

## Equality and Public Health Full Impact Assessment

### Impact Assessment Id: #907

#### 1.0 Screening Information

**Project Name**

FUTURE DELIVERY LOCATION FOR WORCESTERSHIRE COUNTY COUNCIL'S RESIDENTIAL REPLACEMENT CARE PROVISION

**Name of Project Sponsor**

Hannah Perrott

**Name of Project Manager**

Katie Stallard

**Name of Project Lead**

Mel Carter

**Please give a brief description of the project**

A report was taken through County Council's Cabinet on the 16 January 2025 (and Adult Care and Wellbeing Overview and Scrutiny Panel on the 20 January 2025) to seek approval to commence a consultation on proposed changes to the locations of the Council's internally provided Replacement Care provision. The Cabinet Report detailed the current cost and occupancy levels at both Worth Crescent and Pershore Short Breaks and gave an indication to the known property issues and likely capital spend.

The recommendation, which was agreed by Cabinet on the 16 January 2025, was to consult on four options for future service delivery to ascertain the views of existing and potential service users and their carers. The four options were: -

Option 1: Stay in the current locations (Worth Crescent and Pershore)

Option 2: Consolidate both current locations into an existing, but vacant (other than a short-term lease in place with Myriad), building in Worcester

Option 3: Consolidate Worth Crescent into Pershore and renovate Pershore to increase available beds

Option 4: Externalise the provision

The decision is going to Cabinet on the 16th July where our preference based on the options is option 2

**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**

Will require 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. A report was taken through County Council's Cabinet on the 16 January 2025 (and Adult Care and Wellbeing Overview and Scrutiny Panel on the 20 January 2025) to seek approval to commence a consultation on proposed changes to the locations of the Council's internally provided Replacement Care provision. The Cabinet Report detailed the current cost and occupancy levels at both Worth Crescent and Pershore Short Breaks and gave an indication to the known property issues and likely capital spend.

The recommendation, which was agreed by Cabinet on the 16 January 2025, was to consult on four options for future service delivery to ascertain the views of existing and potential service users and their carers. The four options were: -

Option 1: Stay in the current locations (Worth Crescent and Pershore)

Option 2: Consolidate both current locations into an existing, but vacant (other than a short-term lease in place with Myriad), building in Worcester

Option 3: Consolidate Worth Crescent into Pershore and renovate Pershore to increase available beds

Option 4: Externalise the provision

Our preferred option is Option 2

### Upload Business Case or Support documents

No files uploaded

### Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

Subject to Cabinet approval, the project proposes the consolidation of two existing service locations into a single, central site within Worcestershire. This transition aims to streamline operations and enhance service delivery.

All individuals currently accessing services at the existing sites will be supported through a structured transition to the new replacement care facility. Staff will also be transitioned accordingly, although a small reduction in staffing levels is anticipated as part of the consolidation process.

Transport services will be reviewed and adjusted to align with the new location and the evolving needs of service users. Property Services will oversee the closure of the two current buildings, including the removal of equipment. They will also manage the refurbishment of the new facility to ensure it meets all operational and regulatory requirements.

### Project Outcomes

Briefly summarise what the project will achieve.

The project outcome is all individuals will continue to receive a service from in house provision and the council will be able to close two buildings ensuring operational and regulatory requirements are met alongside some savings made.

### 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?

Yes

## 1.2 Responsibility

### Directorate/Organisation

Adults & Communities

### Service Area

Adult Social Care

## 1.3 Specifics

### Project Reference (if known)

Not Recorded

### Intended Project Close Date \*

June 2026

## 1.4 Project Part of a Strategic Programme

### Is this project part of a strategic programme?

Yes

### An overarching screening has already been carried out for the following areas:

Data Protection

Equality and Public Health

Environmental Sustainability

### What was the conclusion?

Equality and environmental assessments to be completed

### Upload previous impact assessment documents if available

No files uploaded

## 2 Organisations Involved

### Please identify the organisation(s) involved:

Worcestershire County Council

### Details of contributors to this assessment:

Name	Hannah Perrott
Job title	Assistant Director of Communities
Email address	hperrott@worcestershire.gov.uk

Name	Mel Carter
Job title	Head of Provider Services
Email address	mcarter3@worcestershire.gov.uk

## 3.0 Who will be affected by the development and implementation

### Please identify group(s) involved:

Service User

Carers

Staff

## 3.1 Information and evidence reviewed

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

Worcestershire County Council considered Option 4 for its replacement care services, which involves outsourcing all services for adults (18+) with learning disabilities to external providers. This option would only proceed if it proves more cost-effective than Options 1–3 and still meets Care Act requirements.

To assess market interest, the Council issued a questionnaire via its tendering platform for two weeks. Six providers responded, all expressing interest. However:

- \* Only three currently operate residential care homes.
- \* Just one specialises in learning disability support.
- \* None have existing properties in Worcestershire—they would need to acquire and potentially adapt premises.
- \* Most have experience with TUPE transfers from public sector services.

Key concerns include the limited number of specialist providers, the need for property acquisition/adaptation, and uncertain timelines for Care Quality Commission (CQC) registration.

## 3.2 Summary of engagement or consultation undertaken

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

We engaged with Service users and carers who use the service and the wider community.

Alongside the public consultation, further work was carried out to review the feasibility of each of the four options. This work included a market appraisal of the value of properties, clarification of the building costs required for options one - three (including refurbishment and ongoing revenue costs), proposed staffing structures required for options one - three and impact on transport arrangements.

### 3.3 Summary of relevant findings

#### Please summarise your relevant findings. \*

The consultation focused on the rationale for the change, the impact on existing services and service users (including transport arrangements) along with the proposed implementation plans. The consultation commenced on the 27 January 2025 and ran for 12 weeks until the 21 April 2025. A survey was shared to all individuals who use both Worth and Pershore provision, their family carers, and to the wider community (such as those transitioning from Children Services) to ensure everyone had an opportunity to respond to proposals. Worcestershire Association of Carers also promoted the survey to reach a wider audience.

SpeakEasy N.O.W. was contracted to support with creating an easy read version and engage with individuals who use the services to ensure the voice of the customer was heard and any views were captured to inform decision-making on the proposals. A total of 41 responses was received through the online survey. The survey was completed by carers, but the number equates to 40% of total service users at Worth Crescent and Pershore.

The main comments raised focused on how individuals would manage the change in provision and seeking assurance that if a change in location was decided then this change would be managed sensitively. There were also comments raised around concerns relating to loss of excellent and valued staff, who service users have positive relationships with. Transport was also raised as a concern depending on the location. Out of the 41 individuals who responded 20 of them have transport provided by family so this raised concerns around the distance to the new provision. Only one individual advised if the provision was to move to another site that they would no longer attend and wishes to remain at Worth Crescent. Capacity and booking 12 months in advanced were also raised as an issue and individuals felt that it should be more flexible for individuals to use the service and not have to be booked so far in advance.

SpeakEasy N.O.W. visited both Worth Crescent and Pershore short breaks and in total met with 18 individuals. SpeakEasy N.O.W. used pictures to support individuals to respond with views and staff at the centres also helped individuals to fill in responses. They used the opportunity to ask individuals their thoughts on both Worth and Pershore, describing what they like and things they would like to change. This report is attached in the appendix. Some of the key future considerations from the report are:

- Being supported by staff who know them well will be important.
- Being able to maintain friendships will be important. This could possibly include planning when people can stay at the same time as others they get on well with.
- Keeping some of the things from Pershore and Worth Crescent will help somewhere new to feel more familiar.
- For people who currently stay at Pershore, moving to a bigger building with more people might be difficult. They may need the space and opportunity to relax, so they do not feel overwhelmed
- It would be good to make sure people know what anywhere new will be like before they go to stay for the first time. This might include showing photos or a visit to look around
- It would be great if people can be involved in choices about decoration of a new building, equipment and other resources.
- Being involved in planning for any changes and feeling that their suggestions have been listened to will help people adapt to changes.

Two engagement sessions took place at both Worth Crescent and Pershore which gave family carers an opportunity to meet face to face with the Senior Officers leading the consultation and review any concerns about the proposals. The sessions were well attended (20 people in total attended), and carers were given the opportunity to share their thoughts around the four options and ask any questions. Those attending the Worth Crescent session were mainly in favour of a move to Worcester, recognising that the current building at Worth is limited in what it can provide. Family carers of Pershore attendees were more cautious about any move. Comments and questions raised at both sessions reflected the findings of the survey e.g. assurance over transport arrangements, a clear desire to retain the much-valued staff at both venues and assurances around how any changes would be managed.

## 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 neutral impact selected. Potential negative impact selected.

#### Explanation of your reasoning:

Service users - Potential Negative Impact

Older adults and young people may face challenges accessing the new site if transport links are poor or the environment is not age-

friendly.

Mitigation: We will ensure there are accessible transport options, age-appropriate facilities, and clear communication about the move

#### Potential Neutral Impact -

The changes we are looking to make has no impact based on the age profile of the service users; service users will continue to receive a service that are aged 18 and over that have eligible needs for a replacement care service and has the support of a carer who needs a break from their caring role. The level of service will not change even if the venue does change and staff will move to the new service for consistency.

#### Staff

All staff will be consulted with at all 3 sites where there is a risk that a small handful of staff could be made redundant. This could have an impact on workers who are older in order to find alternative roles within the council (Or elsewhere) that meets their needs but also this could create uncertainty, stress and anxiety across all age groups. We would ensure that all staff have relevant training and upskilling workers where needed in their new environments and would support any staff made redundant to find alternative arrangement or provide support with interview coaching and CV writing

For some staff there may be new opportunities of job roles, training and upskilling which would have a positive impact on their working role.

Any changes being made will be communicated to staff via face to face meetings, online meetings, emails and telephone calls. Service users will also be supported through one to one communication, support through carers and visual pictures to help aid understanding and any alternative options that would support clarity of changes.

## Disability

Potential positive impact selected. Potential negative impact selected.

### Explanation of your reasoning:

#### Potential Positive Impact -

Service Users that have a disability that utilise the service who currently require transport due to the distance from their home address to either the Pershore short breaks site or Worth Crescent may now not require transport based on the location of the new site centrally in Worcester. This may help retain their independence with the support of travel training and reduce the use of transport services.

#### Potential Negative Impact

Service Users that have a disability that utilise the service who currently don't transport due to the distance from their home address to either the Pershore short breaks site or Worth Crescent may now require transport based on the location of the new site centrally in Worcester. This may reduce their independence and they may then become reliant upon transport services or family to enable them to use the services.

Individuals with physical, sensory, or cognitive impairments may experience barriers if the new site lacks full accessibility. We would conduct an accessibility audit, ensure compliance with the Equality Act, and involve service users in the planning

Any changes being made will be communicated to staff via face to face meetings, online meetings, emails and telephone calls. Service users will also be supported through one to one communication, support through carers and visual pictures to help aid understanding and any alternative options that would support clarity of changes.

## Gender reassignment

Potential neutral impact selected

### Explanation of your reasoning:

#### Service users and Staff -

Trans individuals may feel unsafe or unwelcome if the new site lacks inclusive facilities or staff training. We would ensure staff are trained in inclusive practices, and promote a welcoming environment. The changes we are looking to make has no impact based on the gender reassignment of the service users; service users will continue to receive a service irrelevant of their gender reassignment as long as they have eligible needs for a replacement care service and has the support of a carer who needs a break from their caring role. The level of service will not change even if the venue does change and staff will move to the new service for consistency. Staff will have the opportunity to visit the new work place to adjust to their new environment before transferring service users and any adjustments for staff will be included.

Any changes being made will be communicated to staff via face to face meetings, online meetings, emails and telephone calls. Service users will also be supported through one to one communication, support through carers and visual pictures to help aid understanding and any alternative options that would support clarity of changes.

## Marriage and civil partnerships

Potential neutral impact selected.

### Explanation of your reasoning:

Service users -

The changes we are looking to make has no impact based on the marriage or civil partnerships of the service users; service users will continue to receive a service irrelevant of their marriage status as long as they have eligible needs for a replacement care service and has the support of a carer who needs a break from their caring role. The level of service will not change even if the venue does change and staff will move to the new service for consistency.

Any changes being made will be communicated to staff via face to face meetings, online meetings, emails and telephone calls. Service users will also be supported through one to one communication, support through carers and visual pictures to help aid understanding and any alternative options that would support clarity of changes.

## Pregnancy and maternity

Potential neutral impact selected.

### Explanation of your reasoning:

Service users and Staff -

Potential Neutral Impact -

The changes we are looking to make has no impact based on any individuals pregnancy or maternity situation; service users will continue to receive a service irrelevant of being pregnant or on maternity as long as they have eligible needs for a replacement care service and has the support of a carer who needs a break from their caring role. The level of service will not change even if the venue does change and staff will move to the new service for consistency. Extra support would be given to any service user and staff member who is pregnant to ensure they are fully supported as needed. We would ensure the site is pram-accessible, with baby-changing facilities and safe waiting areas.

Any changes being made will be communicated to staff via face to face meetings, online meetings, emails and telephone calls. Service users will also be supported through one to one communication, support through carers and visual pictures to help aid understanding and any alternative options that would support clarity of changes.

## Race including travelling communities

Potential neutral impact selected. Potential negative impact selected.

### Explanation of your reasoning:

**Service users -**

**Potential Neutral impact -**

**The changes we are looking to make has no impact based on any individuals race; service users will continue to receive a service irrelevant of their race as long as they have eligible needs for a replacement care service and has the support of a carer who needs a break from their caring role. The level of service will not change even if the venue does change and staff will move to the new service for consistency.**

**Potential Negative impact - Service Users and carers and staff**

**Language barriers or cultural differences may affect understanding of the move or comfort with the new setting for individuals who currently attend the service or staff who work for the service. This could also be the case for any carers who are supporting individuals with the move that they themselves may struggle to understand the changes being made.**

**We would ensure we provide translated materials, culturally competent staff where required, and community engagement as needed.**

**While race is not directly related to language and culture, the connections between race, nationality and heritage means we consider them for this protected characteristic.**

**Any changes being made will be communicated to staff via face to face meetings, online meetings, emails and telephone calls. Service users will also be supported through one to one communication, support through carers and visual pictures to help aid understanding and any alternative options that would support clarity of changes.**

## Religion and belief

Potential neutral impact selected. Potential negative impact selected.

### Explanation of your reasoning:

**Service users -**

The changes we are looking to make has no impact based on any individuals religion or belief; service users will continue to receive a service irrelevant of their religion or belief as long as they have eligible needs for a replacement care service and has the support of a carer who needs a break from their caring role. The level of service will not change even if the venue does change and staff will move to the new service for consistency.

**Potential Negative Impact -**

The new site may not accommodate religious practices (e.g., prayer space, dietary needs). based on the space available. Where possible all dietary requirements will be catered for and staff will ensure engagement with faith groups where needed takes place to ensure inclusive facilities and practices.

Any changes being made will be communicated to staff via face to face meetings, online meetings, emails and telephone calls. Service users will also be supported through one to one communication, support through carers and visual pictures to help aid understanding and any alternative options that would support clarity of changes.

**Sex**

Potential neutral impact selected.

**Explanation of your reasoning:****Service users -****Potential Neutral Impact -**

The changes we are looking to make has no impact based on any individuals sex; service users will continue to receive a service irrelevant of their sex as long as they have eligible needs for a replacement care service and has the support of a carer who needs a break from their caring role. The level of service will not change even if the venue does change and staff will move to the new service for consistency.

Any changes being made will be communicated to staff via face to face meetings, online meetings, emails and telephone calls. Service users will also be supported through one to one communication, support through carers and visual pictures to help aid understanding and any alternative options that would support clarity of changes.

**Sexual orientation**

Potential neutral impact selected.

**Explanation of your reasoning:****Service users -**

The changes we are looking to make has no impact based on any individuals sexual orientation; service users will continue to receive a service irrelevant of their sexual orientation as long as they have eligible needs for a replacement care service and has the support of a carer who needs a break from their caring role. The level of service will not change even if the venue does change and staff will move to the new service for consistency. LGBTQ+ individuals may feel excluded if the environment is not inclusive and this is simply because they are more likely to experience exclusion. We would promote inclusive values, train staff, and ensure visible support for diversity throughout.

Any changes being made will be communicated to staff via face to face meetings, online meetings, emails and telephone calls. Service users will also be supported through one to one communication, support through carers and visual pictures to help aid understanding and any alternative options that would support clarity of changes.

**5****Characteristics - Public health****Other vulnerable and disadvantaged groups**

Potential positive impact selected. Potential negative impact selected.

**Explanation of your reasoning:****Potential Positive Impact -**

Replacement care significantly contributes to reducing social and health inequalities by offering essential respite and continuity of support for carers, while also providing stability and tailored services for service users, individuals experiencing homelessness, those facing socio-economic deprivation, and members of travelling communities. By addressing immediate care needs and enabling access to replacement care it fosters inclusion, improves wellbeing, and supports long-term positive outcomes for those most at risk.



**Potential Negative Impact -**

While replacement care is designed to provide essential respite and support, it can inadvertently contribute to negative outcomes when not delivered in a culturally sensitive, consistent, or accessible manner. For carers, inconsistent replacement care can lead to increased stress and reduced trust in services. Service Users may experience further instability and emotional disruption. Our move to the new site will allow for consistency ensuring the same staff will be supporting and they will be offered the same level of care.

**Health inequalities**

Potential positive impact selected.

**Explanation of your reasoning:**

Replacement care plays a vital role in reducing health inequalities by ensuring that individuals from disadvantaged backgrounds have equitable access to respite and support services, which in turn promotes better physical and mental health outcomes for both carers and those they care for,

**Potential Negative Impact**

When replacement care is inconsistent, inaccessible, or not tailored to the diverse needs of communities, it can unintentionally widen health inequalities. Individuals from marginalised backgrounds—such as those experiencing poverty, homelessness, or cultural exclusion—may face barriers to accessing high-quality replacement care, leading to unmet health needs, increased stress, and reduced continuity of care. This can exacerbate existing disparities in physical and mental health outcomes, particularly for those already facing systemic disadvantage. The changes we plan to implement will ensure we maintain consistency and ensure its accessible for all service users with eligible needs.

Staff who have any health inequalities will be supported with the move to ensure that their needs are catered for within the move and that if transport is needed to access the site this will be considered within the consultation process along with opportunities to advise of any facilities needed to meet their needs.

**Social and economic**

Potential positive impact selected. Potential negative impact selected.

**Explanation of your reasoning:**

The move could disrupt social support networks or reduce access to employment, education, linked to the current sites Pershore and Worth Crescent if service users are already accessing these. We would look to map local services near the new site and build partnerships to maintain holistic support for those individuals and where possible we would continue to support with transport options to and from their services of choice.

As part of the proposed changes to the care provision model, Option 2 involves relocating services to a specific new site.

**1. Transport and Accessibility**

**Public Transport Links:** The new site's proximity to bus stops and/or train stations will significantly affect staff who rely on public transport. The frequency, reliability, and accessibility of these services should be evaluated. If the new site is less well-served than the current location, this could disproportionately impact staff without access to private vehicles.

**Parking Availability:** The availability of on-site or nearby parking is a key consideration. This includes:

Number of spaces available for staff.

Designated accessible parking for staff with disabilities.

Safety and security of parking areas (e.g., lighting, CCTV).

**Cycling and Walking Access:** Safe and well-maintained pedestrian routes and cycle paths can support active travel. The presence of secure bike storage and shower facilities may also be relevant.

**2. Proximity to Local Amenities**

The new site's distance from local amenities such as shops, food outlets, childcare facilities, and healthcare services may affect staff convenience and wellbeing, especially during breaks or before/after shifts.

**3. Physical Environment and Safety**

**Lighting:** Adequate lighting in and around the site is essential for staff safety, particularly for those working early mornings or late evenings.

**Surface Conditions:** Pavements and walkways should be even, well-maintained, and free from trip hazards. This is especially important for staff with mobility issues or visual impairments.

**Signage and Wayfinding:** Clear, visible signage both outside and within the building is important for staff orientation, especially during the transition period. Poor signage can increase stress and reduce efficiency.

**Physical health**

Potential negative impact selected.

#### Explanation of your reasoning:

##### Potential Positive Impact -

Service Users that have a disability or physical health issues that utilise the service who currently require transport due to the distance from their home address to either the Pershore short breaks site or Worth Crescent may now not require transport based on the location of the new site centrally in Worcester. This may help retain their independence with the support of travel training and reduce the use of transport services and have a positive impact on their health and wellbeing.

##### Potential Negative Impact

Service Users that have a disability or physical health issue that utilise the service who currently don't have transport due to the distance from their home address to either the Pershore short breaks site or Worth Crescent may now require transport based on the location of the new site centrally in Worcester. This may reduce their independence and they may then become reliant upon transport services or family to enable them to use the services. This could have a negative impact on their physical health

Individuals with physical, sensory, or cognitive impairments may experience barriers if the new site lacks full accessibility. We would conduct an accessibility audit, ensure compliance with the Equality Act, and involve service users in the planning.

We would ensure the new location is accessible by public transport, has step-free access, and is close to other health services where possible and if this isn't possible staff would be fully trained to know where these are in any emergency.

### Mental health and wellbeing

Potential positive impact selected. Potential negative impact selected.

#### Explanation of your reasoning:

##### Potential Negative Impact

Disruption to routine and unfamiliar environments can increase anxiety or distress, particularly for individuals with mental health conditions or neurodivergence. We would provide clear, early communication, offer transition support, and ensure the new site is calm, welcoming, and sensory-friendly.

##### Potential Positive impact

The transition to a larger, modernised facility offers a significant opportunity to improve the experience and wellbeing of individuals accessing replacement care. Through clear and early communication, tailored transition support, and the creation of a calm, welcoming, and sensory-friendly environment, the new site will better accommodate those who currently find the settings at Pershore and Worth Crescent challenging. The increased space will allow individuals to access quieter areas, which can positively impact mental health and wellbeing. Additionally, the opportunity to engage with new peers and reside in a newly renovated building will enhance social interaction and comfort, addressing the limitations of the existing, outdated and spatially restrictive facilities.

### Access to services

Potential positive impact selected. Potential negative impact selected.

#### Explanation of your reasoning:

People in rural or deprived areas may face increased travel time or costs, reducing their ability to access care. We would offer transport support to any individuals who meet the criteria but is unable to access independently.

##### Potential Positive impact

The relocation to a larger facility presents a valuable opportunity to enhance access to replacement care services. The increased bed capacity will help address current limitations, particularly for individuals who struggle to secure a week-long stay during peak periods due to limited availability. This expansion will enable more consistent and equitable access to respite care, supporting both service users and their carers more effectively

## 6

### Actions to mitigate potential negative impacts

#### Risk identified

There is a risk of reputational damage due to negative public perception of the change process.

<p><b>Actions required to reduce/eliminate negative impact</b></p> <p><b>Who will lead this action</b></p> <p><b>Timeframe</b></p>	<p>To mitigate this we would be transparent and ensure proactive communication using the following -</p> <p>Clear Messaging: Develop consistent, honest, and jargon-free messaging about the reasons for the change, expected benefits, and how risks are being managed.</p> <p>Early Engagement: Inform stakeholders—including staff, service users, families, and the wider community—early in the process to avoid misinformation.</p> <p>Dedicated Communication Channels: Use newsletters, FAQs, drop-in sessions, and a dedicated webpage to keep stakeholders informed.</p> <p>Project Manager, Assistant Director, Provider Services Manager And Staff Within The Unit.</p> <p>6 to 18 months</p>
<p><b>Risk identified</b></p> <p><b>Actions required to reduce/eliminate negative impact</b></p> <p><b>Who will lead this action</b></p> <p><b>Timeframe</b></p>	<p>There is a risk of staff losing employment due to service restructuring or changes could occur which impact on contracts or shift patterns</p> <p>To mitigate this we would look to identify transferable skills and match staff to vacancies available on our at risk register and we would look to explore part-time, job-share, or hybrid roles to retain staff in some capacity.</p> <p>Provider Services Manager</p> <p>6 - 18 months</p>
<p><b>Risk identified</b></p> <p><b>Actions required to reduce/eliminate negative impact</b></p> <p><b>Who will lead this action</b></p> <p><b>Timeframe</b></p>	<p>There is a risk that service users don't transition well the new building and stop using the services. This could increase risk of breakdown of family arrangements, increase risk of going into residential care and increase the financial burden.</p> <p>We mitigate against this by managing the transition arrangements, ensuring carers and SU's have the opportunity to look around the new placement and create a transition plan for each individual.</p> <p>This Will Be A Mixture Of Social Workers, Replacement Care Staff, Carers And project manager. it will be a collective requirement to manage the transition well.</p> <p>6 - 18 months depending on how changes to the building goes</p>
<p><b>Risk identified</b></p> <p><b>Actions required to reduce/eliminate negative impact</b></p> <p><b>Who will lead this action</b></p> <p><b>Timeframe</b></p>	<p>There is a risk that the move could disrupt social support networks or reduce access to employment, education, linked to the current sites Pershore and Worth Crescent if service users are already accessing these.</p> <p>We would look to map local services near the new site and build partnerships to maintain holistic support for those individuals and where possible we would continue to support with transport options to and from their services of choice.</p> <p>Social Workers And Replacement Care Staff</p> <p>6 - 18 months depending on how building works go</p>

### How will you monitor these actions?

We will monitor these risk through the project group to ensure we are managing the mitigations and updating the risk as we go through the stages of the project.

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

This will be reviewed following the staff consultation , the resource centre consultation and any further community engagement.

## 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

01/07/2025 21:45:31

### Screening Submitted Date Time

24/06/2025 15:54:37

### Last Reopened Date Time

No Date Recorded

### Full Impact Submitted Date Time

01/07/2025 21:45:31

### Approved/Rejected Date Time

No Date Recorded

### Current User Dashboard Request Status

Submitted

## 9.0 People with access to the original screening

[Katie Stallard \(KStallard2@worcestershire.gov.uk\)](mailto:KStallard2@worcestershire.gov.uk)

**9.1**

## **People with access to this equality and public health assessment**

[Katie Stallard \(KStallard2@worcestershire.gov.uk\)](mailto:KStallard2@worcestershire.gov.uk)

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## **Direct Questions**

**No Questions Asked**