



<p><b>Name of the Officer</b> Colin Richings</p> <p><b>Phone no:</b> 07786 702753 <b>E-mail:</b> <a href="mailto:colinrichings@monmouthshire.gov.uk">colinrichings@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal:</b> The development of an innovative care home on the Crick Road site to support people living with dementia. This will replace services currently provided at Severn View Residential Home</p>
<p><b>Name of Service area</b></p> <p><b>Direct Care Services</b></p>	<p><b>Date</b> 26.11.18</p>

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	The project will preserve and enhance high quality services to older people. The wider care model will support older people to remain living within their own communities by providing outreach support from the home.		
Disability	As above. The proposal also includes links to the wider site development that includes a number of adapted bungalows and 'homes for life'		


Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment	Neutral		
Marriage or civil partnership	Neutral		
Pregnancy or maternity	Neutral		
Race	Neutral		
Religion or Belief	Neutral		
Sex	Neutral		
Sexual Orientation	Neutral		
Welsh Language	The services will continue to work towards the 'Active Offer'. Team members continue to access support and training and we are trying to recruit more welsh speakers		
Poverty	<i>Neutral.</i>		





**2. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Positive: the new build maintains a large staff team and continues the investment in team development and skills training. There is also the potential for the new build as a model for best practice to become a training site for other providers and apprentices.</p>	
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Positive: The proposals incorporate a strategy to maintain and enhance biodiversity – see overarching site development plan for details.</p>	
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: the development seeks to preserve and enhance the excellent reputation for person centered care to people living with dementia. The model of care is based on enablement and involvement to promote independence and well-being.</p>	
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>The project specifically targets the integration of the home with the wider community to ensure problems of isolation are overcome, improve people's understanding and awareness of dementia and to create the foundation for mutually supportive communities.</p>	
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local</p>	<p>In moving forward to implementation the project team will explore all avenues to limit the environment</p>	

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
social, economic and environmental wellbeing	footprint of the build and maximize alternative energy sources	
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	This projects has a focus on the social and emotional well-being of the people we support. Outdoor spaces will be created that enable safe and spontaneous access.	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The focus of direct care is supporting people to live well; maximizing their strengths and supporting contribution.	

### 3. How has your proposal embedded and prioritised the sustainable governance principles in its development?

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p>	The current home remains viable now. The aim of this project is to ensure that the positive impact on the lives of older people can be maintained in the long-term.	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>The project is a collaborative one in full partnership with multiple agencies. Once complete, we will continue to drive collaboration with the local community and other care providers to develop other models of best practice.</p>	
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Our services are based solely on the needs of the person as expressed by them.</p>	<p>If we move into implementation phases we will develop forums to actively seeks the views of the people we support, their families and the teams that work with us</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The whole scheme is predicated in the need to invest in support, infrastructure and services for older people living with dementia</p>	
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The whole scheme aims to deliver an integrated well-being network.</p>	

**4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Social Justice	As detailed above the scheme will support older people to remain a part of their local community and ensure that residential care does not mean isolation from your local community		
Safeguarding	Safeguarding training is part of all our teams' core competencies. Combined with direct relationships and permission to act allows for a more proactive and preventative approach to safeguarding. Preventative as a result of better support and closer relationships with all those involved in the care of the person	<i>.Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect</i>	
Corporate Parenting	Neutral		

**5. What evidence and data has informed the development of your proposal?**

<ul style="list-style-type: none"> <li>▪ Research and literary reviews: Excellence in Design: Optimal Living Space for People with Alzheimer's Disease and Related Dementias' - Chmielewski E, Eastman P. [2014] / Joseph Rowntree Foundation - Designing and Managing Care Homes for People with Dementia. / <a href="http://www.jrf.org.uk/sites/files/jrf/1861348118.pdf">http://www.jrf.org.uk/sites/files/jrf/1861348118.pdf</a> / University of Stirling - <a href="http://dementia.stir.ac.uk/design">http://dementia.stir.ac.uk/design</a> [Good Practice in the design of homes for people living with dementia] / Dementia Care Matters - Butterfly Household Model of Care / Social Care Institute for Excellence - Dementia Friendly Environments</li> </ul> <p>Feedback and recommendations from scrutiny            Consultation with families            Consultation with teams            Census and demographic data</p>
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**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

Overall, the project seeks to build on the current high quality services being provided to support older people living with dementia. The new build provides an opportunity to develop practice further within an environment that is specifically focused on supporting the health and well-being of the people we support and to ensure that they can still be a part of and contribute to their local community.

**A healthier Wales:** the development seeks to preserve and enhance the excellent reputation for person centered care to people living with dementia. The model of care is based on enablement and involvement to promote independence and well-being.

**A prosperous Wales:** the new build maintains a large staff team and continues the investment in team development and skills training. There is also the potential for the new build as a model for best practice to become a training site for other providers and apprentices.

**A Wales of cohesive communities** The project specifically targets the integration of the home with the wider community to ensure problems of isolation are overcome, improve people's understanding and awareness of dementia and to create the foundation for mutually supportive communities.

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

What are you going to do	When are you going to do it?	Who is responsible
Work with the Architects and Project management team to develop detailed sustainable impact proposals that maximize the use of alternative energy sources	Prior to tender	C Richings
Continue to work with staff, residents, colleagues and the local community to ensure that the project is co-produced.	Throughout the project	C Richings

**8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
<b>2</b>	Adults Select Committee	<b>26.11.18</b>	