



**West
Northamptonshire
Council**

Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that results in a negative impact must have a full Equality Impact Assessment completed before approval is sought.

1: Proposal

| Requirement | Detail |
|--|--|
| Title of proposal | The closure of Boniface House |
| Type of proposal: New policy / change to policy / new service / change to service / removal of service / project / event | Removal of Service |
| What is the objective of this proposal? | <p>The overall objective of this proposal is to undertake a safe closure programme of the councils residential care provision at Boniface House, Brixworth.</p> <p>The service provides long term residential care for older people and currently houses 13 people with a range of care and support needs.</p> |
| Has there been any consultation on this proposal? (list all the groups/ communities, including dates) | Residents, their families and carers were consulted as part of a public consultation of stakeholders which took place between 3 rd July 2023 and 30 th July 2023. |

| Requirement | Detail |
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| | <p>The consultation focused on developing an understanding of the views stakeholders had, and the impact of three options which were being considered in relation to the future of Boniface House. These options were:</p> <ul style="list-style-type: none"> • To make no changes to the service • To invest in remodelling the home • To undertake a safe closure programme |
| <p>Did the consultation on this proposal highlight any positive or negative impact on protected groups? (if yes, give details)</p> | <p>The detailed outcome of consultation can be found at appendix A.</p> <p>Whilst the consultation identified that this proposal would be unsettling for residents affected by it no adverse impacts were identified on the basis of any of the identified protected characteristics.</p> |
| <p>What processes are in place to monitor and review the impact of this proposal?</p> | <p>There are several processes in place to monitor and review the impact of the proposal:</p> <ul style="list-style-type: none"> • Weekly project transformation meetings with project team members from a cross section of specialisms • Weekly briefing updates at Senior Leadership Team • Regular meetings with Trade Union representatives <p>In addition to this residents care needs will be reassessed by our Social Work teams and alternative care and support will be sourced to meet the individual needs of each resident.</p> |
| <p>Who will approve this proposal?</p> | <p>The proposal will follow the councils established governance process for making a key decision with Cabinet required to provide final sign off for the proposal</p> |

2: Equality Consideration

Consider in turn each protected group to ensure we meet our legal obligations of the Equality Act (2010).

| Protected Groups | General Equality Duty Considerations: <ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? | Changes <ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact. • Are there opportunities to remove possible barriers or disadvantages that a group may face. | Impact Delete as appropriate. There can be more than one answer per protected group. |
|--|---|---|---|
| Age Different age groups that may be affected by the proposal in different ways. | According to social care data: <ul style="list-style-type: none"> • 0 % of the residents are aged between 18 to 30 years • 0 % of the residents are aged between 31 to 54 years • 0 % of the residents are aged between 55 and 59 years • 0% of the residents are aged between 60 and 64 years • 100 % of the residents are aged 65+ Studies show that there is a risk of post move mortality when residents are moved from one care home into another. | All residents will be assigned an allocated worker from Adult Social Care who will complete an update assessment of their needs and support them to find suitable alternative accommodation and care and support which meets their individual requirements. Where residents lack capacity are unable to articulate their needs we will work with their families and carers to understand their needs and support them through the relocation process. Should residents have no family or carer support available we will appoint an advocate to act in their best interests. Where possible we will seek to relocate friendship groups and staff together in an attempt to minimise the disruption of the relocation process and any adverse impact it may have. | Neutral |
| Sex | According to social care data: <ul style="list-style-type: none"> • 92.30% of residents are female • 7.70 % of residents are male | All residents will be assigned an allocated worker from Adult Social Care who will complete an update assessment of their needs and support them to find suitable alternative | Neutral |

| Protected Groups | General Equality Duty Considerations: <ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? | Changes <ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact. • Are there opportunities to remove possible barriers or disadvantages that a group may face. | Impact <p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p> |
|---|--|--|---|
| <p>Is one sex affected more than another or are they affected the same?</p> | <p>The decision being made will not impact any resident differently on the basis of their sex.</p> | <p>accommodation and care and support which meets their individual requirements.</p> <p>Where residents lack capacity are unable to articulate their needs we will work with their families and carers to understand their needs and support them through the relocation process.</p> <p>Should residents have no family or carer support available we will appoint an advocate to act in their best interests.</p> <p>Where possible we will seek to relocate friendship groups and staff together in an attempt to minimise the disruption of the relocation process and any adverse impact it may have.</p> | |
| <p>Disability</p> <p>It is likely to have an effect on a particular type of disability? why?</p> | <p>According to Adult Social Care data set:</p> <ul style="list-style-type: none"> • 61.54 % of the residents have a yes status to having a disability • 0 % of residents have a no status to having a disability • 38.46 % of residents have a not recorded status to having a disability <p>The decision being made will not impact any resident differently on the basis of their disability.</p> | <p>All residents will be assigned an allocated worker from Adult Social Care who will complete an update assessment of their needs and support them to find suitable alternative accommodation and care and support which meets their individual requirements.</p> <p>Where residents lack capacity are unable to articulate their needs we will work with their families and carers to understand their needs and support them through the relocation process.</p> | <p>Neutral</p> |

| Protected Groups | General Equality Duty Considerations: <ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? | Changes <ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact. • Are there opportunities to remove possible barriers or disadvantages that a group may face. | Impact <p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p> |
|--|---|--|---|
| | | <p>Should residents have no family or carer support available we will appoint an advocate to act in their best interests.</p> <p>Where possible we will seek to relocate friendship groups and staff together in an attempt to minimise the disruption of the relocation process and any adverse impact it may have.</p> | |
| Gender Reassignment Will there be an impact on trans males and/or trans females? | The Council do not hold this information. | <p>All residents will be assigned an allocated worker from Adult Social Care who will complete an update assessment of their needs and support them to find suitable alternative accommodation and care and support which meets their individual requirements.</p> <p>Where residents lack capacity are unable to articulate their needs we will work with their families and carers to understand their needs and support them through the relocation process.</p> <p>Should residents have no family or carer support available we will appoint an advocate to act in their best interests.</p> <p>Where possible we will seek to relocate friendship groups and staff together in an attempt to minimise the disruption of the relocation process and any adverse impact it may have.</p> | Neutral |

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|---|--|--|---|
| Race Are people from one ethnic group affected more than people from another ethnic group? | According to Adult Social Care data: <ul style="list-style-type: none"> • 92.30 % of the residents have registered White • 0 % of residents have registered Other White • 7.70 % of residents have registered Black / African / Caribbean / Black British – African • 0 % of residents have registered Other Ethnic Group • 0 % of residents have no ethnicity registration recorded <p>The decision being made will not impact any resident differently on the basis of their disability.</p> | <p>All residents will be assigned an allocated worker from Adult Social Care who will complete an update assessment of their needs and support them to find suitable alternative accommodation and care and support which meets their individual requirements.</p> <p>Where residents lack capacity are unable to articulate their needs we will work with their families and carers to understand their needs and support them through the relocation process.</p> <p>Should residents have no family or carer support available we will appoint an advocate to act in their best interests.</p> <p>Where possible we will seek to relocate friendship groups and staff together in an attempt to minimise the disruption of the relocation process and any adverse impact it may have.</p> | Neutral |
| Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation? | This data is not held | <p>All residents will be assigned an allocated worker from Adult Social Care who will complete an update assessment of their needs and support them to find suitable alternative accommodation and care and support which meets their individual requirements.</p> <p>Where residents lack capacity are unable to articulate their needs we will work with their families and carers to</p> | Neutral |


| Protected Groups | General Equality Duty Considerations: <ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? | Changes <ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact. • Are there opportunities to remove possible barriers or disadvantages that a group may face. | Impact <p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p> |
|---|---|---|---|
| | | <p>understand their needs and support them through the relocation process.</p> <p>Should residents have no family or carer support available we will appoint an advocate to act in their best interests.</p> <p>Where possible we will seek to relocate friendship groups and staff together in an attempt to minimise the disruption of the relocation process and any adverse impact it may have.</p> | |
| Marriage & Civil Partnership Are people in a Marriage or Civil Partnership treated less favourably? | No impact with this change. | | Neutral |
| Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months or less, affected by this proposal? | None of the residents are pregnant and none have had a baby in the last 6 months | | Neutral |
| Religion or Belief Does the proposal affect people differently depending on whether | According to Adult Social Care data: <ul style="list-style-type: none"> • 46.16 % of the residents have registered Christian | All residents will be assigned an allocated worker from Adult Social Care who will complete an update assessment of their needs and support them to find suitable alternative | Neutral |

| Protected Groups | General Equality Duty Considerations: <ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? | Changes <ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact. • Are there opportunities to remove possible barriers or disadvantages that a group may face. | Impact <p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p> |
|--|--|--|---|
| they have or do not have a religion or a belief? | <ul style="list-style-type: none"> • 15.38% of the residents have registered a no religion • 0 % of the residents have registered a prefer not to say status • 38.46 % of the residents have no Religion or Belief registration recorded <p>The decision being made will not impact any resident differently on the basis of their religious belief.</p> | <p>accommodation and care and support which meets their individual requirements.</p> <p>Where residents lack capacity are unable to articulate their needs we will work with their families and carers to understand their needs and support them through the relocation process.</p> <p>Should residents have no family or carer support available we will appoint an advocate to act in their best interests.</p> <p>Where possible we will seek to relocate friendship groups and staff together in an attempt to minimise the disruption of the relocation process and any adverse impact it may have.</p> | |
| Health & Wellbeing <ol style="list-style-type: none"> 1. Health behaviours: diet, exercise, alcohol, smoking. 2. Support: community cohesion, rural isolation. 3. Socio economic: income, education. 4. Environment: green spaces, fuel poverty, housing standards) | No impact to this change. | | |

3: Equality Impact

| Question | Response |
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| What overall impact does the proposal have on the protected groups? If a negative impact is identified in section 2, the response will be a Negative Impact. | Neutral Impact |
| Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found) | No If yes, this Assessment must be adjoined to the Equality Impact Assessment. |
| Copy attached to Committee Report. | Yes |
| Copy attached to Options Appraisal. (Business Case) | N/A |
| Copy sent to Union representatives | Yes |

4: Ownership

| Question | Response |
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| Department | Adults, Communities and Wellbeing (DASS) |
| Section | Safeguarding and Wellbeing Services |
| Lead Officers Name | Neil Cox |
| Lead Officers Title | Assistant Director – Safeguarding & Wellbeing Services |
| Lead Officers Contact Details | neil.cox@westnorthants.gov.uk 07734983111 |
| Lead Officers Signature |  |
| Date completed | 2 nd August 2023 |

Completed forms must be sent to the Equality Office via email to equalities@westnorthants.gov.uk