

## Equality Impact Assessment Form (Page 1 of 2)

**Title of EIA/ DDM: Refurbishment of Laura Chambers Lodge and Closure of Oakdene Residential Unit**

**Name of Author: Lesley Saxton on behalf of Paul Haigh**

**Department: Children & Families**

**Service Area: Adult Social Care**

**Author (assigned to Covalent):**

**Director: Helen Jones**

**Strategic Budget EIA Y/N (please underline)**

### **Brief description of proposal / policy / service being assessed:**

Laura Chambers Lodge closed in January 2016, the last residents having secured appropriate alternative accommodation.

The proposal is now to refurbish Laura Chambers Lodge, demolish a small part and include the new six bedded unit. Residents from Oakdene Residential Unit would move into the newly refurbished building, capacity for permanent residential care would increase, capacity would be retained for both respite and emergency care, and six Nottingham citizens with Complex Needs would be accommodated in the city – a service which Nottingham City Council does not currently provide. Oakdene Residential Unit would then be demolished and the resultant land sold for development.

### **Information used to analyse the effects on equality:**

In September 2015 public consultation was held in regard to the proposed closure of Laura Chambers Lodge Elderly Persons Home, subsequent refurbishment and new build to provide residential accommodation for Adults with a Medium to High Learning Disability and a small six bedded unit for Adults with Complex Needs. Initially there was opposition, mitigated by the future proposals which are now in the public domain.

Research had already established that there was sufficient capacity in the city, both in-house and in the private sector, for older people and therefore Laura Chambers Lodge was surplus to requirements. Adults with a Learning Disability in the City of Nottingham are currently receiving a residential service at Oakdene Residential Unit on Woodborough Road – a building which is no longer fit for purpose, and requiring £400K as a minimum to bring up to current acceptable standards. Any amount of spending on the Oakdene building would not result in a manageable building for some of our most vulnerable citizens, it being on several different levels.

The staff previously based at Laura Chambers Lodge have either found alternative employment, have been deployed into existing vacancies across Adult Social Care or have been deployed to Oakdene Residential Unit. These staff are over and above the staffing establishment, however they now have the opportunity to better understand the needs of Learning Disabled Adults and to up skill where appropriate. Over the interim period, staff will inevitably leave the service, vacancies will be held in this instance and an experienced staff group will move in its entirety to the new unit. Currently there are no considerations in regard to possible staff redundancies – this only becomes a potential issue if the Local Authority do not give their backing to the proposal.

	Could particularly benefit <b>X</b>	May adversely impact <b>X</b>
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	X	<input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	<input type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, <u>vulnerable children/ adults</u> ).		
<b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>	X	<input type="checkbox"/>

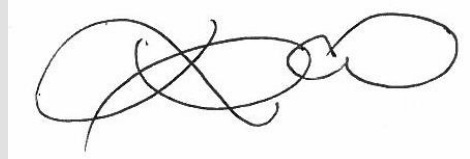
How different groups could be affected (Summary of impacts)	Details of actions to reduce negative or increase positive impact (or why action isn't possible)
<p><b>Adults with a Medium to Severe Learning Disability in the City of Nottingham will have:</b></p> <ul style="list-style-type: none"> <li>• Newly refurbished accommodation on two levels to include ensuite facilities.</li> <li>• The new accommodation will be situated in an area of the city which already has a very strong community focus.</li> <li>• The new service will be in close proximity to all services, community facilities and shops.</li> <li>• The new service will be in close proximity to transport links with the result that residents can access different areas of the city with staff support and relatives/family carers can readily maintain contact with their family member.</li> <li>• The new service will be opposite a local park and will also provide secure outside spaces on the premises.</li> <li>• Respite care and emergency beds will be retained.</li> <li>• Additional capacity will be achieved for permanent residential care.</li> <li>• Adults with Complex Needs will receive a residential service in the City of Nottingham.</li> <li>• An experienced staff team will transfer to the new service with current residents – maintaining consistency, quality of care and support.</li> </ul>	<p>No adverse impacts are envisaged at this stage until/unless the Local Authority is not able to give their backing to the proposal.</p> <p>Adverse impacts at that stage may include:</p> <ul style="list-style-type: none"> <li>• The retention of Oakdene Residential Unit and the demolition or selling of Laura Chambers Lodge, currently a major asset to Nottingham City Council.</li> <li>• Residents remaining in sub-standard accommodation.</li> <li>• Residents moving to temporary accommodation whilst Oakdene Residential Unit is refurbished.</li> <li>• Learning Disability Residential Services being outsourced to the private sector.</li> <li>• Staffing redundancies.</li> <li>• Damage to the reputation of the authority.</li> </ul>

**Outcome(s) of equality impact assessment:**

- No major change needed X
- Adjust the policy/proposal
- Adverse impact but continue
- Stop and remove the policy/proposal

**Arrangements for future monitoring of equality impact of this proposal / policy / service:**

Review assessment post decision at Exec Board in July.

**Approved by (manager signature):**

Paul Haigh

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**Date sent to equality team for publishing:**

Send document or link to:  
[equalityanddiversityteam@nottinghamcity.gov.uk](mailto:equalityanddiversityteam@nottinghamcity.gov.uk)

**Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:**

1. Read the guidance and good practice EIA's  
<http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly when this is going to happen.
7. Clearly cross referenced your impacts with SMART actions.