



Somerville and Kenton Court

Equalities Analysis Assessment

November 2014

Introduction

The Mayor identified a review of housing for older people as a key priority of the Housing Matters Programme in July 2012.

Somerville and Kenton Court extra care schemes were identified as being no longer fit for the purposes of delivering an extra care service, and the Mayor agreed on 4th December 2013 for officers to consult with tenants to establish their housing and care needs.

On 24th June 2014, officers reported that social care assessments and discussions with tenants, and in some case their families, had identified that 25 of the people living at Somerville and Kenton Court at that time remained in need of extra care housing and support with 2 being assessed as requiring sheltered housing and 4 people assessed as requiring residential care. Officers' view was that the needs of people assessed as requiring extra care housing could be met at other high quality provision in the borough, in particular the existing extra care schemes at Cinnamon and Cedar Court and the new scheme at Conrad Court. The Mayor agreed on the 24th June 2014 that officers should move to formally consult with Kenton Court and Somerville tenants on (a) the closure of the Council's directly managed extra care scheme at Kenton Court and Somerville and (b) the closure of the buildings, also to formally consult with staff of the extra care service who would be affected by the proposal for closure.

A period of formal consultation with tenants ran between 17th July to 17th October relating to the closure of the extra care scheme and 18th September to 18th October relating to the closure of the buildings. The Mayor is now being asked to agree the recommendations which relate to these two schemes, namely to:

1. Note the information contained within this report about the process that has been carried out to date, and in particular the physical conditions and shortcomings of the two schemes the existing cost of the two schemes ... and the details of the consultation process that has been carried out with tenants and their families
2. Note the comments made during the formal Adult Social Care consultation which has taken place in line with the recommendation from the 25th June 2014 report on the Council's in-house extra care service at Somerville and Kenton Court,
3. Note the comments made by secure tenants in response to the statutory consultation undertaken pursuant to Section 105 of the Housing Act 1985
4. Note that consultation has taken place with staff from the in-house extra care service in line with the recommendation from the 25th June 2014 report on the Council's in-house extra care service at Somerville and Kenton Court
5. Having considered the comments made for the three consultationsthat Mayor and Cabinet agree:
6. That the Council-managed extra care service at Kenton Court and Somerville should be closed
7. That the building at Kenton Court should be closed for its current use and proposals for the Council to develop alternative general needs housing at the site should be further developed.
8. That the building at Somerville should be closed for its current use and proposals for the Council to develop alternative general needs housing at the site should be further developed.

9. That officers should present plans for re-development of the two sites, as part of future phases of the New Homes, Better Places Programme, for Mayor and Cabinet approval at the earliest opportunity.
10. That officers should continue to discuss with existing tenants' options for other services that would meet their needs and put in place individual and person-centred plans for services which will meet those needs.
11. That, as part of this process, Notices of Seeking Possession may be issued in due course and as a last resort to the remaining tenants at Kenton Court and Somerville in order to protect the Council's interest and potentially to safeguard vulnerable residents

The aim of this assessment is to check whether the proposals (and/or any part of their implementation) is likely to have a positive or negative impact on different groups within our diverse community. Furthermore, it will assess whether or not there are actions which may be taken to **prevent** direct and indirect discrimination and **positively promote** harmonious community relations.

Management of the Equalities Analysis Assessment

The original assessment for the June 2014 Mayor and Cabinet was undertaken by Laura Harper, Housing, Health and Social Care Integration Project Manager, supported by Heather Hughes, Joint Commissioner. This version for the November 2014 Mayor and Cabinet was updated by Heather Hughes, Joint Commissioner, supported by Dave Shiress, Housing Strategy and Programmes.

Identification of the aims/objectives

The aim of the proposals is to ensure that Extra Care Housing in the borough is of a suitable quality to meet the needs and expectations of Lewisham's older people. The original proposal was to transfer the extra care service from the in-house service at Somerville and Kenton Court to the Notting Hill Housing Group scheme at Conrad Court. However, in practice, a number of existing tenants have opted, and continue to, to move voluntarily to existing schemes at Cinnamon Court and Cedar Court and not just Conrad Court.

Scope/focus of the Equality Analysis Assessment and assessment of relevance

Proportionally the assessment needs to concentrate on areas with highest potential impact. Key issues for consideration include:-

- What would be the impact of the proposals if they are agreed? To existing tenants, staff, and the wider population.
- Do we have accurate profiles of our tenants and staff to inform our communication/consultation strategies for the proposals for the schemes?
- How do we ensure needs of tenants and staff are met during the process of moves which the decision to close the scheme would require?

The scoping grids at appendix A look to determine, whether the proposed projected activity:

- could affect some groups in society differently?
- can/will promote equal opportunities?

Assessment of relevant tenant data and research

The key data needed for this Equalities Assessment is the profile of the current tenants of Somerville and Kenton Court. As all tenants receive services from Adult Social Care, information from the Integrated Adult System (IAS) and local service data has been used. Lewisham Homes monitoring data from the Academy system is also available and is accessed before a housing officer visit. However, it has not been used as the basis for this analysis.

Tenant information available

Age

Age of tenants at Somerville and Kenton Court from IAS

Age Band	Total
18-64	4
65-74	3
75-84	5
85-94	6
95+	0
Grand Total	18

Key considerations/potential impacts:

All tenants at Somerville and Kenton Court are aged 55 and over, with the majority of tenants at both schemes aged 65 and over. 6 tenants are aged 85 and over. Older people can be particularly anxious and vulnerable when proposals are made to change service delivery and/or housing. It was expected that there will be a short term negative impact to people who would need to move as a result of the proposals, that people would experience anxiety and concern about changes to their networks, fellow tenants and staff.

In order to mitigate negative impact, tenants have been supported to visit alternative options and to move on a voluntary basis throughout the formal consultation process. The housing decant team who have a lot of experience working to re-house older tenants have facilitated this. Staff from the in-house service who are known to tenants have been available to address any concerns and anxieties which tenants may have.

At the end of the formal consultation period, all but 6 of the current 18 tenants have identified preferred alternatives to Kenton & Somerville, although it is recognised that there is a strong feeling to remain at Kenton or Somerville. Six people have moved voluntarily during the consultation period and 10 more are actively in the process of moving. Support from the decant team and the in-house staff will continue to be available through any closure period. Social work staff will also re-engage to ensure that new provision continues to meet individual needs.

Four people have advised officers that they are unwilling to engage in any discussion about alternatives and are very strongly opposed to the closure of either scheme, Somerville particularly. As a result, there may be a further short term impact for this group of the proposals. Their consideration of alternatives may be more rushed than the experience of other tenants. They are likely to experience the building being 'empty' suddenly and they are also the cohort with increased potential to be issued with formal notices to quit. In the event that the proposals are agreed, officers will first try to engage those people and their families in a period of discussion about preferences and prioritise visits to alternative services. Also, NoSPs will not be issued immediately, to minimise anxiety post the decision itself.

Disability

The Service User Group Category from IAS can be used to reflect the picture of residents' levels of vulnerability.

Service User Group Category from IAS for Somerville and Kenton tenants

Service User Group Category	Total
Frailty (Main)	10
Mental Health (Main)	2
Other Vulnerable People (Main)	2
Physical / Sensory Disability (Main)	4
Grand Total	18

A small number of individual tenants also have a health condition which overlays the primary social care category (e.g. diabetes, renal disease, arthritis, cardiac condition). Although, this does not have a specific impact on the EAA protected characteristics, it is important to be mindful of potential impact of the same as part of any tenant move on plan.

Key considerations/impacts:

The table above sets out the main reason why people are in receipt of social care services. Low numbers of tenants are recorded as having a specific disability on the IAS system. Local service data suggests that there may be higher levels of disability than those recorded on the IAS system. During the social care assessments, housing interviews, and the formal consultation period itself, some additional information has been captured to support moves.

As part of the social care review and the re-housing process tenants will be specifically asked about disability and any medical conditions which may impact on their housing requirements.

Consideration of support required by tenants remaining in the schemes through the closure period because of ill health or disability will form part of the weekly risk management review process.

Fully accessible bathing facilities are available at Conrad Court, Cinnamon Court and Cedar Court. Each flat has its own wet room and there is a shared assisted bath for those people who would prefer to bathe. This provision better supports the personal care needs of people with disabilities than Kenton Court and Somerville.

Gender reassignment

There is no data available on gender re-assignment for tenants at Somerville and Kenton Court. Social care staff and/or housing officers have offered opportunities for tenants to disclose this information if they choose. In any eventuality, tenants will be referred to by the name and/or gender pronouns with which they identify themselves.

Marriage and Civil Partnership

Marriage and civil partnership status at Somerville and Kenton Court

	Total
unmarried	8
married	2
divorced	1
unknown/not recorded	5
widowed	2
Grand Total	18

Key considerations/impacts:

The extra care service at Conrad Court, Cinnamon Court and Cedar Court offers more spacious living accommodation than that which is available at either Somerville and Kenton Court. This will provide an opportunity for those tenants who are married or in a civil partnership to have more space. In some instances, the small unit size at Somerville and Kenton Court may have discouraged some prospective tenants from considering the schemes. Overall the new build extra care provision will offer more opportunities for married people and those in civil partnerships and may have a positive impact to older adults who are married or in a civil partnership including the opportunity to sleep separately if required

Ethnicity

Ethnicity of Somerville and Kenton tenants

Ethnicity	Total
Black African	1
Black Caribbean	4
White British	11
White Irish	2
Grand Total	18

Key considerations/impacts:

Within the schemes there may be a slight overrepresentation of tenants who are Black Caribbean and an underrepresentation of other BME groups. This analysis is based on current census data, which refers to the over 65 population, and not the over 55 population. However, the proposal s to close the extra care service does not have a significantly negative impact on older people from different ethnic backgrounds.

Religion or belief

Religion of tenants at Somerville and Kenton Court

Religion	Total
Christian	9
No Religion	3
Not recorded	4
Non Specific Belief	2
Grand Total	18

Key considerations/impacts:

Tenants who specified a religion (half of the remaining number) identified themselves as Christian. Other tenants identified themselves as having no religion or non-specific beliefs, or data on their religious beliefs was not recorded.

During the closure process, religious beliefs will be taken into consideration. Where people have strong ties to their local religious communities, specific attention will be given to identifying accommodation and/or transport and/or social link solutions which enable them to continue to practice their religious beliefs including exploring ways of maintaining links with current church networks . It is not anticipated that proposals for closure will have a high negative impact on the group, though there may be individual specific variations that will require close consideration.

Gender

Gender of tenants at Somerville and Kenton Court

	Total
Male	13
Female	5

Grand Total	18
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Key considerations/impacts:

The numbers are small, however, the period of voluntary moves pre and during the formal consultation period, means that women are currently better represented in the tenant group than previously, though they remain significantly under represented (27%) The closure proposals may have a positive impact for women.

Anecdotal evidence suggests that male 'dominated' schemes may be unpopular with prospective female tenants, who may perceive that they are not as safe for them. The new model of service at the extra care scheme at Conrad Court which is looking to attract more active people over 55 with no care needs is likely to attract wider interest from women over 55. LBL works with its existing extra care provider at Cedar and Cinnamon Court to monitor gender balance and will work with the Conrad Court provider to ensure that there is a positive long-term impact for women.

Sexual orientation

Sexual orientation for all but one resident, which is recorded as heterosexual, is not recorded.

Key considerations/impacts:

There is a lack of data available on sexual orientation of tenants at Somerville and Kenton Court. Anecdotally, older adults do not wish to discuss issues of sexuality. It is not anticipated that there will be any negative impact related to the sexual orientation protected characteristic as a result of the proposals. However, social care staff will sensitively explore this with tenants as part of a review.

Informal consultation & communication with tenantsInitial consultation with tenants

Letters to explain purpose of the 4th December Mayor and Cabinet Report were delivered and verbally explained to each tenant by an extra care service manager.

Two open meetings then took place (one in each location) to allow for a general question and answer session. Tenants and their families were invited to those meetings, 12 of 16 tenants attended at Somerville and 11 of 14 tenants attended at Kenton Court. A summary of the points raised at both was circulated to all tenants and their families whether they attended the meeting or not.

Housing Officers also attended informal 'afternoon teas' at each of the two premises.

A comments book was also placed at each location so that tenants and their families could independently record any 'ad hoc' comments, queries or concerns that they might want to raise.

Social care assessments

Following these consultation events, service management and social work staff also wrote individually to all tenants and subsequently made arrangements to meet formally with them and their family or advocate to undertake a care review. Reviews were undertaken between February and April 2014. Tenants were sent a copy of their individual reviews.

Tenants were given information about other extra care and sheltered schemes in the borough and were advised of the new extra care schemes being developed in the borough, and in particular the first of these at Conrad Court expected to be available from July (though

opening was in fact delayed till October 2014). Opportunities were given for supported visits to existing extra care services.

Housing interviews

Referrals to Housing have taken place where there has been an interest expressed in a move to alternative extra care provision or mainstream sheltered housing. During the informal consultation process, some people have chosen to move voluntarily to schemes available in line with their assessed social care needs. Tenants have been informed that there is support available to help with removals, and of the discretionary payment available to help with their costs.

Tenants were also advised by individual letter, which was explained verbally and a copy put on the schemes' notice boards, in December 2013 and June 2014 of the proposals being put before Mayor and Cabinet to close Kenton Court and Somerville and the extra care service being delivered there.

Formal consultation and communication with tenants

Formal Social Care Consultation

In changing or altering services provided under Social Care legislation, each individual's needs for services must be individually reassessed before changing the services or the manner of delivery. This was completed as part of the informal process and assessments/reviews have been refreshed for specific tenants where needs have changed or where tenants have expressed an interest in moving voluntarily. In addition, in making proposals for service changes overall, there must be a proper and meaningful consultation with service users, their families and any other stakeholders to enable and facilitate clear understanding of the proposals and enable all stakeholders to express their views effectively.

A three-month consultation with tenants on proposals to close the extra care service at Somerville and Kenton Court was launched on July 17th 2014. A letter was hand-delivered to mark the start of the consultation period. These letters were verbally explained to tenants where required. At the request of the 24th June 2014 Mayor and Cabinet for an independent advocate to be identified, Healthwatch was appointed to ensure that tenants had a voice independent from the Council. Consultation meetings between officers, tenants, relatives and Healthwatch were held on 28th and 31st July 2014 at Somerville, where a total of 2 relatives and 4 tenants attended and 30th July and 6th August 2014 at Kenton Court, where a total of 4 relatives and 5 tenants attended.

Statutory Section 105 consultation

Section 105 of Part IV of the Housing Act 1985 makes it a requirement for a landlord authority to consult with those of its secure tenants who are likely to be substantially affected by a matter of housing management. The Act specifically identifies a programme of improvement or demolition to be a matter of housing management to which this applies.

A formal consultation with tenants on the future of the buildings was launched by letter on September 18th, with a closing date of 16th October 2014. Consultation meetings between officers, tenants, relatives and Health Watch were held on 22nd September at Kenton Court with 2 residents and 1 relative in attendance, and 25th September at Somerville with 6 residents and 2 relatives in attendance. Again, officers from both housing and social care and Healthwatch were present at all meetings.

General

The letters for both consultations provided a contact telephone number, address and e-mail address to ensure that people who could not attend the consultation drop-in meetings were able to contact the Council and/or Healthwatch about the proposals and to respond to the consultation. Tenants were also encouraged to speak to service staff if they had any comments and/or questions about the proposals. Additionally, housing staff visited the schemes throughout the consultation process.

Consultation about proposals to close the extra care service and consultation about proposals to close the two buildings are technically separate consultations. However, for the tenants themselves, the issues are closely intertwined and their responses inevitably often applied to both consultations.

Tenants were sent a summary of Frequently asked Questions following the social care consultation meetings.

Officers of the Council, and also Healthwatch representatives, organised individual 1:1 discussions during the consultation periods, to ensure that all residents had the opportunity to discuss their views.

Key impacts/opportunities of implementing the closure proposals:

There are likely to be short term negative impacts associated with the implementation of proposals to close the service. Many tenants have used both the formal and informal consultation periods to consider alternative housing and support services and many have identified preferences. Where tenants have moved voluntarily, those moves have been well supported and people are happy in their new homes. A small number of tenants (4) have felt unable to give any significant consideration to alternatives in the absence of an actual decision to close. The Council can mitigate the particular negative impact on those people by delaying the issuing of Notices of Seeking Possession (NoSPs) for a few months to give them an opportunity to work with officers further to the decision, to visit alternatives and express preferences.

The closure proposals are likely to have short-term negative impacts for older people, men and Black Caribbean people, which are the equalities groups which are overrepresented in the current in-house extra care schemes at Somerville and Kenton Court.

Overall assessment of impact on tenants

This Equalities Assessment Analysis notes the information which the Council currently has about the protected characteristics of people currently tenants at Kenton Court and Somerville. It demonstrates that the closure of Kenton Court and Somerville is likely to have some short term negative impacts for the existing tenants, but that there are actions that can be taken to mitigate these impacts. There are also some wider and longer term positive impacts which could result for the wider population of older adults in Lewisham if the proposals are implemented, such as the transfer of the extra care service from housing that is currently not meeting modern standards, to accommodation which is better suited to this purpose. This will help people live independently for as long as possible, delaying entry to residential care. The new model also positively encourages older couples and families more generally living together for longer.

Proposals for the closure of the buildings at Somerville and Kenton Court are based on options for re-developing both sites/schemes as 'general needs' Council housing, which will be subject to the Council's usual letting policy. Provision of new affordable housing is likely to have a beneficial impact on those groups who are over-represented on the Housing Register for example those who are homeless or overcrowded.

Assessment of relevant staff data

This part of the assessment sets out the equalities analysis assessment for staff should the closure of the extra care service at Somerville and Kenton Court be agreed. The June 2014 EAA reflected the proposed transfer of the in-house extra care service to Notting Hill Housing Trust at Conrad Court. However, the voluntary moves that have taken place to date have included other extra care services. Therefore, TUPE may or may not apply to staff working in the service.

A formal consultation meeting took place on 17th September 2014 between management and affected staff with their and Union representatives to set out and discuss the potential courses of action for staff should the extra care service close. However, it will only be possible to complete the EAA once the closure process has been completed, and it is clear whether TUPE applies or not and to which staff.

Therefore, the impacts set out in the June 2014 EAA remain valid. This suggested that the equalities impact is likely to be low, although due to the current make up of the team, in which 71% of posts are filled by female employees, and 57% of posts are filled by black employees, there will be some additional negative impact on women than on men.

Of the seven posts that are affected by the proposed service transfer the breakdown by grade is as follows

- Two posts (29%) are for staff graded SC6-S02
- Three posts (42%) are for staff graded SC3/5
- Two posts (29%) are for staff graded SC1-2 and below

The current composition of the workforce in posts that are proposed to be affected by the transfer is as follows.

By age:

- 16% are aged 41-45
- 42% are aged 51-55
- 42% are aged 55+

By gender:

- 71% are women
- 29% are men

By ethnicity

- 57% are Black
- 27% are White
- 16% are Mixed Race

By disability (where staff have chosen to declare their status)

- 16% are disabled

- 84% are not disabled.

By sexual orientation:

- 84% either chose not to declare this information or the information is unknown
- 16% are straight/heterosexual

Overall assessment of Staff data

The impact of the closure of Kenton Court and Somerville will be subject to further formal consultation with staff and the Unions. The initial EAA suggests that there will be low impact as a result of the proposals across gender, ethnicity, age and disability, although the current make up of the team does mean that more female staff will be affected by the proposals than male staff.

Action plan and timetable to support the implementation of the closure proposals

The activities laid out below will provide the project team with opportunities to further assess and address tenants' and staff's specific needs and to ensure that any negative equalities impacts are being mitigated through the closure period.

Activity	Details	Timescale
Communications	Tenants to be informed of Mayor and Cabinet decision.	November 2014
Re-housing options	All tenants who have not currently had an opportunity to do so will have re-housing interviews and be given the chance to visit relevant schemes.	December 2014 and January 2015
Social work assessments	Re-assessments of needs of remaining residents will be undertaken. These will be used to inform re-housing and support options. but also level of care and support available in Somerville and Kenton.	December 2014 and January 2015
Development of closure plan for Kenton Court and Somerville	Existing social work assessments and provider knowledge of the needs of remaining tenants will be used to derive an overall snapshot of need and therefore care and support required. A risk management plan will be put in place to ensure that tenants are properly supported and the buildings secure	November 2014 (revised weekly) and ongoing
NoSPs	Delay issue of NoSPs to facilitate constructive and positive engagement immediately post Mayor & Cabinet decision. In the event that issuing NoSPs becomes unavoidable, they will be personally delivered and explained to tenants and their families.	January 2015
Communications with staff	Staff to be informed of the Mayor & Cabinet decision Regular informal contact with the service manager through team meetings and 1:1s to discuss individual implications	November 2014 Ongoing post decision
Consultation with staff	Further formal consultation meetings with management staff and Unions regarding options	January 2015

	for staff	
Weekly project group meetings	Provide overview of re-housing requirements and process and to ensure relevant and timely support is available Ensure risk management plans are in place and reviewed to safeguard remaining tenants as buildings become progressively more empty.	November 2014 and weekly thereafter

Publication of Results

The results of this EAA will be reported on the Council's web pages as part of wider equalities data reporting appropriate.

Monitoring

The EAA Action plan and timeline for the proposed changes to extra care service delivery will be monitored through the project reporting structures.

Potential impact of proposals for tenants

Equalities Category	Potential Impact of closure for tenants	Assessment of impact	Actions
All	<p>Move from known community Move to better housing stock Move to more suitable housing stock Lack of understanding of alternative housing options available Lack of trust in decant team</p> <p>Security concerns as all vulnerable tenants Lack of continuity of care</p> <p>Anxieties about the actual closure proposal and through the period of closure</p>	<p>Negative Positive Positive Negative Negative</p> <p>Negative Negative</p> <p>Negative</p>	<p>Investigate and publicise social networking opportunities across the borough. New providers to ensure tenants are supported to attend on site groups and activities and are oriented to their new areas. Also to facilitate the maintenance of existing relationships/ friendships Ensure offer property meets housing need of tenant Detailed and continued support and advice provided to tenants by decant team. Maintenance of on site presence and working relationships between housing officers and tenants. Ensure adequate security within the building during any decant process. All tenants will have planned and unplanned opportunity to talk to service staff and housing officers about their concerns and any information they need to assist with decision making as part of the closure implementation. There will always be a member of staff overnight Service staff will ensure they see and talk to every tenant every day Manage staffing implications including potential TUPE implications of transfer of service</p>
Gender	<p>Social networks harder to maintain Security concerns for women Women will become a significantly small number within the remaining tenant group</p>	<p>Negative Negative Negative</p>	<p>Investigate and publicise social networking opportunities across the borough. Identify and implement process to ensure estate is kept safe and isn't squatted. Staff will ensure that women receive particular attention during communal events and do not isolate themselves in their flats</p>
Gender re-assignment	<p>Support networks harder to maintain. There is no evidence of gender reassignment among current tenants</p>	<p>N/A</p>	<p>N/A</p>
Pregnancy & maternity	<p>Due to the age range of tenants in Somerville and Kenton Court, there is no anticipated impact for this characteristic.</p>	<p>N/A</p>	<p>N/A</p>
Ethnicity	<p>Language barriers (though the existing tenants have not evidence specific language barriers through the consultation period) Ethnic community ties weakened/strengthened depending on location of decant property BME residents are nearly twice as likely to live in homes that do not meet decent homes standards and are overcrowded - potential moves to other housing stock or request to return would improve chances of decent homes.</p>	<p>Negative Negative/Positive</p> <p>Positive</p>	<p>Use of interpreters and translated materials as appropriate Assessment of possible community ties during decant interview process, team to assist tenant with bidding for properties via specialist RSLs where appropriate.</p>
Religion & belief	<p>Change of parish could affect social networks Move could be closer to place of worship Gender considerations for specific religions may mean some households can only be interviewed by female staff. Decant timetable could mean that key dates fall during religious festivals There are no specific gender beliefs related to religion in the scheme</p>	<p>Negative Positive Neutral</p> <p>Negative</p>	<p>Assessment of possible community ties during decant interview process, team to assist tenants with bidding for properties via specialist RSLs where appropriate. Ensure record is kept of households where a female member of staff is required so that there are no unnecessary delays in interviewing or contact with the tenant. Decant team to ensure that religious beliefs and tenets are taken into account when arranging meetings and moves. Providers to facilitate orientation to new places of worship and any religious requirements Recognise the importance of Christmas for this client group as a key celebration point and therefore also a sensitivity to decision making over that period</p>
Marital status/civil partnership	<p>Co-habiting couples who haven't registered their partner could be treated differently from those who are married/in a civil partnership There are no specific issues relating to marital status/ civil partnership</p>	<p>Negative</p>	<p>Review housing policy on placement of couples and ensure tenants are aware of what tenancy rights any partner living at the address may have.</p>

Equalities Category	Potential Impact of closure for tenants	Assessment of impact	Actions
Disability	<p>Difficulty accessing meetings and/or information relating to the proposals</p> <p>Current properties may have been adapted to meet specific needs, decant properties won't have these as standard.</p> <p>Overall, the quality of the fabric of the buildings at Somerville and Kenton Court have been acknowledged to be inappropriate for people with mobility issues.</p> <p>Some specific needs have been highlighted as a result of social care assessments and housing officer visits.</p> <p>Some people have long term relationships with a specific GP practice</p> <p>Some people may lack capacity to make decisions relating to moving</p>	<p>Negative</p> <p>Negative/positive</p> <p>Positive</p> <p>Positive</p> <p>Positive</p> <p>Negative</p> <p>Negative</p>	<p>Hold meetings in Kenton and Somerville/ tenants' flats.</p> <p>Information to be accessible according to a person's needs and tenants to have information verbally explained to them, or a family member or advocate involved in the process</p> <p>Alternative service offers to be DDA compliant</p> <p>Decant officers to ensure adaptations can be matched or improved upon in decant property. OTs to provide support. S/W to ensure that transferred aids are fit for purpose</p> <p>Decant officers to refer vulnerable tenants to providers of specialist services.</p> <p>Alternative housing provision at Conrad Court, Cedar or Cinnamon Court is more accessible by design.</p> <p>Social work and current provider to ensure that all information about people's clinical needs, medication etc is kept updated on the care plan</p> <p>Receiving provider to ensure that tenant is registered with new GP, that there is an early appointment/ Health check up with the new GP and to ensure that their staff are skilled in supporting/ meeting the specific medical need.</p> <p>Social care and provider staff to ensure that disability and health information is transferred in a timely manner between existing and new GP practices. Social care to ensure that the Lead Operational Manager for the specific neighbourhood is aware that the person has moved.</p> <p>Risks associated with any 'interim/ transfer' period (e.g. District Nurse administration of insulin injections) are highlighted and managed before the person moves.</p> <p>Appoint an IMCA where required</p> <p>Offer access to advocacy service for ongoing independent advice and support</p>
Age	<p>Pensioners' income might not be able to meet higher rental levels in other socially rented properties.</p> <p>Social networks formed within existing schemes may be harder to maintain</p> <p>Opportunity to provide support where need hasn't previously been identified</p> <p>Older people may have difficulty in attending to long conversations</p> <p>Older people may be more confused and forgetful following a move</p>	<p>Negative</p> <p>Negative</p> <p>Positive</p> <p>Negative</p> <p>Negative</p>	<p>Decant team/social work/new providers to work with households to ensure benefit levels are correct and that rental level is manageable.</p> <p>Investigate and publicise social networking opportunities across the borough. New providers to ensure tenants are supported to attend on site groups and activities and are oriented to their new areas. Also to facilitate the maintenance of existing relationships/ friendships</p> <p>Decant officers can identify suitable properties and/or refer the tenant to support services within the council</p> <p>All discussions/ meetings should be 'chunked/ kept as short as possible</p> <p>Photographs should be taken of where tenant lives currently, and any tenants that they have a particular relationship with to take to their new home</p> <p>The receiving provider will be mindful that the person is in a new setting</p> <p>Update of social work assessment of need and risks to inform new service profile</p>
Sexual orientation	<p>May be same sex households in the schemes</p> <p>No specific issues relating to sexual orientation have been evidenced</p>	<p>Neutral</p> <p>Neutral</p>	<p>Where tenant is moving to an ALMO or RSL property, this organisation will need to meet or exceed current standards and support on tackling harassment and discrimination.</p> <p>The Care and Support service provided at Conrad Court, Cinnamon Court or Cedar Court will also need to meet or exceed current standards and support on tackling harassment or discrimination.</p>