

Orchard Close - Staff

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Department: Adults' Health and Care

Date of assessment: 3 December 2019

Description of Service / Policy

Orchard Close respite service is a residential respite service on Hayling Island, for adults with learning disabilities. The service is run by Hampshire County Council. It is registered with Care Quality Commission to provide respite for up to 13 service users at any one time. At Orchard Close, in 2018/19 134 people with learning disabilities received a range of respite nights a year according to assessment of eligible need for them and their carers.

Jacobs Lodge, Hindson House and Newcroft House are also run by Hampshire County Council and each are registered with Care Quality Commission to provide respite for up to 8 service users at any one time. Between these three services, in 2018/19 they provided respite for 184 service users with learning disabilities each of whom received a range of respite nights a year according to assessment of eligible need for them and their carers. The County Council's respite services are for people living at home with family carers and no one lives at Orchard Close respite service permanently.

Geographical impact* All Hampshire

Description of proposed change

To open a public consultation on proposals to reduce the number of respite beds at Orchard Close respite service from 13 to 10 and sell to other authorities a total of 466 bed spaces per year across Jacobs Lodge, Hindson House and Newcroft House. Under these proposals, all respite services could still meet current levels of respite received by those people currently using them. A reduction in bed numbers at Orchard Close from 13 to 10 would mean that the distribution of respite for individuals may need to change for some people to ensure everyone could have some access to the service during the more popular summer period. The selling of beds at Jacobs Lodge, Hindson House and Newcroft House will not have a significant impact in terms of how respite is distributed. The proposals to reduce beds at Orchard Close and the selling of beds to other authorities will not affect the overall amount of respite received by any individual.

Engagement and consultation

The proposals will only impact staff working at Orchard Close so a 6 week formal HR consultation process on the proposals alongside the public consultation is planned for these staff members. Sensitive and timely support would be available for these staff during this period. Managers and designated HR support would ensure staff are given every opportunity to ask questions and offer feedback throughout the process. Given the small reduction in staff numbers required at Orchard Close, staff here would have the option of redeployment in local services.

Impacts of the proposed change

This impact assessment covers Staff working at Orchard Close

Statutory considerations

Age – Medium

Impact Age – over 50% of the staff at Orchard Close are aged 50 or above.

Mitigation Age - An age profile analysis of the staff working in Orchard Close has been undertaken. The profile revealed that over 50% of the staff here are aged 50 or above. All staff affected will have as much opportunity as possible to be actively involved in the staff consultation, in order that they are as informed as possible about their future career options.

Disability – Neutral

Sexual Orientation Neutral

Race - Neutral

Religion and Belief - Neutral

Gender Reassignment - Neutral

Gender – Medium

Impact Gender – Over 85% of the staff who work at Orchard Close are women.

Mitigation Gender - It was been identified that over 85% of the staff who work at Orchard Close are women, however there is a clear gender bias towards women being employed in such services across Adults' Health and Care. The key activity in terms of mitigating will be to ensure that all staff affected have as much opportunity as possible to be actively involved in the staff consultation, in order that they are as informed as possible about their future career options.

Marriage and civil partnership – Neutral

Pregnancy and Maternity - Neutral

Other policy considerations

Poverty – Neutral

Equality Impact Assessment



Hampshire
County Council

Rurality – Neutral

Additional Information

A decision on these proposals will be taken in March 2020 by the Executive Member for Adult Social Care and Health. If the decision is taken to reduce the number of beds at Orchard Close and agreement to sell 466 bed nights then it is proposed this would not happen until after September 2020 (although some limited trial of other authorities using respite beds at Jacobs Lodge, Hindson House and Newcroft House may take place before March 2020 to test viability and the market).