

## EQIA Submission Draft Working Template

If required, this template is for use prior to completing your EQIA Submission in the EQIA App.

You can use it to understand what information is needed beforehand to complete an EQIA submission online, and also as a way to collaborate with others who may be involved with the EQIA.

Note: You can upload this into the App when complete if it contains more detailed information than the App asks for and you wish to retain this detail.

### Section A

<b>1. Name of Activity (EQIA Title):</b>	Future of Blackburn Lodge
<b>2. Directorate</b>	Adult Social Care and Health
<b>3. Responsible Service/Division</b>	Adult Social Care and Health

### Accountability and Responsibility

<b>4. Officer completing EQIA</b> Note: This should be the name of the officer who will be submitting the EQIA onto the App.	Sarah Simpson, Senior Project Officer
<b>5. Head of Service</b> Note: This should be the Head of Service who will be approving your submitted EQIA.	Richard Smith, Corporate Director Adult Social Care and Health
<b>6. Director of Service</b> Note: This should be the name of your responsible director.	Sydney Hill, Interim Director Adult Social Care and Health

### The type of Activity you are undertaking

#### 7. What type of activity are you undertaking?

Tick if yes	Activity Type
<input checked="" type="checkbox"/>	<b>Service Change</b> – operational changes in the way we deliver the service to people.
<input type="checkbox"/>	<b>Service Redesign</b> – restructure, new operating model, or changes to ways of working
<input type="checkbox"/>	<b>Project/Programme</b> – includes limited delivery of change activity, including partnership projects, external funding projects and capital projects.
<input type="checkbox"/>	<b>Commissioning/Procurement</b> – means commissioning activity which requires commercial judgement.
<input type="checkbox"/>	<b>Strategy /Policy</b> – includes review, refresh or creating a new document
<input type="checkbox"/>	<b>Other</b> – Please add details of any other activity type here.

**8. Aims and Objectives and Equality Recommendations** – Note: You will be asked to give a brief description of the aims and objectives of your activity in this section of the App, along with the Equality recommendations. You may use this section to also add any context you feel may be required.


Blackburn Lodge is a 34-bed unit, Council owned, Residential Care Home and Older Person's Day Care Centre in Sheerness on the Isle of Sheppey. On 10 November 2023 thirteen residents were moved to alternative, residential accommodation following a safety inspection that deemed Blackburn Lodge unsafe for habitation. The Older People's Day Care Services based at Blackburn Lodge was also suspended, and alternative arrangements considered for attendees.

A Public Consultation on the future of Blackburn Lodge is due to commence February 2024. This equalities impact

assessment considers a) any adverse impact that the proposal may have on those with protected characteristics, and b) access to the Consultation (with no potential respondents being put at a disadvantage)

## Section B – Evidence

*Note: For questions 9, 10 & 11 at least one of these must be a 'Yes'. You can continue working on the EQIA in the App, but you will not be able to submit it for approval without this information.*

<b>9. Do you have data related to the protected groups of the people impacted by this activity?</b> <i>Answer: Yes/No</i>	Yes
<b>10. Is it possible to get the data in a timely and cost effective way?</b> <i>Answer: Yes/No</i>	Yes
<b>11. Is there national evidence/data that you can use?</b> <i>Answer: Yes/No</i>	Yes
<b>12. Have you consulted with Stakeholders?</b> <i>Answer: Yes/No</i> <i>Stakeholders are those who have a stake or interest in your project which could be residents, service users, staff, members, statutory and other organisations, VCSE partners etc.</i>	Yes
<b>13. Who have you involved, consulted, and engaged with?</b> <i>Please give details in the box provided. This may be details of those you have already involved, consulted, and engaged with or who you intend to do so with in the future. If the answer to question 12 is 'No', please explain why.</i>	
<p>At time of completing this EqIA, Kent County Council (KCC) have taken advice and guidance from various experts and key stakeholders within Adult Social Care and Health. During the course of the public consultation, people who draw on care and support and their families, members of the public and residents on the Isle of Sheppey, local businesses and organisations etc. will be invited to give their views and feedback.</p> <p>KCC will launch a Public Consultation in February 2024. A consultation document, along with a questionnaire and this EqIA will be available to the public via the Council's website (Kent.gov.uk) inviting responses and feedback. Alternative formats will be provided where requested and a dedicated email and telephone line with voicemail has been set up to allow people to choose these methods to respond. The Council will also send letters to former residents and people drawing on day care services and their families, as well as other key stakeholders and provide copies of the consultation document to invite feedback via the various methods available to them, as mentioned above.</p>	
<b>14. Has there been a previous equality analysis (EQIA) in the last 3 years?</b> <i>Answer: Yes/No</i>	No
<b>15. Do you have evidence/data that can help you understand the potential impact of your activity?</b> <i>Answer: Yes/No</i>	Yes – information extracted from adult social services records system, Mosaic.
<b>Uploading Evidence/Data/related information into the App</b> <i>Note: At this point, you will be asked to upload the evidence/ data and related information that you feel should sit alongside the EQIA that can help understand the potential impact of your activity. Please ensure that you have this information to upload as the Equality analysis cannot be sent for approval without this.</i>	Data extracted from Mosaic February 2024.   Blackburn%20Lodge_ EqIA%20data_240205

## Section C – Impact

### 16. Who may be impacted by the activity? *Select all that apply.*

Service users/clients <i>Answer: Yes/No</i>	Yes	Residents/Communities/Citizens <i>Answer: Yes/No</i>	Yes
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Staff/Volunteers <i>Answer: Yes/No</i>	Yes – separate activity		
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17. Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing? <i>Answer: Yes/No</i>	Yes
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### 18. Please give details of Positive Impacts

Blackburn Lodge is an old building and the facilities dated. The regulator, The Care Quality Commission (CQC), has said that Blackburn Lodge would not meet the current standards for registration as a care home if it were to be built today. Blackburn Lodge has no en-suite bathrooms, and the general layout makes access poor, and this limits who can stay there.

KCC are actively exploring local, future care needs on the Isle of Sheppey and propose to work with local people and businesses to create this plan. For example, Age UK are working closely with KCC and hosted an open event in January 2024 for those living with Dementia. This provided a platform for carers and professionals to explore thinking on how their current offer can be reshaped to include additional provision to suit offers to those who may need it. KCC continue to work with partners 'Community Catalysts' who have scheduled several drop-in surgeries in venues in Minster and Sheerness in mid-February to attract and encourage those people who may be interested in becoming a Community Micro-Enterprise in the area. This work is on-going, regardless of whether Blackburn Lodge re-opens.

## Negative Impacts and Mitigating Actions

The questions in this section help to think through positive and negative impacts for people affected by your activity. Please use the Evidence you have referred to in Section B and explain the data as part of your answer.

### 19. Negative Impacts and Mitigating actions for Age

a) Are there negative impacts for age? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	Yes
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b) Details of Negative Impacts for Age	<p>Previous consultations on the proposed closure of care homes have received responses that home closures unfairly impacted older people.</p> <p>Some studies have suggested that moving people we support from one residential home to another can be a disruptive and stressful time, which could in turn have a negative impact on a person's wellbeing. If Blackburn Lodge reopens the Council is committed to working with the people it supports and their families to decide what options suit their individual needs.</p> <p>Due to a Health and Safety emergency the residents of Blackburn Lodge Care Home, ranging in age between 69 and 98, have been relocated to alternative care homes. If the decision is taken to complete refurbishment works and reopen Blackburn Lodge, then residents could potentially be offered the opportunity to return to Blackburn Lodge; dependent on the assessed level of care that they need at that time.</p> <p>Alternative Day Care or similar services (to Blackburn Lodge Day Care) may mean further travelling distances.</p>
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	<p>KCC are actively exploring local, future care needs on the Isle of Sheppey for both Day Care and Residential and propose to work with local people and businesses create this plan.</p>
<p><b>c) Mitigating Actions for age</b></p>	<p>The Council will work with residents and their families to fully understand their individual circumstances and long term residential care options.</p> <p>The Council’s Commissioning Team are working with local organisations in Sheppey to address local need and develop alternative local service provision.</p> <p>Access to the Consultation: The public consultation documents are available in alternative formats and a dedicated email and telephone line with voicemail has been set up to allow for alternative methods for responses and feedback to be provided to the Council.</p>
<p><b>d) Responsible Officer for Mitigating Actions – Age</b></p>	<p><b>Sydney Hill</b> – Interim Director Adult Social Care and Health</p>
<p><b>20. Negative Impacts and Mitigating actions for Disability</b></p>	
<p><b>a) Are there negative impacts for Disability?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i></p>	<p>Yes</p>
<p><b>b) Details of Negative Impacts for Disability</b></p>	<p>Day Care attendees may be offered alternative services that are further away than Blackburn Lodge. Transport and travelling may put those with a disability at a disadvantage.</p> <p>Families visiting former residents at their alternative home may be disadvantaged if they are travelling further afield.</p> <p>Access to the consultation: People with disabilities, especially sensory and cognitive disabilities may have difficulties accessing the consultation documentation.</p>
<p><b>c) Mitigating Actions for Disability</b></p>	<p>KCC will work with local organisations in Sheppey to address local need and develop alternative local Day Care provision.</p> <p>Appropriate support and transport will be considered for those who need it to access Day Care provision; KCC are working with local businesses to review transportation options.</p> <p>Future care reviews will need to continue to be mindful of the needs of this protected group.</p>

	<p>Access to the Consultation: The public consultation documents are available in alternative formats and a dedicated email and telephone line with voicemail has been set up to allow for alternative methods for responses and feedback to be provided to the Council.</p>
<b>d) Responsible Officer for Mitigating Actions – Disability</b>	<b>Sydney Hill</b> – Interim Director Adult Social Care and Health
<b>21. Negative Impacts and Mitigating actions for Sex</b>	
<b>a) Are there negative impacts for Sex?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
<b>b) Details of Negative Impacts for Sex</b>	N/A
<b>c) Mitigating Actions for Sex</b>	In line with Age and Disability above, any options for future provision in the event of permanently closing Blackburn Lodge will take into account views and wishes.
<b>d) Responsible Officer for Mitigating Actions – Sex</b>	<b>Sydney Hill</b> – Interim Director Adult Social Care and Health
<b>22. Negative Impacts and Mitigating actions for Gender identity/transgender</b>	
<b>a) Are there negative impacts for Gender identity/transgender?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	This is currently unknown; no data on gender identity/transgender is collected at present.
<b>b) Details of Negative Impacts for Gender identity/transgender</b>	N/A
<b>c) Mitigating actions for Gender identity/transgender</b>	If it is identified as part of future care reviews that this protected group may be affected by the proposals, the Council will ensure that any actions are taken in compliance with the February 2019 Adult Social Care and Health and Children and Young People Education policy ‘Supporting transgender users of our services’. This policy is designed to help staff in Adult and Children Social Care to offer the best service they can to trans users of Social Care services.
<b>d) Responsible Officer for Mitigating Actions – Gender identity/transgender</b>	<b>Sydney Hill</b> – Interim Director Adult Social Care and Health
<b>23. Negative Impacts and Mitigating actions for Race</b>	
<b>a) Are there negative impacts for Race?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
<b>b) Details of Negative Impacts for Race</b>	N/A
<b>c) Mitigating Actions for Race</b>	<p>100% of the former residents of Blackburn Lodge are White British.</p> <p>Future care reviews will need to continue to be mindful of the needs of people from all ethnicities.</p>
<b>d) Responsible Officer for Mitigating Actions – Race</b>	<b>Sydney Hill</b> – Interim Director Adult Social Care and Health
<b>24. Negative Impacts and Mitigating actions for Religion and belief</b>	
<b>a) Are there negative impacts for Religion and Belief?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	Yes.

<b>b) Details of Negative Impacts for Religion and belief</b>	Moving from one care home to another could negatively impact a person visiting their local, usual place of worship.
<b>c) Mitigating Actions for Religion and belief</b>	The Council will work with residents and their families to fully understand their individual circumstances and support these as best they are able.  Future care reviews will need to continue to be mindful of the needs of this protected group.
<b>d) Responsible Officer for Mitigating Actions – Religion and belief</b>	<b>Sydney Hill</b> – Interim Director Adult Social Care and Health
<b>25. Negative Impacts and Mitigating actions for Sexual Orientation</b>	
<b>a) Are there negative impacts for sexual orientation.</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
<b>b) Details of Negative Impacts for Sexual Orientation</b>	N/A
<b>c) Mitigating Actions for Sexual Orientation</b>	If it is identified that this protected group may be affected by the proposals, the council will ensure the key points from the LGBT Action Plan 2018: Improving the lives of Lesbian, Gay, Bisexual and Transgender people which was published in July 2018 will be considered.
<b>d) Responsible Officer for Mitigating Actions – Sexual Orientation</b>	<b>Sydney Hill</b> – Interim Director Adult Social Care and Health
<b>26. Negative Impacts and Mitigating actions for Pregnancy and Maternity</b>	
<b>a) Are there negative impacts for Pregnancy and Maternity?</b> <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	Yes
<b>b) Details of Negative Impacts for Pregnancy and Maternity</b>	There is a potential negative impact on people who are pregnant and visited family and friends regularly at Blackburn Lodge, and now it may be more difficult if they continue to live further away.  Pregnant people providing transport to people we support may be disadvantaged if they are travelling further afield to visit family members.  The impact on this protected group will be further understood through the consultation. We will consider the views and wishes of residents who are married or in civil partnerships and continue to be mindful of the needs of this protected group.
<b>c) Mitigating Actions for Pregnancy and Maternity</b>	The Council will work with residents and their families to fully understand their individual circumstances
<b>d) Responsible Officer for Mitigating Actions – Pregnancy and Maternity</b>	<b>Sydney Hill</b> – Interim Director Adult Social Care and Health
<b>27. Negative Impacts and Mitigating actions for marriage and civil partnerships</b>	
<b>a) Are there negative impacts for Marriage and Civil Partnerships?</b> <i>Answer: Yes/No (If yes, please also</i>	Yes

<i>complete sections b, c, and d).</i>	
<b>b) Details of Negative Impacts for Marriage and Civil Partnerships</b>	There is a potential negative impact on people whose partners may not have lived with them at Blackburn Lodge but visited regularly, and now it may be more difficult if they continue to live further away. The impact on this protected group will be further understood through the consultation. We will consider the views and wishes of residents who are married or in civil partnerships and continue to be mindful of the needs of this protected group.
<b>c) Mitigating Actions for Marriage and Civil Partnerships</b>	The Council will work with residents and their families to fully understand their individual circumstances and long term residential care options.  Any future care reviews will consider the views and wishes of residents who are married or in civil partnerships and continue to be mindful of the needs of this protected group.
<b>d) Responsible Officer for Mitigating Actions - Marriage and Civil Partnerships</b>	<b>Sydney Hill</b> - Interim Director Adult Social Care and Health
<b>28. Negative Impacts and Mitigating actions for Carer's responsibilities</b>	
<b>a) Are there negative impacts for Carer's responsibilities? Answer: Yes/No (If yes, please also complete sections b, c, and d).</b>	Yes
<b>b) Details of Negative Impacts for Carer's Responsibilities</b>	Day Care may act as respite for unpaid carers of attendees and these people may be affected if day care ceases or changes.  Carers of people we support may be disadvantaged if the person they care for is no longer able to attend day care or suitable alternative.  In addition, relatives of residents may be affected because their loved ones have moved further away.
<b>c) Mitigating Actions for Carer's responsibilities</b>	The Council will work with residents and their families to fully understand their individual circumstances and long term residential care options.  Any future care reviews will consider the carers and the residents views and wishes and continue to be mindful of the needs of this protected group.
<b>d) Responsible Officer for Mitigating Actions - Carer's Responsibilities</b>	<b>Sydney Hill</b> - Interim Director Adult Social Care and Health