

CHESHIRE EAST COUNCIL – EQUALITY IMPACT ASSESSMENT FORM TEMPLATE

EQUALITY IMPACT ASSESSMENT

TITLE: The Brocklehurst Centre – Future Options

VERSION CONTROL

Date	Version	Author	Description of Changes
13/10/21	1	M Hughes	
2/02/22	2	M Hughes	Refresh prior to embarking on Consultation
11/05/22	3	M Hughes	Refreshed following Consultation

OFFICIAL

CESHIRE EAST COUNCIL –EQUALITY IMPACT ASSESSMENT

Stage 1 Description: Fact finding (about your policy / service / service users)

Department	Integrated Commissioning Team		Lead officer responsible for assessment		Peter Kelleher	
Service	People Services		Other members of team undertaking assessment			
Date			Version 3			
Type of document (mark as appropriate)	Strategy	Plan	Function	Policy	Procedure	Service
						X
Is this a new/ existing/ revision of an existing document (please mark as appropriate)	New		Existing X		Revision X	

<p>Title and subject of the impact assessment (include a brief description of the aims, outcomes, operational issues as appropriate and how it fits in with the wider aims of the organisation)</p> <p>Please attach a copy of the strategy/ plan/ function/ policy/ procedure/ service</p>	<p>This EIA is focused on a consultation around the future of The Brocklehurst Centre</p> <p>The Brocklehurst Centre provides a day service for adults living with dementia in Macclesfield and the surrounding area.</p> <p>COVID 19 has severely impacted on the ability of day opportunities services to operate at full capacity and some services (including The Brocklehurst Centre) have remained closed, where the buildings have been unable to facilitate safe social distancing for the individuals who attend.</p> <p>Considering the current closure, several potential options for consultation around The Brocklehurst Centre have been proposed. The Council needs to consider what is the best way in the future to provide support to those who access day opportunities at The Brocklehurst Centre.</p> <p>This proposal aligns with the future strategic vision for day opportunities in Cheshire East and the priorities within the Cheshire East Corporate Plan 2021-2025 by improving services closer to home for those with dementia and making the best use of community assets through communication and engagement with local people.</p> <p>Consultation</p> <p>A consultation with stakeholders on several potential options for the future of The Brocklehurst Centre and dementia day services in Macclesfield has been undertaken between February-May 2020</p>
<p>Who are the main stakeholders, and have they been engaged with? (e.g. general public, employees, Councillors, partners, specific audiences, residents)</p>	<ul style="list-style-type: none"> - Ward Members (Macclesfield) - People who currently access The Brocklehurst Centre - Carers/family members of those who access The Brocklehurst Centre - Care4CE Staff working at The Brocklehurst Centre - Residents in the local area (Macclesfield) who may have a view or opinion on any future use if the site or potentially attend The Brocklehurst Centre in the future
<p>Consultation/ involvement carried out</p>	<p>The consultation will be undertaken between February-May 2022</p>

What consultation method(s) did you use?	A variety of consultation and engagement methods has been undertaken including: <ul style="list-style-type: none">- Briefing to Local Ward Members- Face to Face Meetings- Virtual Meetings/Telephone- Staff Consultations/Meetings with Unions- Wider Survey online via CEC Website on Dementia Day Services in Macclesfield
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Stage 2 Initial Screening

<p>Who is affected and what evidence have you considered to arrive at this analysis? (This may or may not include the stakeholders listed above)</p>	<ul style="list-style-type: none"> - People who currently access The Brocklehurst Centre - Carers/family members of those who access The Brocklehurst Centre - Care4CE Staff working at The Brocklehurst Centre - Residents in the local area (Macclesfield) who may have a view or opinion on any future use if the site or potentially attend The Brocklehurst Centre in the future
<p>Who is intended to benefit and how</p>	<p>People who attend The Brocklehurst Centre and residents in Macclesfield who could potentially access day services in the future</p>
<p>Could there be a different impact or outcome for some groups?</p>	<p>That will be the subject of this EIA. It is possible that there may be some indirect negative impacts for the proposal for certain groups.</p>
<p>Does it include making decisions based on individual characteristics, needs or circumstances?</p>	<p>Yes</p>
<p>Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)</p>	<p>It will favour people with dementia (mainly older people and their carers/relatives), but this is not expected to give rise to any community tension.</p> <p>Further work has been undertaken to consult with the wider population living in Macclesfield who may be affected by the potential service changes in the future.</p>
<p>Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have</p>	<p>There is currently a wider review and redesign of day opportunities including services, including those that support those living in the community with dementia in Macclesfield and across Cheshire East. In that sense the proposal is a specific targeted action to address protected characteristics of age and disability.</p>

enough evidence to prove otherwise)?		In Cheshire East there is a significant group of Older Adults (65+) with a life limiting illness, which is also growing and is predicted to rise 25.8% by 2030, so we need to ensure that we have enough day opportunities provision that can meet need now and in the future.					
Is there an actual or potential negative impact on these specific characteristics? (Please tick)							
Age	X		Marriage & civil partnership	X		Religion & belief	
Disability	X		Pregnancy & maternity			Sex	
Gender reassignment			Race			Sexual orientation	
Carers	X		Socio-economic status	X			

Stage 3 Evidence

What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts		Level of Risk (High, Medium or Low)
Age	The key characteristics of the people who use day opportunities at The Brocklehurst Centre will be older people with dementia. As such, the proposals could have a potential negative impact of this protected group. These include level of disability, accessibility of alternative services and the ability to cope with a change in location of the service that is being accessed. If the recommendation to close the Brocklehurst Centre and relocate the service, the Mayfield Centre was agreed, then in terms of building accessibility and facilities there would be no impact. The facilities at the Mayfield Centre would be an improvement on those at the Brocklehurst Centre. The only potential impact may be the ability of the user to cope with the initial change in location, but this would be minimal due to the distance between the two centres (less than 1 mile) and the fact the Brocklehurst Centre has been closed since March 2020 and users have been accessing other support and services during this period.	Low
Marriage & civil partnership	There is no evidence to suggest an impact on this protected characteristic from the findings of the consultation.	N/A
Religion	There is no evidence to suggest an impact on this protected characteristic from the findings of the consultation.	N/A
Disability	The proposals could have a number of potentially negative impacts on people with disabilities and long-term conditions (and their carers). The extent of these impacts will depend on such things as accessibility and availability of alternative services that can be accessed locally, ability to cope with a change in location of the service that is being accessed, should their current service be one that no longer operates in the future. If the recommendation to close the Brocklehurst Centre and relocate the service, the Mayfield Centre was agreed, then in terms of building accessibility and facilities there would be no impact. The facilities at the Mayfield	Low

	Centre would be an improvement on those at the Brocklehurst Centre. The only potential impact may be the ability of the user to cope with the initial change in location, but this would be minimal due to the fact the Brocklehurst Centre has been closed since March 2020 and users have been accessing other support and services during this period.	
Pregnancy & maternity	There is no evidence to suggest an impact on this protected characteristic. There will be the opportunity to feedback any impacts relating to this during the consultation process.	N/A
Sex	There is no evidence to suggest an impact on this protected characteristic from the findings of the consultation.	N/A
Gender Reassignment	There is no evidence to suggest an impact on this protected characteristic from the findings of the consultation.	N/A
Race	There is no evidence to suggest an impact on this protected characteristic from the findings of the consultation.	N/A
Sexual Orientation	There is no evidence to suggest an impact on this protected characteristic from the findings of the consultation.	N/A
Carers	The key characteristics of the people who use day opportunities at The Brocklehurst Centre will be older people with dementia. As such, the proposals could have a potential negative impact on carers of this protected group. These include level of disability, accessibility of alternative services and the ability of the user to cope with a change in location of the service that is being accessed. These aspects will need to be mitigated in alternative options considered for individuals. If the recommendation to close the Brocklehurst Centre and relocate the service, the Mayfield Centre was agreed, then in terms of building accessibility and facilities there would be no impact. The facilities at the Mayfield Centre would be an improvement on those at the Brocklehurst Centre. The only potential impact may be the ability of the user to cope with the initial change in location, but this would be minimal due to the fact the Brocklehurst Centre has been closed since March 2020 and users have been accessing other support and services during this period.	Low

Socio Economic Status	Any changes in terms of accessibility of alternative services could mean more expensive travel costs and potential increases in the cost of services should people seek to take a direct payment. These aspects will need to be mitigated in alternative options considered for individuals. If the recommendation to close the Brocklehurst Centre and relocate the service, the Mayfield Centre was agreed, there would be no impact as both services are in close proximity (1 mile) and close to nearby bus routes.	Medium
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Stage 4 Mitigation

Protected characteristics	Mitigating action	How will this be monitored?	Officer responsible	Target date
Age	Consultation with people who use the Brocklehurst Centre and to discuss their future wishes, aspirations, and various options. This was made available as face-to-face meetings and virtual/telephone conversation.	Feedback provided to the Head of Care4CE, Commissioning Manager	Head of Care4CE Senior Commissioning Manager	Feb- May 2022
Marriage & civil partnership	Consultation with carers who may have a relative who attends the Brocklehurst Centre to discuss their future wishes, aspirations, and various options. This was made available as face-to-face meetings and virtual/telephone conversation.	Feedback provided to the Head of Care4CE, Commissioning Manager	Head of Care4CE Senior Commissioning Manager	Feb- May 2022
Religion	There is no clear evidence that this protected characteristic group could be disproportionately affected	N/A		
Disability	Ensure adequate access to any change in services and information for disabled people is a potential adverse effect. Access to information available in various formats (online and paper copies)	Development of the service with consultation with relevant groups.	Head of Care4CE, Senior Commissioning Manager	Feb- May 2022

Pregnancy & maternity	There is no clear evidence that this protected characteristic group could be disproportionately affected	N/A		
Sex	There is no clear evidence that this protected characteristic group could be disproportionately affected	N/A		
Gender Reassignment	There is no clear evidence that this protected characteristic group could be disproportionately affected	N/A		
Race	There is no clear evidence that this protected characteristic group could be disproportionately affected	N/A		
Sexual Orientation	There is no clear evidence that this protected characteristic group could be disproportionately affected	N/A		
Carers	Consultation with carers who support people who use the Brocklehurst Centre and to discuss their future wishes, aspirations, and various options. This was made available as face-to-face meetings and virtual/telephone conversation.	Feedback provided to the Head of Care4CE, Commissioning Manager	Head of Care4CE Senior Commissioning Manager	Feb- May 2022
Socio Economic	Ensure where possible that people who would currently access the Brocklehurst Centre are not economically disadvantaged by any service changes (increased travel costs, food costs etc). Due to the close proximity (1 mile) of the Brocklehurst Centre to the Mayfield Centre this would have no impact. Both centres are close to local bus routes.	Feedback provided to the Head of Care4CE, Commissioning Manager	Head of Care4CE Senior Commissioning Manager	Feb- May 2022

5. Review and Conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed

The consultation on the Brocklehurst Centre has considered a range of options for the future of the service in terms of its current and potential future location. It has also considered the potential use of the site should the service no longer continue and the opportunities that this presents. There is potential for an enhanced service for those who access the Brocklehurst Centre at the Mayfield Centre, but as with all changes to services there does need to be consideration in place for those people who either may struggle or don't want to change the services they access or those who may wish to access a wider range of options.

As part of the feedback from the consultation with current users and carers, invitations to face-to-face meetings were issued as well as virtual and telephone consultations. There were no negative responses were received to the proposal for using Mayfield.

A wider survey on Dementia Day Opportunities in Macclesfield was circulated via the CEC Website. The survey was promoted on the council's website and through partner organisations. It was held on-line with paper copies also available on request. In total, 19 survey responses were received.

Key feedback from the survey questions indicated that:

- When developing day opportunities for people with dementia, social interaction including making friends and engaging with other people' was considered the most important factor along with focusing on individual strengths and goals.
- In terms of what people currently like about services staffing and being safe featured highly, with the main dislikes being lack of service available to them which were in suitable buildings (including lack of availability on certain days).
- When choosing a dementia day opportunities service, having friendly and helpful staff who treat people with respect was the most important consideration, along with a service that provides respite for carers.
- In terms of the service environment and location having a service that is local and accessible was the most important aspect. Access to specialist equipment and safe secure spaces inside and outside were also considered high on respondent's preferences.

Considering the feedback from the people using the Brocklehurst Centre and that from the wider survey on dementia day opportunities in Macclesfield, the recommended option would be to close the Brocklehurst Centre and relocate the service to the Mayfield Centre. This would

provide an opportunity for an enhancement of dementia day opportunities in a building that would offer suitable facilities in an environment that was safe and secure, with highly trained staff. Any future surge in COVID 19 would see the Brocklehurst Centre not being able to be used due to the layout of the building and narrow corridors making it difficult to safely facilitate social distancing. The other priority highlighted in the survey findings of ensuring that a service remains local and accessible to people means the service would be maintained in Macclesfield by relocating to the nearby Mayfield Centre.

Operational teams will be heavily involved in supporting and reviewing these people should needs change and Commissioners will also ensure that there will be no gap in service for any people affected and that services are designed around the needs of the individuals.

Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
As outlined in Section 4	Consultation and engagement feedback	Head of Care4CE Senior Commissioning Manager	May 2022
Please provide details and link to full action plan for actions			
When will this assessment be reviewed?	1/5/23		
Are there any additional assessments that need to be undertaken in relation to this assessment?	No		

Lead officer sign off	Mark Hughes	Date 11/05/22	<i>mHughes</i>
Head of service sign off	Pete Kelleher	Date 11/05/22	<i>Pete Kelleher</i>

Please return to EDI Officer for publication once signed