


# Equality Impact Assessment Record

Date of EIA August 2009  
 Directorate Social Care and Learning

<b>Initial Screening Record</b>	
Activity to be assessed	<b>Heathlands Residential Care Home</b>
What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input checked="" type="checkbox"/> Service <input type="checkbox"/> Organisational change
Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing
Aim / objective / purpose of the activity – who is the activity designed to benefit/target?	<p><b>The purpose of the activity is to: Provide on going support within a building base providing personal care and social interaction to vulnerable people with dementia and short term memory problems. This promotes good practice in supporting the objectives within the home.</b></p> <p><b>The activity is designed for;</b>            All residents of Bracknell Forest Council 65+</p>
Who is responsible for the activity?	The person/section/team responsible for this policy/function is: Mira Haynes Head of Older People and Long Term Conditions Linda Parsons Registered Manager Glynis Fitzpatrick Assistant Unit Manager Gill Tubb Residential Care Officer Evon Williams Residential Care Officer Emma Ferris Relief Care Officer Angela Phelps Relief Residential Care Officer
Did Step 1: Initial Screening indicate that a full EIA was necessary?	<input checked="" type="checkbox"/> <input type="checkbox"/> Yes – full EIA completed and recorded below. <input type="checkbox"/> No – full EIA not completed therefore record ends here.
<b>Full EIA Record</b>	
Who are the members of the EIA team?	Mira Haynes- Head of Older People and Long Term Conditions Registered Residential Home Manager- Linda Parsons
What evidence has been found to indicate that the activity might need to be amended? (Include any consultation undertaken)	<p>There is no evidence to suggest that the function and associated policies need to be amended. (See separate evidence sheet for full details)</p> <p><b>Data Analysis</b> (n.b. the findings below should be viewed with caution due to the small numbers involved)            An analysis of data (see attached EIA evidence) showed:</p> <p><b>Gender</b> – The proportion of female residents is much higher than male. This is not unexpected as the life expectancy for women is higher than men and national research has found men more resistant to accepting placement into permanent residential care</p> <p><b>Ethnicity</b> - consistent with the ethnicity of the local population.</p> <p><b>Disability</b> - The disability of people in Heathlands is similar to the proportions in other care homes. As Heathlands is a home for people with dementia, it has a positive impact on this disability group.</p> <p><b>Age</b> – People aged over 65 over-represented due to the nature of the service.</p> <p>Recording of Sexual orientation and religion/belief is being improved and will be analysed when sufficient data is available.</p> <p><b>Consultation</b> –There is a residents forum every two months where residents give us feedback on the service and what can be improved. All residents are included.</p>

With regard to the equalities themes, which groups might be <b>impacted</b> by the activity? Might any of these groups be impacted <b>adversely</b> ?	<b>Groups Impacted</b>	<b>Groups impacted adversely</b>
What evidence is there to suggest an impact/adverse impact?	We have identified that any of the above groups may be impacted.	We have not identified any adverse impact.
On what grounds can impact or adverse impact be justified?	This service is specially for older people 65 and over with dementia.	
Is there any current action that addresses issues for any of the groups impacted/adversely impacted?	Every 2 months we run a residents forum, residents give us feedback on the service and what we can improve upon'	
What changes will you make to the activity reduce or remove any differential/adverse impact?	<ul style="list-style-type: none"> <li>• We have listened to what the people who live in the unit on what is important to them. Some of the changes we have made include more outings more entertainment brought into the home for the more frail clients and changes to diet to respond to different cultural preferences.</li> <li>• We will look at ways to gather information on sexual orientation in a sensitive and confidential way.</li> </ul>	
Into which action plan/s will these actions be incorporated?	Heathlands Business plan	
Who is responsible for the action plan?	Linda Parsons	
Have any examples of good practise been identified as part of the EIA?	<p>All staff under take Diversity training this ensures that the staff continue to have good understanding of diversity issues 50% of staff have studied NVQ and diversity training is part of the curriculum.</p> <p>Services are amended on feedback from the Residents forum. We have staff who are able to communicate in Polish and German</p>	
Has the EIA been published on the Council website?	Yes	
Who is the relevant Chief Officer and have they signed off the EIA?	<p><b>Name</b> Glyn Jones</p> <p>Signature </p>	
Which PMR will this EIA be reported in?	<b>Social Care and Learning Q2 2009-10</b>	