



Equality Impact Assessment

CONSULTATION ON THE FUTURE OF CARE HOME B

Submission date

3/30/2026 1:09:41 PM

Officer name and title

[REDACTED]

1.2 Which directorate does this work sit under?

Adult Social Care

2.2 What are you equality impact assessing?

Decision

2.3 What are the objectives of the work you are impact assessing?

To assess the impacts of consulting on the future of Care Home B, including proposed relocation, ensuring any changes support resident wellbeing, meet regulatory and financial requirements, and align with strategic priorities





2.4 Is there any other contextual information about this work that is useful for us to know?

This work involves a high-impact decision on the future of a rural care home, with likely political and media interest.





3.1 Who have you consulted with to be able to complete this Equality Impact Assessment?

N/A

3.2 Please explain more about who you have consulted with regarding this work

So far this work has only been discussed with senior managers as part of early planning. No wider consultation has taken place. Formal consultation with residents families, staff and stakeholders will begin only if Cabinet approves it

3.3 What were the outcomes of your consultation?

XX





3.4 Are you planning to do any further consultation? If so, who with, and what about?

If cabinet approves then Formal consultation with residents, families, staff, Trade Unions and stakeholders

4.1 What relevant information, evidence, data and research have you used to build up a picture of the likely impacts of this work on the protected and additional characteristics?

Resident needs data, building suitability assessments, financial / workforce information, alternative provision analysis and key statutory duties, Equality Act, Care Act, HRA, AIS, Gunning Principles) to understand impacts on older and disabled people





4.2 What does the data/information outline?

Data shows home is not viable or suitable, residents have care needs, workforce and financial pressures are significant. Alternative provision exists, and legal duties require protecting older and disabled residents through a fair inclusive consultation

4.3 Do you think there is any information missing? Could you seek further information to make a more informed decision on the potential impact of this work on different characteristics?

Some information is missing as this is an early-stage proposal. Resident assessments, accessibility needs, staff impacts and stakeholder views are not yet gathered; these will be collected during formal consultation to understand impacts fully

5.1 Do you think any of the protected and additional characteristics are likely to be impacted negatively as a result of this work?

All or some characteristics potentially negatively affected in different ways [continue to outline potential impacts on each characteristic in more detail]





Characteristic: All Characteristics potentially affected

If this section is empty, there is no impact identified within this assessment.

6.1 What do you think the potential negative impacts on all characteristics could be? (All Characteristics)

N/A

6.2 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening? (All Characteristics)

N/A





Characteristic: Age

If this section is empty, there is no impact identified within this assessment.

7.1 Do you think there could be a potential negative impact to this characteristic based on this work?

Yes (if you are not sure, select yes and outline your thoughts)

7.2 What do you think the potential negative impacts on this characteristic could be?

Older adults may be negatively impacted. Residents are frail and living with age-related conditions, so disruption or potential relocation could cause distress, anxiety or health risks. The impact on this age group may be significant and needs mitigation

7.3 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening?

Older adults may be negatively impacted. Residents are frail and living with age-related conditions, so disruption or potential relocation could cause distress, anxiety or health risks. The impact on this age group may be significant and needs mitigation





Characteristic: Disability

If this section is empty, there is no impact identified within this assessment.

8.1 Do you think there could be a potential negative impact to this characteristic based on this work?

Yes (if you are not sure, select yes and outline your thoughts)

8.2 What do you think the potential negative impacts on this characteristic could be?

Disabled residents may face distress, confusion or health risks from disruption or possible relocation. Those with dementia, sensory or mobility needs may struggle with change or communication, increasing vulnerability

8.3 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening?

Carry out individual needs and communication assessments, provide accessible formats, and keep routines stable. Home Manager and ASC Team responsible. Complete before and during consultation to minimise distress





Characteristic: Gender Reassignment

If this section is empty, there is no impact identified within this assessment.

9.1 Do you think there could be a potential negative impact to this characteristic based on this work?

No

9.2 What do you think the potential negative impacts on this characteristic could be?

N/A

9.3 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening?

N/A





Characteristic: Marriage and Civil Partnership

If this section is empty, there is no impact identified within this assessment.

10.1 Do you think there could be a potential negative impact to this characteristic based on this work?

Yes (if you are not sure, select yes and outline your thoughts)

10.2 What do you think the potential negative impacts on this characteristic could be?

10.1 Do you think there could be a potential negative impact to this characteristic based on this work?

Relocation or service changes may separate married couples if suitable joint placements aren't available, causing distress, reduced contact, and loss of emotional support

10.3 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening? 10.1 Do you think there could be a potential negative impact to this characteristic based on this work?

Offer joint assessments and prioritise placements that keep couples together; involve families early, provide choice of alternative homes, plan moves sensitively, and give advocacy support to protect relationships





Characteristic: Pregnancy and Maternity

If this section is empty, there is no impact identified within this assessment.

11.1 Do you think there could be a potential negative impact to this characteristic based on this work?

Yes (if you are not sure, select yes and outline your thoughts)

11.2 What do you think the potential negative impacts on this characteristic could be?

Relocation could increase stress, travel demands, and uncertainty for pregnant staff, affecting wellbeing, safety, and access to maternity-related support or appointments

11.3 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening?

HR to offer pregnancy risk assessments and adjusted duties within 10 days; minimise travel changes; guarantee protected time for appointments; managers to provide tailored support plans before any relocation decision





Characteristic: Race

If this section is empty, there is no impact identified within this assessment.

12.1 Do you think there could be a potential negative impact to this characteristic based on this work?

Yes (if you are not sure, select yes and outline your thoughts)

12.2 What do you think the potential negative impacts on this characteristic could be?

Residents or staff from minority ethnic backgrounds may face reduced access to culturally appropriate care, language support, familiar networks, or face increased isolation if relocated away from existing community links

12.3 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening?

Managers to identify cultural or language needs during reviews within 10 days; ensure alternative homes can meet them; provide interpreters; HR to monitor support monthly to prevent isolation or loss of culturally appropriate care.





Characteristic: Religion or Belief

If this section is empty, there is no impact identified within this assessment.

13.1 Do you think there could be a potential negative impact to this characteristic based on this work?

Yes (if you are not sure, select yes and outline your thoughts)

13.2 What do you think the potential negative impacts on this characteristic could be?

Changes may affect access to faith practices, cultural food, or spiritual support. Impacts can be avoided through individual assessments and ensuring any future care setting meets religious or cultural needs

13.3 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening?

Yes (if you are not sure, select yes and outline your thoughts)





Characteristic: Sex

If this section is empty, there is no impact identified within this assessment.

14.1 Do you think there could be a potential negative impact to this characteristic based on this work?

No

14.2 What do you think the potential negative impacts on this characteristic could be?

N/A

14.3 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening?

N/A





Characteristic: Sexual Orientation

If this section is empty, there is no impact identified within this assessment.

15.1 Do you think there could be a potential negative impact to this characteristic based on this work?

No

15.2 What do you think the potential negative impacts on this characteristic could be?

N/A

15.3 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening?

N/A





Characteristic: Armed Forces Families

If this section is empty, there is no impact identified within this assessment.

16.1 Do you think there could be a potential negative impact to this characteristic based on this work?

Yes (if you are not sure, select yes and outline your thoughts)

16.2 What do you think the potential negative impacts on this characteristic could be?

No specific negative impact expected. The proposal does not affect Armed Forces families differently. If any resident has Armed Forces links, individual needs can be identified and support maintained through the consultation process

16.3 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening?

Identify any residents with Armed Forces links and ensure their support networks are maintained. Home Manager responsible. Check needs during consultation and review monthly to prevent disruption to veteran-specific support.





Characteristic: People who are care experienced

If this section is empty, there is no impact identified within this assessment.

17.1 Do you think there could be a potential negative impact to this characteristic based on this work?

Yes (if you are not sure, select yes and outline your thoughts)

17.2 What do you think the potential negative impacts on this characteristic could be?

The proposal does not treat care-experienced people differently. If any resident, family member or staff member is care-experienced, individual support can be provided to minimise anxiety or disruption

17.3 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening?

Identify whether any residents, relatives or staff are care-experienced and offer tailored emotional support. Home Manager responsible. Check at consultation start and review monthly to reduce anxiety or disruption.





Characteristic: Rurality

If this section is empty, there is no impact identified within this assessment.

18.1 Do you think there could be a potential negative impact to this characteristic based on this work?

Yes (if you are not sure, select yes and outline your thoughts)

18.2 What do you think the potential negative impacts on this characteristic could be?

Rural residents and families may face longer travel times, limited public transport and reduced local choice if changes occur, increasing isolation or difficulty visiting. These risks depend on individual circumstances and require mitigation

18.3 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening?

Identify residents/families affected by rural travel issues and offer transport or closer-to-home options. Home Manager and ASC Team responsible. Review needs at consultation start and update monthly to reduce rural isolation





Characteristic: Socio-economic Status

If this section is empty, there is no impact identified within this assessment.

19.1 Do you think there could be a potential negative impact to this characteristic based on this work?

Yes (if you are not sure, select yes and outline your thoughts)

19.2 What do you think the potential negative impacts on this characteristic could be?

People with lower incomes may face higher travel costs, reduced ability to visit, or increased stress if changes occur. Staff on low incomes may also be affected by travel or redeployment. These impacts require targeted mitigation

19.3 What actions can be taken to mitigate against these negative impacts? I.e. how can we prevent the negative impacts from happening?

Identify those at risk of financial hardship and offer travel support or flexible visiting arrangements. Home Manager responsible. Assess needs at consultation start and review monthly to limit socio-economic impact





Outcomes of the Equality Impact Assessment

20. As a result of this Equality Impact Assessment, what will you do next?

Continue with caution - the EIA shows that there will be adverse impacts but the work must be completed as it is; this must be justified.

Continuing with Caution

21. You outlined above that the EIA shows that there will be adverse impacts but the work must be completed regardless. Please can you explain that decision here:

Continue with caution - the EIA shows that there will be adverse impacts but the work must be completed as it is; this must be justified.

Review

22.1 When will you next review this Equality Impact Assessment and the actions you have committed to delivering?

4/20/2026 11:00:00 PM

22.3 Please enter an email address of who will review this EIA and the actions proposed, and we will send you a calendar reminder

[Redacted email address]

