



## Equality Impact Assessment

### What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	Temporary Closure - Cranleigh Paddock
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	HCC Care - Cranleigh Paddock residential home.
Description of the service/policy/project/project phase	Cranleigh Paddock is a 32 bed residential home in Lyndhurst. It forms part of the HCC Care service area.
New/changed service/policy/project	In response to increased operational pressures, the Department has agreed to temporarily close Cranleigh Paddock residential home. All staff will be moved to a temporary new work base in their current role. Staff vacancies in Forest Court and Solent Mead will be covered as a priority. This will provide resilience across the service, with recruitment and retention of staff in the service being particularly difficult at the current time as a result of COVID, Brexit and higher than usual winter pressures anticipated. All residents will be assessed and moved to new accommodation.

Engagement
<p>Consultation was carried out with all staff between 13 October 2021 and 2 November 2021. Consultation outcomes were communicated to all staff on 9 November 2021. Start and end consultation briefings were carried out face to face, and delivered by Karen Ashton (Assistant Director) and the Stephen Kirwan (Service Manager). Consultation was on the temporary work base for staff during the period of Cranleigh's closure. A proposed work base was given to each staff member in writing at the beginning of consultation, with feedback mechanisms via a shared inbox, suggestion box and line management. Trade Unions and HR were involved throughout. 29 staff members have been given the temporary work base that was originally proposed, 13 staff members were given an alternate work base at their request. These outcomes were confirmed to staff and a variation of contract letter sent to each staff member.</p> <p>A briefing session for relatives of residents at Cranleigh Paddock was held on 13 October 2021. Relatives who were unable to attend the briefing session were sent a letter to communicate the activity which would be taking place on 15 October 2021. Dedicated social work resource was assigned to Cranleigh Paddock to support residents and relatives.</p> <p>Media attention, and communication from Councillor's and MPs, regarding the closure has been managed through HCC Corporate Communications.</p>

## Age

Impact on public	Negative - Medium
Impact on staff	Negative - Medium
Rationale	<p>Because of the nature of the care Cranleigh Paddock provides, residents and their relatives both tend to be of advanced years.</p> <p>The staffing cohort at Cranleigh is very settled and stable, some of who having worked their entire careers at the home. Some staff are coming up for retirement and would have hoped to have completed their working life in the same setting.</p>
Mitigation	<p>Consideration was given to the way we communicated with staff and relatives, being conscious that not everyone has access to email. We were also aware that alternate work bases were on a different scale to Cranleigh and may not suit all staff. Relatives of residents were involved throughout the process to find alternate accommodation and were supported to visit homes when making their choice of alternate accommodation.</p>

## Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>We have one staff member at Cranleigh who identified the negative impact of their proposed temporary work base on an existing MH condition. We were able to accommodate their concerns and found an alternate proposed temporary work base which they felt was more appropriate.</p>

Mitigation	
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## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No identified impact on staff or public. Staff support in line with HR policies.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>We have one staff member at Cranleigh who is currently on maternity leave. They were engaged throughout the consultation period in the same way as all other staff members and a temporary alternate work base has been agreed for their return from maternity if this is before Cranleigh reopens.</p> <p>We have one staff member who is on secondment to Cranleigh and who is currently on maternity leave. Their secondment ends before they are due to return from maternity leave. They were engaged throughout the consultation period and a temporary alternate work base has been agreed for the period leading upto the end of their secondment. Their line manager is in communication with them regarding the end of their secondment as per usual BAU processes.</p>
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No identified impact on staff or public. Staff supporting in line with HR policies.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No identified impact on staff or public. Staff supported in line with HR policies.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Negative - Medium
Rationale	Of the 42 staff at Cranleigh who we consulted with, the vast majority (34) are female.

Mitigation	When looking at temporary alternate work bases we were mindful of child care and caring responsibilities and how these impacted shift patterns for staff.

### Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No identified impact on staff or public. Staff supported in line with HR policies.
Mitigation	

### Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No identified impact on staff or public. Staff supported in line with HR policies.
Mitigation	

### Poverty

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	Of the 42 staff at Cranleigh who we consulted with, 33 are paid at a Grade C or below. Staff consultation was for a temporary change to their work base - there was no other impact to terms and conditions (including pay grades and allowances). Additional travel expenses incurred during the period of temporary closure can be reclaimed by staff using via ESS inline with the HCC Expenses policy.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Negative - Low
Rationale	<p>Cranleigh Paddock is located in Lyndhurst, New Forest which is a relatively rural location. The nearest alternate work bases are Forest Court in Calmore and Solent Mead in Lymington. Both of these are rural and are not well served by public transport.</p> <p>Alternate accommodation for residents in the New Forest is not abundant and tends to be costly.</p>
Mitigation	We were mindful of staff who do not drive when setting out temporary work bases. We were able to accommodate one staff member who requested a move to day shifts, rather than nights, as that was easier for public transport. We also enabled car sharing in one instance.

Geographical Impact:New Forest

Equality Statement

## Additional information:

The temporary closure of Cranleigh Paddock is in response to operational pressures, and provides resilience across HCC Care residential and nursing homes by ensuring that staff are appropriately deployed. Full consultation with staff has taken place, and staff preferences have been accommodated within the remit of the consultation parameters.

Person centred engagement with residents and relatives has taken place to identify alternative accommodation which meets their assessed care needs. Dedicated social work resource is in place and working closely with staff at Cranleigh Paddock to ensure fully person centred assessment and moving plan to ensure residents settle well in their new home.

## Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00158

Date of production of EIA for publication: 15/09/2023