



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 - Copper Beeches, Andover
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Copper Beeches Residential Home in Andover, Hampshire.
Description of the service/policy/project/project phase	Copper Beeches is an HCC Care run residential unit in Andover. It has 36 beds, of which less than half (17) were occupied at the start of the current activity.
New/changed service/policy/project	For operational reasons, Copper Beeches residential home will temporarily close. Staff will move to a temporary work base within HCC Care, residents will be assessed and moved to alternative accommodation to support their ongoing care needs. The building will be mothballed and CQC registration will be maintained during the period of temporary closure.

Engagement
<p>Consultation with staff to move them to an alternate temporary work base for the period of Copper Beeches closure commenced on 13 October 2021. Consultation ran for 21 days, closing on 2 November 2021. Staff were notified of the outcome of consultation on 9 November 2021. Both start and end consultation briefings were conducted face to face. Trade union representatives were involved through the consultation period. All staff were sent a written notification of their proposed temporary work base on 13 October 2021, and a variation to contract letter confirming their temporary work base was sent on 9 November 2021. Of 27 staff consulted with, 20 are going to the temporary work base proposed, 4 staff are unvaccinated (though 2 have started their vaccine journey), 1 person is going to an alternative work base at the request of management, and 2 staff are going to a temporary alternative work base at their suggestion. Two staff have subsequently resigned.</p> <p>Relatives of residents were invited to a briefing on 14 October 2021 to hear about the proposals for residents. Relatives who were unable to attend the briefing were sent a letter outlining plans on 15 October 2021.</p>

Equalities considerations - Impact Assessment

Age

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Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	Because of the nature of the service, residents and their relatives are elderly. Several staff are approaching retirement age and had hoped to complete their working life within Copper Beeches.
Mitigation	Communication with residents, relatives and staff has been face to face, by letter and electronically. Staff have been accommodated to move to a preferred temporary work location.

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	One staff member identified themselves as having a disability. We were able to accommodate their preference for an alternate temporary work base and job role under reasonable adjustments outside of the strict confines of the consultation remit.
Mitigation	

Gender Reassignment

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	No identified impact in Copper Beeches. Managed inline with HR Policies.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	One staff member at Copper Beeches was due to go on maternity leave partway through the consultation period. They continued to be engaged with and received the consultation outcomes at the same time as everyone else. They have a temporary alternate work base, and will return either to that work base or Copper Beeches.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No identified impact in Copper Beeches. Managed inline with HR Policies.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No identified impact in Copper Beeches. Managed inline with HR Policies.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Negative - Low
Rationale	Of the 27 staff members consulted with, the majority (25) are female.
Mitigation	Temporary work bases were agreed in consultation with staff, with child care and caring responsibilities taken into consideration. Registered Managers at temporary work bases have been made aware of existing shift patterns to ensure that they are taken into consideration for future rota's.

Sexual Orientation

Impact on public	Neutral

Impact on staff	Neutral
Rationale	No identified impact in Copper Beeches. Managed inline with HR Policies.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No identified impact in Copper Beeches. Managed inline with HR Policies.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The majority of staff at Copper Beeches (17 out of 27) are paid at a 'C' grade or below. The consultation was for a temporary change to work base only, all other terms and conditions (including pay and additional allowances) remain the same in their new work base. Any additional travel costs incurred for travel to the temporary work base can be reclaimed through ESS inline with the HCC Expenses policy.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The primary temporary alternate work base for staff from Copper Beeches is Willow Court, which is only 2 miles away and is well served by public transport.
Mitigation	

Geographical Impact:Test Valley

Equality Statement

Additional information:

The work to temporarily close Copper Beeches was put in place as a response to operational pressures across HCC Care. Staff have been given temporary alternative work bases - all other terms and conditions of their employment remain the same - to provide resilience across the service and avoid over reliance on agency staffing (who are increasingly difficult to get hold of). Copper Beeches was at less than half capacity when the decision was taken to temporarily close the service. All residents have now been found alternate accommodation, and the final resident moves on 23 November 2021. Staff move to new temporary work bases on 10 December (to allow for one months notice of variation to contract).

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: 00166

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