coming from Children's Services into Transition and Adult Social Care will also be reviewed to fill vacancies following the transfer to supported living.

The potential positive and negative impacts of these changes for people who use services may include:

- + Flexible care that can adapt to individual needs, enabling people to remain in supported living as they age and their care needs change.
- + Individuals are able to live with age-appropriate care and support as part of the wider community, thus significantly reducing the risk of social isolation.
- + Supported living provides a more appropriate accommodation option for younger people to support them to live independently.

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

Carry out assessments to understand support needs. Support workers will continue to work with people in a person-centred way.

Support will be personalised and will take account of individual needs and therefore age-related conditions.

This will benefit all age groups, but it might be expected that older individuals might have a reduced circle of support.

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

## **Strengths Based Practice**

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

## **Asset and Place Strategy**

SCC is currently reviewing its asset and property portfolio as part of its Asset and Place Strategy. As part of this strategy council owned sites will be identified that can be developed for independent living schemes.

## **Any negative impacts that cannot be mitigated?**

None identified

## **DISABILITY**

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

All individuals affected by this transition have a learning disability and/or autism as their primary care need however some of these individuals may also have physical and sensory disabilities or mental health problems.

LAS data from October 2022 indicates that of the 4,238 adults the Council supports whose primary support reason and / or primary client category is learning disability:

- 22 are recorded as also having a dementia diagnosis (based on Health Condition)
- 182 are recorded as also having a hearing impairment (based on Special Factor)
- 195 are recorded as also having a visual impairment (based on Special Factor)
- 39 are recorded as also having both a hearing and visual impairment (based on Special Factor)
- 134 are recorded as also having a mental health condition and/or receiving mental health support (based on a Health Condition of Mental Health or Supported by a Mental Health team)
- 277 are recorded as also having a physical disability (based on a Primary Client Category or Primary Support Reason of Adults Physical Disability)

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The potential positive and negative impacts of these changes for people who use services may include:

- + Improvements to current accommodation for people with disabilities – reduction to numbers living in each house, new ensuite facilities, more space available for quiet rooms, lounges etc.
- + Access to welfare benefits in relation to care needs that individuals with disabilities are not eligible for in residential care.
- Individuals with disabilities and their families may experience uncertainty and anxiety with changes to the current service they receive as they are unclear of the implications.
- Individuals may not have capacity to understand and sign the tenancy agreement.
- Individuals, particularly those with autism, may experience some disruption and anxiety during the refurbishment works.
- Individuals with disabilities will not be able to have a short break at Rodney House.

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

Individuals will be sharing with fewer people and some will have their own ensuite or dedicated facilities.

The support workers will help individuals complete benefit application forms.

An easy read tenancy agreement and information in an accessible format will be provided to meet the needs of those reading it. Mental Capacity Act assessments will be carried out as part of the assessment process.

There will be continual dialogue with individuals and carers throughout the project and a clear explanation of what supported living is and the potential benefits will be provided.

People will move to the short breaks house on the Rodney House site while works take place in their house and will return to their original rooms when the work is completed. They will be supported by their usual support workers throughout this process.

Social work practitioners will offer alternatives to people in need of a short break.

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

As described under Age

## **Any negative impacts that cannot be mitigated?**

None identified

# Equality Impact Assessment

## CARERS BY ASSOCIATION

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

LAS data (October 2022) indicates that of the 4,238 adults whose primary client category or primary support reason is a learning disability, 2,084 (49%) are recorded as having a carer.

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

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

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

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

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

By maintaining SCC as the care provider this will give continuity of care for individuals, although individuals have the opportunity to choose a different provider to support with activities if they wish.

Commissioning, social care practitioners and the care provider will work with carers/families supporting both parties through the transition phase and meet with them on an individual basis, if they have any concerns.

There will be clear communications with all stakeholders.

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

As described under Age

**Any negative impacts that cannot be mitigated?**

None identified



## 3. Staff

### AGE

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

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

Under 30: 5.50%

30 – 39: 12.84%

40 – 49: 26.15%

50 – 59: 37.16%

60+: 18.35%

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

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

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

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

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

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

N/A

**Any negative impacts that cannot be mitigated?**

None identified

### PREGNANCY AND MATERNITY

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

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

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

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

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

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

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

Arrange 'Keeping in Touch' days where appropriate.

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

N/A

**Any negative impacts that cannot be mitigated?**

None identified

## RELIGION

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

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

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

- There will not be staff space in the supported living environments if staff wish to pray/worship.

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

Ensure appropriate engagement and consultation with staff and the Team Manager to identify and agree suitable arrangements.

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

N/A

**Any negative impacts that cannot be mitigated?**

None identified

# Equality Impact Assessment

## CARERS BY ASSOCIATION

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

There is no information available about the number of carers in the staff group, but there will be ongoing discussions with individuals to understand their circumstances and any potential impacts that this change may have on them.

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

- Changes to staff rotas may mean that staff with caring responsibilities find it more difficult to carry out their caring role and employment duties.

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

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

Review of staff consultation feedback and early discussions with staff and the Team Manager about working hours and rotas.

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

N/A

**Any negative impacts that cannot be mitigated?**

None identified

## 4. Recommendation

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

- **Outcome One: No major change to the policy/service/function required.** This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken
- **Outcome Two: Adjust the policy/service/function** to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
- **Outcome Three: Continue the policy/service/function** despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:
  - Sufficient plans to stop or minimise the negative impact
  - Mitigating actions for any remaining negative impacts plans to monitor the actual impact.
- **Outcome Four: Stop and rethink the policy** when the EIA shows actual or potential unlawful discrimination. (For guidance on what is unlawful discrimination, refer to the [Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act](#) concerning employment, goods and services and equal pay).

**Recommended outcome:**

**Outcome One – No major change to the policy/service/function required**

**Explanation:**

The move to supported living is in line with the strategic direction outlined in the Council's Accommodation with Care and Support Strategy and will benefit the people we support. It will also clarify the division of responsibilities between YMCA and SCC and ensure arrangements are suitable and effective for the future. There are no negative impacts that cannot be mitigated. This EIA has identified any potential impacts of these changes for people with protected characteristics, any potential negative impacts can be mitigated and all opportunities to promote equality have been undertaken.

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## 5. Action plan and monitoring arrangements

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

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

Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/Closed
1	22/11/22	Carry out assessments	Social work practitioners	28/2/23		
2	1/2/23	Help individuals to complete welfare and housing benefit application forms	Support workers	31/3/23		
3	22/11/22	Provide an easy read tenancy agreement and handbook	YMCA Head of Governance and Risk	28/2/23	Supported by SCC	
4	22/11/22	Provide a clear explanation of supported living	YMCA/SCC Nominated Individuals	22/11/22	This will be sent out with the letter to families about the changes	
5	1/12/23	Provide information on refurbishment works	YMCA/SCC	31/3/23	Plans can be shared once the spec is finalised	

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Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/ Closed
6	11/11/22	Ensure appropriate engagement and consultation with staff, HR and Trades Unions.	SCC Senior Manager	31/3/23	There is a 30 day staff consultation	
7	22/11/22	Provide training for staff about differences in supported living.	SCC Senior Manager/ Team Manager	31/3/23		
8	22/11/22	Send consultation documentation to staff who are not at work and unable to attend the meetings.	SCC Project Manager	22/11/22		
9	22/11/22	Arrange 'Keeping in Touch' days with staff on maternity leave, where appropriate.	Team Manager	31/3/23		
10	22/11/22	Ensure appropriate engagement and consultation with staff and the Team Manager to identify and agree suitable arrangements for staff who wish to pray/worship.	Team Manager	31/3/23		

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

## 6a. Version control

Version Number	Purpose/Change	Author	Date
1	First draft	Suzi Pressey	17/6/21
2	Updated and transferred to new accessible template	Suzi Pressey	19/10/22
3	Updated with feedback from Project Group	Suzi Pressey	3/11/22
4	Input from Kathryn Pyper, on behalf of the Directorate Equalities Group	Suzi Pressey	16/11/22
5	Updated to meet accessibility requirements	Suzi Pressey	31/3/23

The above provides historical data about each update made to the Equality Impact Assessment.

Please include the name of the author, date and notes about changes made – so that you can refer to what changes have been made throughout this iterative process. For further information, please see the EIA Guidance document on version control.

# Equality Impact Assessment

## 6b. Approval

Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

Approved by	Date approved
Head of Service	Chris Hastings, 24 October 2022
Executive Director	
Cabinet Member	
Directorate Equality Group	Kathryn Pyper, 16 November 2022

### **Publish:**

It is recommended that all EIAs are published on Surrey County Council's website.

Please send approved EIAs to: **INSERT SHARED EMAIL ACCOUNT ADDRESS**

**EIA author:** Suzi Pressey

## 6c. EIA Team

Name	Job Title	Organisation	Team Role
Chris Hastings	Area Director – Service Delivery	SCC	SCC CQC Nominated Individual
Sally Dickens	Senior Manager – PLD	SCC	SCC service lead
Mary Hendrick	Senior Commissioning Manager – Disabilities	SCC	Commissioning lead
Paul Coleing	Quality Assurance Manager – Service Delivery	SCC	QA lead
Paul Cooper	Team Manager, Learning Disability & Autism Team	SCC	Social work lead



# Equality Impact Assessment

Name	Job Title	Organisation	Team Role
Chandrika Gajjar	Assistant Team Manager, Learning Disability & Autism Team	SCC	Joint social work lead
Suzi Pressey	Business Support Manager	SCC	Project manager
Richard James	Chief Executive Officer	YMCA	YMCA CQC Nominated Individual
Matt Penn	Peripatetic Housing, Care and Support Specialist	YMCA	YMCA operational lead

If you would like this information in large print, Braille, on CD or in another language please contact us on:

Tel: 03456 009 009

Textphone (via Text Relay): 18001 03456 009 009

SMS: 07860 053 465

Email: [contactcentre@surreycc.gov.uk](mailto:contactcentre@surreycc.gov.uk)