

## EQUALITY IMPACT ASSESSMENT

<b>Proposed Closure of Edith Pearson Lodge</b>	
<b>Date of Assessment: 7.1.08</b>	
<b>Directorate: Adults and Community Care</b>	
<b>Head of Service: Mimi Konigsberg</b>	
<b>Names and Roles of the people carrying out the EIA: Chris Manthorp, Kay Shepherd, Lin Varathalignam, Denise Tur</b>	
<b>Why is the Equality Impact Assessment being done?</b>	Proposed closure of Edith Pearson Lodge - Impact on Staff

### **1. Introduction and Background**

1.1 As stated in the Cabinet Report 'Closure of Edith Pearson Lodge', closure of a residential home is a key decision for Cabinet, necessary to delivering on agreed policy review savings for 2006 – 2007 and facilitating progress on the Residential Care Homes Re-provision Programme.

Given the factors identified in the Cabinet Report officers took and continue to take the view that the most appropriate home for closure is Edith Pearson Lodge.

### **2. Profile of groups affected as staff**

**2.1.1 Age equality:** EPL's staff group is predominantly made up of women over 50 years of age. Consideration will be given to flexible working practices in redeployment in so far as service needs allow.

**2.1.2 Disability equality:** There are currently no staff at Edith Pearson Lodge with a registered disability.

**2.1.3 Gender equality:** The staff group at Edith Pearson Lodge is 2% men and 98% women.

**2.1.4 Race equality:** The staff group at Edith Pearson Lodge includes Afro-Caribbean, African, British, Irish and Mauritian staff.

**2.1.5 Religion/Beliefs:** The staff group at Edith Pearson Lodge was recruited without regard to religious belief.

**2.1.6 Sexual Orientation:** The staff group at Edith Pearson Lodge was recruited without regard to sexual orientation.

### **3. Questions this assessment addresses**

3.1 What kind of equality impact may there be? Staff transfers will be primarily based on geographic location, so that staff are matched to their home nearest their dwelling place. This may impact staff make up in establishments and home's reflection of age and diversity make up in the population.

3.2 How significant is it in terms of its nature and the number of people likely to be affected? Edith Pearson Lodge currently employs 32 staff, all of who will need placement elsewhere.

3.3 Is the impact positive or negative (or is there a potential for both)? The impact may be positive or negative in terms of make up of staff groups and reflection of population.

3.4 On what aspects of the Equality Duties will this impact be? Not applicable.

3.5 Could the impact constitute unlawful discrimination? No.

3.6 What further information is required to gauge the probability and extent of the impact? Review of staff group make up after transfers are completed.

3.7 Where and how can that information be obtained? Responsible HR personnel.

### **4. Action Planning Questions**

4.1 What action do we need to take to reduce negative impact? Individual interviews will be carried out and individuals' views will be respected where possible. Consideration will be given to flexible working practices in redeployment in so far as service needs allow.

4.2 If the action proposed will not fully mitigate adverse consequences for equality, or if the decision is to take no action, why is this, and can we justify it?

The right to redeployment is the primary consideration and relocation on the basis of geographical proximity is the fairest criterion.

4.3 Can any further action be taken to promote equality of opportunity in relation to any of the equality strands? Not applicable.

4.4 Do we need to undertake any further consultation or research? Individual interviews must be carried out with staff and monitoring of group make up must be carried out after transfer.

### **5. Conclusions and Next Steps**

5.1 The key areas, which were improved as a result of this assessment, were:

HR will carry out monitoring of staff groups after transfer.

### **6. Action Plan**

Human resources monitor residential care staff so that staff make up will reflect age and diversity make up in the population. The training programme associated with re-provision will specifically address issues of diversity and equality.

Action required:	Lead Officer	Time Scale	Comments/Outcomes
HR to interview individuals with regard to preferences for transfer and to base priority on geographical location.	Denise Tur	3 months	
Balance of staff groups to be considered after transfers are completed.	Denise Tur	9 months	