

**Kent County Council  
Equality Analysis/ Impact Assessment (EqIA)**

**Directorate/ Service:** Adult Social Care and Health

**Name of decision, policy, procedure, project or service:** Consultation on the future of Wayfarers Care Home, Sandwich

**Responsible Owner/ Senior Officer:**  
Clare Maynard, Head of Strategic Commissioning  
Anne Tidmarsh, Director of Operations

<b>Version</b>	<b>Author</b>	<b>Date</b>	<b>Comment</b>
0.1 Draft Equality Analysis Wayfarers	Sam Graves/Stuart Atchison	30/01/2019	Draft
0.1	Sharon Dene	05/03/2019	Draft
0.1	Akua Agyepong	05/03/2019	Review
0.2	Jonathan Carton	08/04/2019	Review, refining and amendments
0.3	Ana Rogers	13/05/2019	Review
0.3	Akua Agyepong	13/05/2019	Review
0.4	Charlotte Jones and Akua Agyepong	13/05/2019	Review
0.5	Anne Tidmarsh/Alison Shepherd	13/05/2019	Review and approval

**Author:**

**Pathway of Equality Analysis:** Directorate Management Team (DMT) and In-house changes steering group.

## **Summary and recommendations of equality analysis/impact assessment**

### **Context**

Kent County Council (KCC) is running a consultation on the future of Wayfarers Care Home in Sandwich.

Following a public consultation in 2015 on the future of Wayfarers Care Home, a decision was taken in 2016 to sell the home 'as a going concern'.

Work then began to find a buyer and negotiate a sale. Despite a buyer being found, in 2018, a difficult decision had to be taken not to progress with the sale as it was unviable for both parties. A further look at options began in August 2018 and the council is in a position to run a consultation on the future for Wayfarers.

Wayfarers is a detached, 33-bed unit built in 1983. The home is separated into two distinct wings; Hollyside and Cherry Way. Each has its own dining area and communal spaces; however only one of these wings is currently in use. The home offers a dedicated respite service alongside the residential unit. The accommodation is registered for older people with general frailty.

### **Aims and Objectives**

The council's vision is that older people should be supported to live independently in their own home receiving the best care and support to meet their needs and aspirations

The council's strategy is to commission fewer residential services and invest in preventative services designed to help people remain independent for longer. This includes Housing with Care, dementia and nursing specific services.

Housing with Care is where people can live independently and receive high levels of care. It is intended to promote independence and reduce social isolation, providing an alternative to more formal models of care like residential and nursing care homes, and offer a home for life.

The council's proposal is to:

- Close Wayfarers and find alternative provision for residents. Sell the building and land. Explore options for developing older people's accommodation preferably in the Sandwich area, in the form of Housing with Care.

With this proposal residents of Wayfarers would move to alternative care homes that meet their needs. No residents would be left without an alternative arrangement in place and all arrangements will be equality impact assessed in

order to ensure that there are no adverse impacts on the basis of their protected characteristics.

After this, KCC would close Wayfarers care home and try to find a buyer for the building and its land.

Alternative proposals to those being consulted upon are welcome and they will be considered through the consultation period for inclusion in the recommendation report

### **Summary of equality impact**

**Adverse Equality Impact Rating** Low / High

#### **Attestation**

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the consultation to close Wayfarers residential home. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

#### **Head of Service**

Signed: Alison Shepherd

Name: Alison Shepherd

Job Title: Head of Older People Modernisation

Date: 13 May 2019

#### **DMT Member**

Signed: Anne Tidmarsh

Name: Anne Tidmarsh

Job Title: Director of Operations

Date: 13 May 2019

### **Part 1 Screening**

**Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?**

**Could this policy, procedure, project or service promote equal opportunities for this group?**

<b>Please provide a <u>brief</u> commentary on your findings. Fuller analysis should be undertaken in Part 2.</b>				
	<b>High negative impact</b>	<b>Medium negative impact</b>	<b>Low negative impact</b>	<b>High/Medium/Low Positive Impact</b>
<b>Age</b>	<p>The home is registered for older people with general frailty; all residents are aged 65+.</p> <p>The council's proposal is to close the home and find alternative accommodation for residents.</p> <p>Progressing with this option is however, pending the outcomes of consultation. If the home was closed there is the potential for a high negative impact on residents who permanently reside at the home, as well as those who use the short-term services.</p> <p>Some studies have suggested that moving clients from one residential home to another can be a disruptive and stressful time, which could in turn have a negative impact on a client's wellbeing.</p>			<p>The council's proposal is to explore options for developing Older People Housing with Care (HwC) preferably in the Sandwich area. HwC schemes can offer high quality purpose built accessible accommodation where older people can live independently and receive high levels of care.</p> <p>Currently bathroom facilities are shared at Wayfarers and only one of the two wings in the home is in use. HwC schemes can offer a home for life with access to self-contained accommodation including own bathroom.</p> <p>The council's strategy is to commission fewer residential services and invest in preventative services including Housing with Care options for older people. The demand for residential services has declined over recent years as more older people are able to</p>

	<p>Wayfarers is the only remaining residential care home in Sandwich. Residential care provision is available in the Deal and Dover area, within 10km of Wayfarers.</p> <p>During consultation and prior to a decision is made on the future of the home, the council will need to be mindful of the needs of this protected characteristic group.</p> <p>The consultation will inform developing a further understanding of the impact of the proposals on this group.</p>			<p>remain in their own home with support.</p> <p>The home has 33 beds; admissions data shows there was an overall decline in admissions since 2014 (with the exception of 2017/18); from 134 between 1<sup>st</sup> April 2014 to 31<sup>st</sup> March 2015 to 29 in the same period in 2018/19. Current occupancy is 42%.</p> <p>Kent has a good record of developing Housing with Care. Residents living in in Housing with Care are reporting positive experiences about their quality of life while living these schemes.</p> <p>During consultation and prior to a decision is made on the future of the home, the council will need to be mindful of the needs of this protected characteristic group.</p> <p>The consultation will inform developing a further understanding of the impact of the proposals on this group.</p> <p>Alternative proposals to those being consulted upon are welcome and they will be considered through the</p>
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				consultation period for inclusion in the recommendation report.
<b>Disability</b>	<p>A significant proportion of residents have disabilities. There is the potential that moving to a new accommodation and needing to grow accustomed to new staff/new environment/new services may be stressful and disruptive.</p> <p>During consultation and prior to a decision is made on the future of the home, the council will need to be mindful of the needs of this protected characteristic group.</p> <p>The consultation will inform developing a further understanding of the impact of the proposals on this group.</p>			
<b>Sex</b>			The current breakdown for this protected characteristic is: 57% of residents are women and 43% of	

			<p>residents are men. This was slightly different between 1<sup>st</sup> April 2018 to 31<sup>st</sup> March 2019; for this period women made up 44.8% of residents and men represented 55.2%.</p> <p>During consultation and prior to a decision being made on the future of the home, the council will need to be mindful of the needs of this protected characteristic group.</p> <p>The consultation will inform developing further understanding of the impact of the proposals on this group. (e.g. through talking to residents and their families/ carers, etc.)</p>	
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<p><b>Gender identity/ Transgender</b></p>				<p>This is currently unknown; no data on gender identity/transgender is collected at present.</p> <p>If it is identified that this protected group may be affected by the proposals, the council will ensure that any actions are taken in compliance with the February 2019 Adult Social Care and Health and Children and Young People Education policy 'Supporting transgender users of our services'. This policy is designed to help staff in Adult and Children Social Care to offer the best service they can to trans users of Social Care services.</p> <p>During consultation and prior to a decision is made on the future of the home, the council will need to be mindful of the needs of this protected characteristic group.</p> <p>The consultation will inform developing a further understanding of the impact of the proposals on this group.</p>
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<p><b>Race</b></p>			<p>100% of the current residents at Wayfarers are White British. Between 2014 and 2016, there was a small number of admissions from BME groups.</p> <p>Over the last three years (2016 to 31<sup>st</sup> March 2019) there were no placements from other ethnic groups (100% of placements were for White British residents). We currently not sure why there was a decline in admissions for BME people and as part of the consultation we will consider why this may be the case.</p> <p>During consultation and prior to a decision being made on the</p>	
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			<p>future of the home, the council will need to be mindful of the needs of this protected characteristic group.</p> <p>The consultation will inform and develop further understanding of the impact of the proposals on this group.</p> <p>The council will seek to test impact around issues such as wellbeing and belonging to the local community and having local connections.</p>	
<b>Religion and Belief</b>			<p>Currently, 43% of residents are Christian. For 57% of residents this is currently recorded as unknown.</p>	

			<p>During consultation and prior to a decision is made on the future of the home, the council will need to be mindful of the needs of this protected characteristic group.</p> <p>The consultation will inform and develop further understanding of the impact of the proposals on this group.</p>	
<b>Sexual Orientation</b>				<p>This is currently unknown.</p> <p>During consultation and prior to a decision is made on the future of the home, the council will need to be mindful of the needs of this protected characteristic group.</p> <p>The consultation will inform and develop further understanding of the impact of the proposals on this group.</p>

				If action is required in relation to this protected group, this will take into account the key points from the LGBT Action Plan published in July 2018 following on from a survey undertaken in July 2017 to explore the experiences of LGBT people in the UK.
<b>Pregnancy and Maternity</b>	N/A	N/A	N/A	N/A
<b>Marriage and Civil Partnerships</b>	N/A	N/A	N/A	N/A
<b>Carer's Responsibilities</b>			<p>This is currently unknow.</p> <p>During consultation, the council will seek to understand the impact the proposals may have on residents' families and friends who may have caring responsibilities alongside the home staff.</p>	

## **Part 2**

### **Equality Analysis /Impact Assessment**

#### **Protected groups**

Analysis has suggested that the majority of protected groups will be either negatively and or positively impacted by the current options on the future of the home. The public consultation exercise will enable the council to further test the impact of the proposals on protected characteristic groups.

Any decision on the future of the home will need to ensure KCC is mindful of the needs of residents within the following protected groups:

- Age
- Disability
- Sex
- Gender identify/Transgender
- Race
- Marital status
- Religion/Belief
- Sexual orientation
- Carer's responsibilities

#### **Information and Data used to carry out your assessment**

- Consultation Outcomes Report presented to Adult Social Care and Public Health Cabinet Committee 14 January 2016.
- Options Appraisal on the future of Wayfarers undertaken by the Strategic Commissioning division, August 2018
- Performance data held on the service and residents
- "Mortality at older ages and moves in residential and sheltered housing: evidence from the UK" - <https://jech.bmj.com/content/68/6/524>
- "Enforced relocation of older people when Care Homes close: a question of life and death?" - <https://academic.oup.com/ageing/article/40/5/534/46619>
- "Effects of residential relocation on mortality and morbidity among elderly people" – <https://academic.oup.com/eurpub/article/6/3/212/660115>
- February 2019 Adult Social Care and Health 'Supporting transgender users of our services policy'

#### **Who have you involved consulted and engaged?**

- Sharon Dene – Senior Commissioning Manager, Strategic Commissioning Division
- Clare Maynard – Head of Strategic Commissioning
- Anne Tidmarsh – Director of Partnerships
- Alison Shepherd – Head of Older People Modernisation

- Debbie Ford – Home manager of Wayfarers
- Stuart Atchison – Senior HR Adviser
- Charlotte Jones – Consultation and Engagement Officer
- Benjamin Watts – Legal Counsel
- Akua Agyepong – Corporate Equality Lead
- Adult Social Care Performance Team, KCC

## **Analysis**

### **Adverse Impact:**

The evidence gathered as part of this assessment indicates that there is a potential negative impact on age, disability, sex, religion & belief and race. Wayfarer's is currently home to 14 residents who would require alternative accommodation if the home closed.

It would be expected that moving residents to new accommodation if the home closed would cause stress for those affected, including not only the residents themselves but also their family and friends. Impact on the other protected groups outlined above will need to be tested during the consultation.

### **Positive Impact:**

The council's proposal is to explore options for developing Older People Housing with Care (HwC) preferably in the Sandwich area. HwC schemes can offer high quality purpose built accessible accommodation where older people can live independently and receive high levels of care.

Currently bathroom facilities are shared at Wayfarers and only one of the two wings in the home is in use. Housing with Care schemes can offer residents a home for life with access to support and self-contained accommodation including own bathroom.

Alternative proposals to those being consulted upon are welcome and they will be considered through the consultation period for inclusion in the recommendation report

## **JUDGEMENT**

- **Adjust and continue.**

### **Internal Action Required                      YES**

There is potential for adverse impact on particular groups and we have found scope to improve the proposal...

**Equality Impact Analysis/Assessment Action Plan**

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
<p><b>Age, Disability, Sex, Race, Religion/Belief</b></p>	<p>Potential high and low negative impact for these protected characteristic groups.</p> <p>Moving frail older people to alternative accommodation has the potential to cause stress for the resident and their relatives/friends.</p> <p>Wayfarers is the only remaining residential care home in Sandwich.</p>	<p>Develop a further understanding of the impact of the proposals on these groups both during consultation and prior to any decision is taken on the future of the home</p>	<p>Ensure decisions on the future of the home will be informed by an analysis of the impact on this protected group</p>	<p>Anne Tidmarsh/Alison Shepherd</p>	<p>September 2019</p>	<p>TBC</p>

<p><b>Gender Identify/Transgender Sexual Orientation and Carer’s responsibilities</b></p>	<p>There is no equalities data currently gathered, so unable to fully understand the impact on these protected characteristic groups.</p>	<p>Develop a further understanding of the impact of the proposals on these groups both during consultation and prior to any decision is taken on the future of the home</p>	<p>Ensure decisions on the future of the home will be informed by an analysis of the impact on this protected group</p>	<p>Anne Tidmarsh/Alison Shepherd</p>	<p>September 2019</p>	
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**Have the actions been included in your business/ service plan?**

No – actions will be monitored through the In-House Changes steering group chaired by the Director of Operations.

Appendix

There are currently 14 residents at Wayfarers (May 2019).

**Admissions**

Between 1<sup>st</sup> April 2018 and the 31<sup>st</sup> March 2019, the total number of admissions was 29.

The table below outlines admissions per type of service from 1<sup>st</sup> April 2014 to 31<sup>st</sup> March 2019):

Year	Assessment	Respite & Rehabilitation	Long Term Care
<b>2014/2015</b>	≤10	≤10	≤10
<b>2015/2016</b>	≤10	≤10	11
<b>2016/2017</b>	≤10	≤10	≤10
<b>2017/2018</b>	≤10	≤10	12
<b>2018/2019</b>	≤10	≤10	14

The table below shows admissions broken down by Month from 1<sup>st</sup> April 2014 to 31<sup>st</sup> March 19:

Year/Month	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
<b>2014/2015</b>	≤10	≤10	≤10	≤10	12	11	14	≤10	13	19	11	13	<b>134</b>
<b>2015/2016</b>	13	10	≤10	17	≤10	≤10	12	≤10	≤10	≤10	15	≤10	<b>132</b>
<b>2016/2017</b>	≤10	≤10	≤10	≤10	11	≤10	≤10	≤10	≤10	≤10	≤10	≤10	<b>69</b>
<b>2017/2018</b>	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	<b>25</b>
<b>2018/2019</b>	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	<b>29</b>
<b>Total</b>	<b>30</b>	<b>29</b>	<b>28</b>	<b>35</b>	<b>39</b>	<b>30</b>	<b>39</b>	<b>31</b>	<b>32</b>	<b>36</b>	<b>31</b>	<b>29</b>	<b>389</b>

The table below shows admissions broken down by type of service during each month in the year (from 1<sup>st</sup> April 2014 to 31<sup>st</sup> March 2019):

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
<b>Year 2014/2015</b>	≤10	≤10	≤10	≤10	<b>12</b>	<b>11</b>	<b>14</b>	≤10	<b>13</b>	<b>19</b>	<b>11</b>	<b>13</b>	<b>134</b>
Assessment	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	18	≤10	≤10	85
Respite	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	49
Long Term Care	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10
<b>Year 2015/2016</b>	<b>13</b>	≤10	≤10	<b>17</b>	≤10	≤10	<b>12</b>	≤10	≤10	≤10	<b>15</b>	≤10	<b>132</b>

Assessment	≤10	≤10	≤10	12	≤10	≤10	≤10	≤10	≤10	≤10	12	≤10	80
Respite	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	48
Long Term Care	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	4
<b>Year 2016/2017</b>	≤10	≤10	≤10	≤10	<b>11</b>	≤10	≤10	≤10	≤10	≤10	≤10	≤10	<b>69</b>
Assessment	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	28
Respite	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	37
Long Term Care	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	4
<b>Year 2017/2018</b>	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	<b>25</b>
Assessment	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	2
Respite	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	16
Long Term Care	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	7
<b>Year 2018/2019</b>	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	<b>29</b>
Assessment	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	7
Respite	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	19
Long Term Care	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	≤10	3

### Profile of service users (01/04/2018 – 31/03/2019)

Gender	Totals	%
Female	13	44.8%
Male	16	55.2%
<b>Total</b>	<b>29</b>	<b>100%</b>

Ethnicity	Ethnicity Breakdown	No of Service Users	%
<b>White</b>	British	29	100%
	Irish	0	0%
	Other	0	0%
	Gypsy/Roma	0	0%
<b>Mixed</b>	White Asian	0	0%
	White & Black Caribbean	0	0%
	Other	0	0%
	Bangladeshi	0	0%

	Pakistani	0	0%
	Chinese	0	0%
	Indian	0	0%
<b>Black or Black British</b>	African	0	0%
	Caribbean	0	0%
	Other	0	0%
<b>Not Recorded</b>	Refused	0	0%
<b>Total</b>		<b>29</b>	<b>100%</b>

Sex					
	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019
<b>Female</b>	78	80	41	12	13
<b>Male</b>	56	52	28	13	16
<b>Total</b>	<b>134</b>	<b>132</b>	<b>69</b>	<b>25</b>	<b>29</b>

BME					
	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019
<b>BME</b>	≤10	≤10	≤10	≤10	≤10
<b>White British</b>	127	128	69	25	29
<b>Unknown</b>	≤10	≤10	≤10	≤10	≤10
<b>Total</b>	<b>134</b>	<b>132</b>	<b>69</b>	<b>25</b>	<b>29</b>

Postcode analysis shows people accessing the service are predominantly from 56 Kent postcodes. The majority of clients accessing the service between 1<sup>st</sup> April 2018 and 31<sup>st</sup> March 2019 are from CT13 and CT14 postcodes.