

The “Equality Initial Challenge”

Name: Mardy Park Resource Centre review and redesign		Please give a brief description of what you are aiming to do.	
Service area: Direct Care		The review of North Monmouthshire’s Integrated Services hub to ensure clarity of strategic direction, consistency with other hub areas and review of current service delivery from the site.	
Date completed:24.03.16			
Protected characteristic	Potential Negative impact Please give details	Potential Neutral impact Please give details	Potential Positive Impact Please give details
Age			Increased access for older people to the hub. Greater range of services for older people to improve choice and control.
Disability			As above
Marriage + Civil Partnership		Not affected	
Pregnancy and maternity		Not affected	
Race		Not affected	
Religion or Belief		Not affected	
Sex (was Gender)			The re-organisation of services will result in redundancies. As the vast majority of employees are women this will disproportionately affect women.
Sexual Orientation		Not affected	

Transgender		Not affected	
Welsh Language			Improved information made available at the site will be in welsh language format wherever possible.

Please give details about any potential negative Impacts .	How do you propose to MITIGATE these negative impacts
<ul style="list-style-type: none"> ➤ The re-organisation will result in a number of redundancies for current team members. 	<ul style="list-style-type: none"> ➤ We have invited members of the current team to express an interest in being considered for redundancy. Of the eight people who will be lost from the organisation, seven have elected to be considered for redundancy. ➤ We have created a new post of contracted relief using absence cover budgets to minimise the number of redundancies.
<ul style="list-style-type: none"> ➤ 	<ul style="list-style-type: none"> ➤
<ul style="list-style-type: none"> ➤ 	<ul style="list-style-type: none"> ➤
<ul style="list-style-type: none"> ➤ 	<ul style="list-style-type: none"> ➤

Signed Colin Richings
Dated: 24.03.16

Designation: Implementation Lead

EQUALITY IMPACT ASSESSMENT FORM

What are you impact assessing	Service area
The proposals set out in the report on the review of Mardy Park Resource Centre	Social Care and Health / Direct Care
Policy author / service lead	Name of assessor and date
Colin Richings	Colin Richings, 24.03.16

1. What are you proposing to do?

Implement the recommendations falling out of the review of Mardy Park Resource Centre. Specifically:

- Restructure to the staffing team to create greater flexibility, a hands-on approach to leadership and ensure that resources are proportionate to the services at the centre and the outcomes achieved.
- Introduce new models of support to create more flexibility, improve service focus and create more choice and control for the people receiving our services.
- Establish a community café and other resources for the local community to support them to stay well, receive support and the opportunity to contribute themselves.
- Consolidate residential services (in response to current demand and in the context of new models of support) to one wing at the centre.

2. Are your proposals going to affect any people or groups of people with protected characteristics in a **negative** way? If **YES** please tick appropriate boxes below.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	Y
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

3. Please give details of the negative impact

The reorganization of the staffing at Mardy Park is in the context of a pre-dominantly female workforce. Resultant job losses will therefore affect proportionately more women.

4. Did you take any actions to mitigate your proposal? Please give details below including any consultation or engagement.

The review at Mardy Park has involved extensive consultation with the staff teams. We will adopt the protection of employment policy and hold any vacancies to give the greatest opportunity for re-deployment. However, staff will be invited to express an interest in voluntary redundancy.

The review at Mardy Park has involved extensive consultation with the local community which included two consultation days with in excess of 600 people attending over the two days.

5. Please list the data that has been used to develop this proposal? eg Household survey data, Welsh Govt data, ONS data, MCC service user data, Staff personnel data etc..

Questionnaires, ideas trees and suggestions taken at the above consultation days.

Extensive consultation via 1:1 meetings and group meetings with staff working at the centre.

Extensive consultation with partner agencies and with the 3rd sector and the voluntary sector

Signed.....Colin Richings **Designation**.....**Implementation Lead**.....**Dated**.....24.03.16.....

The “Sustainability Challenge”

<p>Name of the Officer completing “the Sustainability challenge”</p> <p>Colin Richings – Implementation Lead</p>	<p>Please give a brief description of the aims proposed policy or service reconfiguration</p> <ul style="list-style-type: none"> - Restructure to the staffing team to create greater flexibility, a hands-on approach to leadership and ensure that resources are proportionate to the services at the centre and the outcomes achieved. - Introduce new models of support to create more flexibility, improve service focus and create more choice and control for the people receiving our services. - Establish a community café and other resources for the local community to support them to stay well, receive support and the opportunity to contribute themselves. - Consolidate residential services (in response to current demand and in the context of new models of support) to one wing at the centre. 		
<p>Name of the Division or service area</p> <p>Mardy Park Resource Centre, Direct Care, Social Care & Health</p>	<p>Date “Challenge” form completed</p> <p>24.03.16</p>		
<p>Aspect of sustainability affected</p>	<p>Negative impact</p> <p>Please give details</p>	<p>Neutral impact</p> <p>Please give details</p>	<p>Positive Impact</p> <p>Please give details</p>
<p>PEOPLE</p>			<p>Better access to support, information and council resources</p>

Ensure that more people have access to healthy food			Introduction of community café using locally sources and grown produce wherever possible
Improve housing quality and provision		Not affected	
Reduce ill health and improve healthcare provision			<p>Significant improvement to care pathways, access to support and a more targeted approach will improve access, quality and speed of response.</p> <p>Co-location of health based services and future development of other health services at the centre</p>
Promote independence			<p>Improved range of intermediate care services for all people in need of short term support.</p> <p>An approach to staying well is co-produced with the local community based on partnership and contribution.</p>
Encourage community participation/action and voluntary work			<p>At the core of the developments is improved access to council resources. The proposals include a community café and a venue already for numerous local support groups.</p> <p>Recently appointed volunteer coordinator has improved</p>

			opportunities for people to contribute.
Targets socially excluded			As above. Focus of volunteering is to target people who are isolated. Services will also develop to have an increased focus on community outreach.
Help reduce crime and fear of crime		Not affected	
Improve access to education and training			As part of the development of support for people with dementia, training specifically for families is currently being written and will be delivered from Mardy Park.
Have a positive impact on people and places in other countries		Not affected	
PLANET			
Reduce, reuse and recycle waste and water			External developments and new community growing schemes have already progressed and these through various projects will support each of these elements
Reduce carbon dioxide emissions			
Prevent or reduce pollution of the air, land and water			

Protect or enhance wildlife habitats (e.g. trees, hedgerows, open spaces)			
Protect or enhance visual appearance of environment			
PROFIT			
Protect local shops and services			Potential for local business to advertise and have 'pop-up' shops at the centre
Link local production with local consumption			Via the community cafe
Improve environmental awareness of local businesses			Potential for local business to advertise and have 'pop-up' shops at the centre
Increase employment for local people	As a result of the changes there will be a small number of redundancies		
Preserve and enhance local identity and culture			Through exhibitions in the centre and in the café.
Consider ethical purchasing issues, such as Fairtrade, sustainable timber (FSC logo) etc		To be considered as part of future developments	
Increase and improve access to leisure, recreation or cultural facilities			Via the café, improved information and by adopting a joint approach

			with other centres in the Bryn-y-cwm area to share information
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What are the potential negative Impacts	Ideas as to how we can look to MITIGATE the negative impacts (include any reasonable adjustments)
➤ <i>Redundancies as a result of the changes</i>	➤ By holding all vacancies within the direct care in the north.
➤	➤
➤	➤
➤	➤

The next steps

- If you have assessed the proposal/s as having a **positive impact please give full details** below

Proposals are detailed in the full review report. If given approval a steering group will be established with a number of work streams will be established with representation from all stakeholders.

- If you have assessed the proposal/s as having a **Negative Impact** could you please provide us with details of what you propose to do to mitigate the negative impact:

As stated above, we will hold any vacancies to give the greatest opportunity for re-deployment. However, staff have been invited to express an interest in voluntary redundancy. This can be a positive choice for some in terms of nearness to retirement.

Signed

Colin Richings

Dated 24.03.16