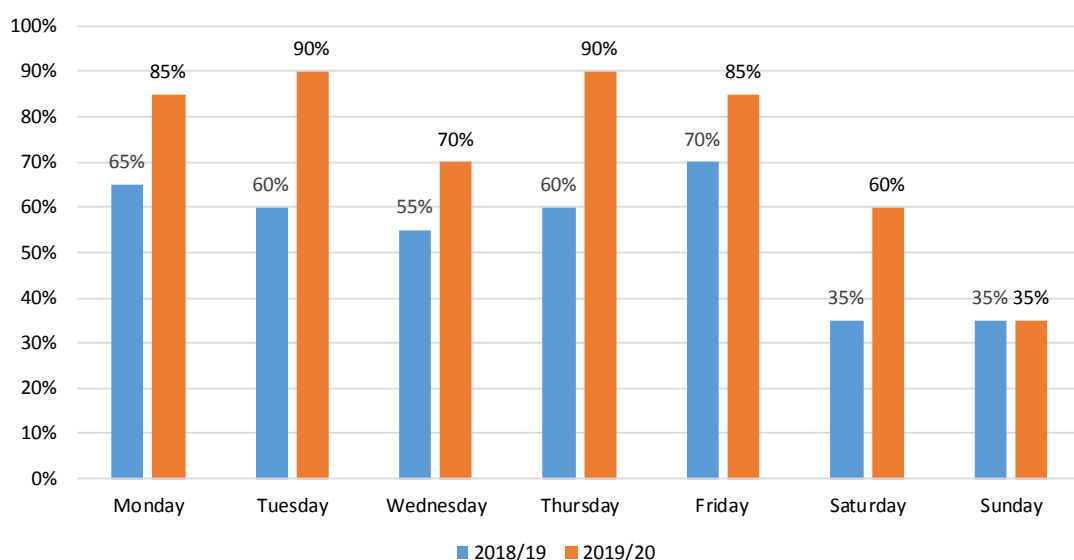


Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Proposed Change to Dementia Day Care at Watermill		
Directorate	Adult Social Care		
Service	Watermill Day Care Sunday Provision		
Responsible Officer	Tracy Simcox		
Proposal planning start	April 2019	Proposal start date (due or actual date)	20.11.19 21.3.20 updated 26.3.20 updated 6.4.20

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	No	
	Procedure	No	
	Guidance	No	
	Is this a service to customers/staff/public?	Yes	Revision
	If yes, is it contracted or commissioned?	Yes	Revision
	Other - give details		
2	What is the business case for this proposal? Please provide the main purpose of the service, intended outcomes and reasons for change?		
	The Watermill dementia care centre in Walsall offers 20 day care places per day, seven days a week as part of the Housing 21 block contract.		
	Day care attendance at The Watermill has been low for some time, with week day's attendance averaging 84% and weekends just 48% in 2019/20. During 2019/20 Sunday attendance averaged just 35%.		

Percentage of places filled at The Watermill Centre -
2018/19 and 2019/20 (20 places available daily)



To improve attendance the council has worked closely with the provider, Housing 21, to promote the service, and a number of taster sessions and open days have been organised. In addition the service has been promoted widely amongst dementia support workers and health and social care practitioners who make referrals to the service.

Although attendance has improved, currently only 5 people attend on a Sunday, leaving 15 places available. Such low attendance does not provide the level stimulation and interaction that the council and Housing 21 would wish to offer through this service, furthermore it is not financially sustainable.

As a result the council is considering ceasing the provision of Sunday day care sessions at Watermill and will undertake consultation seek service users and carers/family next of kin's views on this proposal which is the first change to this day care service.

3	Who is the proposal likely to affect?		
	People in Walsall	Yes / No	Detail
	All	N	Walsall residents with a dementia diagnosis, aged 55 and over can currently access this service. The proposal to cease Sunday day care could lead redeployment opportunities for 4 Housing 21 day care staff; it could also impact on service users that currently attend and their family/carers who may use this service as replacement care.
	Specific group/s	Y	
	Council employees	N	
	Other (identify)	Y	

4	Please provide service data relating to this proposal on your customer's protected characteristics.																																						
	Based on the 31 Questionnaires received:																																						
	The majority 27 (87%) were over the age of 71																																						
	<table><tr><th>Age</th><th>Coun t</th><th>Colum n1</th></tr><tr><td>50-60</td><td>1</td><td>3%</td></tr><tr><td>61-64</td><td>1</td><td>3%</td></tr><tr><td>65-70</td><td>2</td><td>6%</td></tr><tr><td>71-75</td><td>4</td><td>13%</td></tr><tr><td>76-80</td><td>2</td><td>6%</td></tr><tr><td>81-85</td><td>5</td><td>16%</td></tr><tr><td>86-90</td><td>5</td><td>16%</td></tr><tr><td>91-95</td><td>6</td><td>19%</td></tr><tr><td>96-100</td><td>1</td><td>3%</td></tr><tr><td>Blank</td><td>4</td><td>13%</td></tr><tr><td></td><td>31</td><td>100%</td></tr></table>			Age	Coun t	Colum n1	50-60	1	3%	61-64	1	3%	65-70	2	6%	71-75	4	13%	76-80	2	6%	81-85	5	16%	86-90	5	16%	91-95	6	19%	96-100	1	3%	Blank	4	13%		31	100%
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15 male (48%), 15 Female (48%) and 1 left blank (2%)																																							
29 (94%) white,1 (3%) preferred not to say and 1 Left blank																																							
23 (74%) Christian, 6 (19%) no religion, 1 (3%) preferred not to say and 1 Left blank (3%)																																							
Protected Characteristic based on based on the 5 Sunday attendees:																																							
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	<p>All service users had a dementia diagnosis.</p>
5	<p>Please provide details of all engagement and consultation undertaken for this proposal. (Please use a separate box for each engagement/consultation).</p> <p>All current service users (72) and their next of kin (72) were written to on 21.2.20. They were also asked to complete a short questionnaire to capture their views on the proposal by returning the completed questionnaire in a pre-paid envelop by 25 March , if they were unable to attend one of the 3 public consultation sessions listed below:</p> <ul style="list-style-type: none"> • Tuesday 10 March 2020 at 5.30 pm – 7.00 pm at Watermill Day Care • Thursday 12 March 2020 at 2.00 pm – 3.30pm at Watermill Day Care • Sunday 15 March 2020 at 2.00 pm – 3.30 pm at Watermill Day Care <p>In addition to this contact names and details were given to next of kin for them to discuss any issues with the Council or Housing 21 representative.</p> <p>31 questionnaires were received from residents/next of kin which represents a 46% response rate. This included 3 from residents that attend on a Sunday. Only two family members attended a consultation session with regards to their relative that attends on a Sunday. All five Sunday day care users and their next of kin/family were contacted by social care practitioners and all were found alternative day care dates if the day centre was to close on a Sunday.</p> <p>Summary of Questionnaire Findings</p> <p>Approximately 24 (69%) were happy with the current day care service, 11(31%) noted improvement ranging from improved car parking, better communications, longer sessions, outdoor activities and provision for the partially sighted.</p> <p>28 (76%) did not attend on Sundays because they spent time with families/friends, attended church, the day was not needed or they weren't funded for a Sunday placement.</p> <p>The impact of ceasing Sunday day care provision:</p> <ul style="list-style-type: none"> 19 (59%) had no impact 1 (3%) would need an alternative day 8 (26%) would lose choice to select Sunday in the future if needed 3 (9%) would lose interactions with others 1 (3%) would affect carer respite.

Consultation Activity	Letter to Next of Kin with Questionnaire & service user posted 21.2.20	Date	25/02/20
Type of engagement/consultation			
Who attended/participated?	72 letters including questionnaire posted 21.2.20		
Protected characteristics of participants	A total of 31 completed questionnaires received: <ul style="list-style-type: none">• 27 aged 71 year old and over• 15 male & 15 female services users with 1 left blank• 29 were white,1 preferred not to say and 1 Left blank• 23 were Christian, 6 no religion, 1 preferred not to say and 1 Left blank		
Feedback <ul style="list-style-type: none">• The majority of respondent were happy with Watermill day care service.• Service users did not attend Sunday sessions mainly because they were spending time with family/friends, attending church or it was not needed for a Sunday.• Ceasing Sunday would reduce choice for families in future and impact on carer Key Quotes: <p><i>"It's friendly, relaxed, helpful and welcoming"</i></p> <p><i>"No can't rate it enough, staff are lovely"</i></p> <p><i>"All is well provided for"</i></p> <p><i>"At times the user may feel a bit isolated as not always staff available to prompt engagement (as staff very busy) Would it be worth encouraging volunteers to spend time to engage with users as some service users prefer 1-1 engagement"</i></p> <p><i>"It's a wonderful place, I just wish I'd heard about it sooner"</i></p> <p><i>"Sunday is a family day"</i></p> <p><i>"We sometimes attend church on Sunday morning or else my daughter visits"</i></p> <p><i>"It would be sad not to have a choice of a Sunday as sometimes I cannot get my relative there on a Saturday"</i></p> <p><i>"No impact on myself. It hopefully will not stop me having extra days in future. Could weekdays get too busy?"</i></p> <p><i>"Would like to have an alternative day, preferably Wednesday if it closes on Sunday"</i></p>			

6				
	Type of engagement/consultation	Public Consultation Sessions	Date	See below
	Who attended/participated?	<ul style="list-style-type: none">• Tuesday 10 March 2020 at 5.30 pm – 7.00 pm at Watermill Day Care• Thursday 12 March 2020 at 2.00 pm – 3.30pm at Watermill Day Care• Sunday 15 March 2020 at 2.00 pm – 3.30 pm at Watermill Day Care		
	Protected characteristics of participants	Service users they are representing: <ul style="list-style-type: none">• 85 years old• Male• White• Christian		
	Feedback <ul style="list-style-type: none">• Only two family members attended a consultation session with regards to their relative that attends on a Sunday. An alternative day care placement was secured for the service user and his social worker will review carer respite to support his daughter who is a full time carer.			
All five Sunday day care users and their next of kin/family were contacted by social care practitioners and all were found alternative day care dates if the day centre was to close on a Sunday				
Concise overview of all evidence, engagement and consultation				
<p>The service is valued by both service users and family /carers. However, it is clear that Sundays are poorly attended because current users spent time with families/friend, attended church, the day was not needed or they weren't funded for a Sunday placement.</p> <p>The main impact on ceasing Sunday day care would be to reduce choice as day care would only be available 6 days a week. However, unlike most day care provision Watermill will still be able to offer Saturday placements.</p> <p>All 5 Sunday users have been offered alternative places and work is ongoing with one client to review his carers support plan as they need 1 Sunday a month cover to allow the carer to work that day.</p> <p>Housing 21 have completed staff consultation and have been able to prevent any redundancies by: relocating 1 member of staff to a full time care position at Watermill residential unit; agreeing a job share request for 2 members of staff in their current roles as day care supervisors and approved an ill health retirement for 1 person affected. None of these staff will lose contracted hours as those that have been</p>				

	<p>offers a job share opportunity can also be offer additional hours at the Watermill residential unit.</p> <p>As the impact of this closure is minimal and the service is not financially viable with 25% attendance (5 out of 20 places occupied) the recommendation will be to cease Sunday day care</p>		
7	<p>How may the proposal affect each protected characteristic or group? The effect may be positive, negative, neutral or not known. Give reasons and if action is needed.</p>		
	Characteristic	Affect	Reason
	Age	Negative –all users over the age 55 – Action needed Yes	
	Disability	Negative –all users have dementia – Action needed Yes	
	Gender reassignment	No known – Action needed No	
	Marriage and civil partnership	No known – Action needed No	
	Pregnancy and maternity	Neutral the majority of service users are over the age of 71 – no action needed	
	Race	Negative – the majority of service users are White British. Action needed Yes	
	Religion or belief	Negative – the majority of service users are Christian. Action needed Yes	
	Sex	Neutral there is an even split of users by gender – Action needed No	
	Sexual orientation	No known – Action needed No	
	Other (give detail)	Day care offers replacement care for carer this proposal will have a negative impact on carers – Action needed Yes	
	Carers		
Further information			
8	Does your proposal link with other proposals to have a		(Delete one)

	cumulative effect on particular equality groups? If yes, give details.	No
9	Which justifiable action does the evidence, engagement and consultation feedback suggest you take?	
	A	No major change required
	B	Adjustments needed to remove barriers or to better promote equality?
	C	Continue despite possible adverse impact
	D	Stop and rethink your proposal

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
April 2020	Brief Social care Practitioners on the outcome of consultation	ASC Commissioning	31.03.20	Workforce aware of change and can access alternative support when completing assessments and reviews
Action 2020 - ongoing	Monitor the use of the service and referral feedback from provider and Locality Managers	ASC Commissioning	Ongoing	Identify and gaps in service provision and possible changes required.

Update to EqIA	
Date	Detail
Use this section for updates following the commencement of your proposal.	

Contact us

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Inside Walsall: [http://int.walsall.gov.uk/Service information/Equality and diversity](http://int.walsall.gov.uk/Service_information/Equality_and_diversity)