

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #491

1.0 Screening Information

Project Name

Howbury House Fire Remedial Works

Name of Project Sponsor

Hannah Perrot

Name of Project Manager

Pauline Harris

Name of Project Lead

Mel Carter

Please give a brief description of the project

Howbury House is a Council owned and run care home, it failed its fire inspection and this project will secure the builder to complete the works. Corporate Landlord Board have endorsed the approach which has been approved by SLT, based on the full business case and options appraisal put forwards. Next steps is for the CMR, under his delegated responsibilities, to approve the release of funding of c. £0.8m to progress with the procurement of the identified contractor.

Data Protection screening result

Does not need a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Does not need a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.
Please see attached

Upload Business Case or Support documents

[Capital Board - Howbury House Care Home Final.docx](#)

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.
Building works at Howbury House

Project Outcomes

Briefly summarise what the project will achieve.
Ensure that the building is compliant with fire regulations

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

No

1.2 Responsibility

Directorate/Organisation

People

Service Area

Communities

1.3 Specifics

Project Reference (if known)

N/A

Intended Project Close Date *

December 2023

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Details of contributors to this assessment:

Name	Pauline Harris
Job title	Head of Programmes
Email address	pharris4@worcestershire.gov.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User

Carers

Visitors

Staff

3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

Full business case has supported the investment and the decision has been approved based on the cost -v- benefit analysis.

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

Corporate Landlord Board and Capital Board have been engaged and have endorsed the project. The Leader has formally delegated powers to the CMR to approve release of the funding for the building works which will a formally recorded decision and this process has been supported by Sheena Jones. Staff and Residents have been engaged and made aware of the work that is due to commence in June 2023 and Residents' families have also been written to to let them know of the upcoming building works.

3.3 Summary of relevant findings

Please summarise your relevant findings. *

No formal consultation so no findings - staff, residents and their families will continue to be engaged through the work and to date have not raised any concerns.

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential positive impact selected. Potential negative impact selected.

Explanation of your reasoning:

Residents will remain safe living in a home that is fire regulation compliant however there will be some disruption as they will be temporarily required to move rooms, as the phased approach (wing by wing) to the work rolls out.

Disability

Potential positive impact selected. Potential negative impact selected.

Explanation of your reasoning:

Residents will remain safe living in a home that is fire regulation compliant however there will be some disruption as they will be temporarily required to move rooms, as the phased approach (wing by wing) to the work rolls out.

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

All residents, regardless of their gender or reassigned gender will be equally protected and cared for during this work, care given will remain equal for all residents. Therefore neither a positive or negative impact will be considered due to this characteristic.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

All residents, regardless of their marital or civil partnership status will be equally protected and cared for during this work, care given will remain equal for all residents. Therefore neither a positive or negative impact will be considered due to this characteristic.

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

All residents, regardless of their marital or civil partnership status will be equally protected and cared for during this work, care given will remain equal for all residents. Therefore neither a positive or negative impact will be considered due to this characteristic. It

should also be noted that all residents are aged over 80 years of age. And the same processes and due regard will be place for any pregnant staff or those on maternity leave during this project.

Race including travelling communities

Potential neutral impact selected.

Explanation of your reasoning:

All residents, regardless of their race or ethnicity will be equally protected and cared for during this work, care given will remain equal for all residents. Therefore neither a positive or negative impact will be considered due to this characteristic.

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

All residents, regardless of their religion or belief will be equally protected and cared for during this work, care given will remain equal for all residents. Therefore neither a positive or negative impact will be considered due to this characteristic. Any access to prayer or quiet room facilities will not be impacted.

Sex

Potential neutral impact selected.

Explanation of your reasoning:

All residents, regardless of their sex will be equally protected and cared for during this work, care given will remain equal for all residents. Therefore neither a positive or negative impact will be considered due to this characteristic.

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

All residents, regardless of their sexual orientation will be equally protected and cared for during this work, care given will remain equal for all residents. Therefore neither a positive or negative impact will be considered due to this characteristic.

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential neutral impact selected.

Explanation of your reasoning:

N/A

Health inequalities

Potential neutral impact selected.

Explanation of your reasoning:

N/A

Social and economic

Potential neutral impact selected.

Explanation of your reasoning:

N/A

Physical health

Potential neutral impact selected.

Explanation of your reasoning:

N/A

Mental health and wellbeing

Potential neutral impact selected.

Explanation of your reasoning:

N/A

Access to services

Potential neutral impact selected.

Explanation of your reasoning:

N/A

6 Actions to mitigate potential negative impacts

Risk identified

There is a risk that residents may be disrupted during the building works

Actions required to reduce/eliminate negative impact

The service has retained capacity so that residents can be moved, wing by wing to accommodate a phased approach to building works

Who will lead this action

Registered Manager And Project Manager

Timeframe

approximately 6 months

How will you monitor these actions?

Professional project management being assigned to oversee the works. Phased approach agreed with builders, all work will be overseen and managed in line with building regs etc.

7 When will you review this equality and public health estimate(EPHIA)?

Before building works commence and each month during the build

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8 Application Details

Last Updated Date Time

06/04/2023 10:25:27

Screening Submitted Date Time

23/03/2023 12:52:55

Last Reopened Date Time

04/04/2023 15:34:38

Full Impact Submitted Date Time

06/04/2023 10:25:27

Approved/Rejected Date Time

No Date Recorded

Current User Dashboard Request Status

Submitted

9.0 People with access to the original screening

[Pauline Harris \(PHarris4@worcestershire.gov.uk\)](mailto:PHarris4@worcestershire.gov.uk)

9.1 People with access to this equality and public health assessment

[Pauline Harris \(PHarris4@worcestershire.gov.uk\)](mailto:PHarris4@worcestershire.gov.uk)

10

Direct Questions

Question:

Hello, unfortunately your answers within the protected characteristics categories, do not show or evidence HOW we have had 'due regard' (this is the reason we do an EIA) to understanding the impacts (whether positive, neutral or negative) on people who have or share any, or multiple characteristics. Please revisit the content and explain how we are showing consideration of each group, before this can be signed off.

If there is no impact, or a neutral potential impact we should explain this, as all elements can be potentially impacted and therefore applicable. You can contact me for clarification or suggestions on how this could be worded correctly :)

If you would like further support around EIA content, please email equality@worcestershire.gov.uk or speak with your line manager for further clarification and support.

Asked by Maddy Cameron (MCameron@worcestershire.gov.uk) at 03/04/2023 14:13:45

Pauline Harris (PHarris4@worcestershire.gov.uk) has been asked this question.

Currently Unanswered

[Add Response](#)