

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	Formal Corporate Scrutiny- July 1 2014 Executive – July 14 2014
Date:	23/6/14
Subject:	Older Adult Accommodation Options Garreglwyd
Portfolio Holder(s):	Cllr K Hughes
Head of Service:	Alwyn Jones, Head of Adult Services
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Local Members:	<p>Caergybi Members Robert Llewelyn Jones Raymond Jones J Arwel Roberts</p> <p>Ynys Gybi Members Dafydd Rhys Thomas Jeffrey Evans Trefor Lloyd Hughes</p>

A –Recommendation/s and reason/s
<p>The May 2014 Executive agreed that Consultation should take place on an intention to sell Garreglwyd. This consultation has now been completed (see below) and the Executive is now asked to agree:</p> <p>The Recommendation that Garreglwyd be sold, with a preferred use for it to be run as a specialist dementia facility or other private nursing or private residential care provision. This is to be done with the provisos that:</p> <ul style="list-style-type: none"> • Care of current residents is prioritised and best practice guidance for care (including any transfer of care) is adopted and implemented; • No commissioning commitment will be made to accompany the sale; • Engagement with residents, families, staff and members is undertaken on a continuous basis. <p>Recognition is made of the responsibility to seek best value but this is balanced with the duty of care for those that are in receipt of services through Garreglwyd. Such a sale will be subject to an appropriate competitive process and will be handled through the Council's</p>

Property Services, and officers will now progress this

The broader context, as outlined in papers that accompanied the proposal to the May Executive to Recommend Consultation on sale, is that (and in line with the Service Intentions, that outlines the vision and direction of travel for care for older adults) the traditional model of residential care is becoming less “fit for purpose” and that not only are better care outcomes achieved through other models (extra care, reablement, at-home provision) but older people themselves do not want to move to residential care. Furthermore, residential provision is an expensive option and particularly when there are significant pressure on budgets, other options (which also provide better care outcomes) should be developed. Our needs assessment however tells us clearly that where there is a need to develop provision is in the support and accommodation available to those living with dementia. It is this rationale that has driven the case for proposing sale of Garreglwyd (for a preferred use) as outlined above.

Consultation (May 23 to June 21) was targeted at current residents and other users of services from Garreglwyd, and their families; other residential homes in the area, local suppliers, GPs, Community Councils. Information was also on the Council website and articles appeared in the local press. With residents and service users one-to-one meetings were held (with families or advocates present) and the same was done with staff where HR and Unions were present. For others being consulted a questionnaire was the usual format although a meeting was also held with other residential and nursing homes.

Stakeholder	Distributed	Received
Residents	13	9 ¹ (69%)
Families of Residents	13	8 (60%)
Respite	17	15 (88%)
Suppliers	16	8 (50%)
Other Care Homes	7	2 (29%)
Day Care	3	3 (100%)
Community	40	55 ² (137%)

Key messages from the Consultation are:

- 96.5% agreed that a decision should be made soon
- In making a decision, the most important factor (74.1%) was “Quality of Care” followed by “Continuity of service”
- For Residents and families key concerns were having to move from what they saw as

¹ Some were not able to provide a meaningful response due to capacity issues

² This is higher than the number distributed as for some organisations we had responses from more than one member.

home but welcomed that decision would be made

- For staff, issues were applicability of TUPE, re-deployment or redundancy opportunities, and again welcomed that a decision would be made
- From the general responses (Town & Community Councils, other relevant community bodies, neighbours etc) 65.5% agreed that Garreglwyd should be sold with a preferred use for dementia services and relief that a decision be made

B – What other options did you consider and why did you reject them and/or opt for this option?

The Older Adults Social Care Board considered a number of options for the future of Garreglwyd including no change, develop as Residential Care and alternative Council use. However it was agreed that “no change” was not viable from either a care provision or financial perspective; developing as residential care did not recognise that there would be an over supply of beds in the area (at a time when there are and have been significant voids) and that this was contrary to Service intentions in which there is a move towards reduced dependence on residential care. Alternative uses were not considered appropriate.

Renting the building (rather than selling) was also considered but advice from both Property and Finance was that this route should not be considered.

C – Why is this a decision for the Executive?

This is a matter which requires executive support from the outset in order to support a consistent approach when engaging with residents, their families and indeed prospective investors in social care.

The decision is important with reference to its impact on individual residents and their families and the strategic direction of future adult care.

Actions taken by the authority will be subject to scrutiny by regulators and statutory bodies and, in addition, the matter is likely to attract media attention.

CH – Is this decision consistent with policy approved by the full Council?

The authority has noted its commitment to providing the best possible services, in accordance with identified need, with the available resources. This proposal is consistent with this principle.

D – Is this decision within the budget approved by the Council?

The proposal would identify revenue savings for the authority and reduced capital risks for the future.

The proposal, if implemented, would also reduce costs for those who self fund care.

DD – Who did you consult?	What did they say?
1 Chief Executive / Strategic Leadership Team (SLT) (mandatory)	“Older Adult Accommodation Options – Cybi GC presented the report and SLT agreed with Option 1 i.e. to decommission Garreglwyd and to put forward the proposal to the Executive and Council, and also to Option 2 as a proviso to explore the option for renting the site. Once the political vision is known, then it may be prudent to explore with the Housing Associations.” SLT Minute of 31/3/14. It is also on the Agenda for the SLT on 7 July.
2 Finance / Section 151 (mandatory)	Finance have confirmed the relevant financial data contained in the document (other than that provided by property in relation to value of site etc)
3 Legal / Monitoring Officer (mandatory)	That adequate notice and consultation (in line with any existing statutory guidance and recognized good practice) has been undertaken and a reminder is made of the requirement to achieve best value. Continued involvement and advice will continue to be sought to ensure that the implementation of any recommendations adhere to relevant regulations and requirements.
4 Human Resources (HR)	Consulted closely with HR on implications for staff including any TUPE and HR and one to one meeting with staff have been held. HR have also obtained further, specialist, advice regarding TUPE to ensure that appropriate steps are taken. If TUPE does not materialise and the properties have to be sold for alternative use then redundancy will apply. Close working will continue to ensure due process is followed.
5 Property	Have been engaged in identifying cost of site, clearance etc, and have confirmed their lead role in any site/property disposal/sale.

6	Information Communication Technology (ICT)	Not consulted
7	Scrutiny	That the Corporate Scrutiny Committee considered the report on the 1 July 2014. The Committee supported the recommendation contained therein, together with emphasising to the Executive the importance of the weighting matrix to be used (concerning the sale of Garreglwyd) being focused for the property to be used as a specialist dementia facility, and for welsh language usage opportunities being available at any future establishment.
8	Local Members	Local members were briefed at the stage of inviting interest from the market on acquiring Garreglwyd, and there was recognition that such an exercise should be done. Local members have also been invited to be a part of a Members Advisory Group (which has met twice), established to ensure that their views and comments were included and to keep them upto date with progress.
9	Any external bodies / other/s	(Section A identifies other groups included in the consultaion process)

E – Risks and any mitigation (if relevant)		
1	Economic	
2	Anti-poverty	
3	Crime and Disorder	
4	Environmental	
5	Equalities	An Equalities Impact Assessment has been undertaken and is attached.
6	Outcome Agreements	
7	Other	

F - Appendices:
<ol style="list-style-type: none"> 1. Overview of the Consultation Process 2. Equalities Impact Assessment

FF - Background papers available - please contact the author of the Report for any further information

1) Background Information and assessment of benefits/disadvantages of proposal

2) – Summary of actions

3) – Summary of proposed Consultation

Garreglwyd Local Consultation

Meeting the current and future accommodation needs of older people

DRAFT Overview of the Consultation process followed and feedback received

This overview forms part of the Consultation which ran from 23rd May 2014 to 21st June 2014 to capture views on the proposed sale of Garreglwyd with a preferred use for it to be run as a specialist dementia facility (or other private nursing or private residential care provision); this will be included in a report and taken into account when the Council makes a decision about the home.

1 Consultation Process & Planning

What did we Consult on?

Consultation was to capture views on the proposed sale of Garreglwyd with a preferred use for it to be run as a specialist dementia facility (or other private nursing or private residential care provision) as approved by Isle of Anglesey Council Council's Formal Executive on 19th May 2014.

Why did we Consult?

The whole consultation and engagement process, endorsed by the Executive Board, is aimed at seeking the views of those people currently living in residential care homes, respite users, day centre users, their carers, relatives and the staff who provide care and support. It is also to ensure the needs of residents and their representatives are met, and that efficient and effective actions are taken in response to the individual circumstances and needs, when a decision has been made to decommission a care home. The consultation plan set out a structure which aimed to:

- Allow key interested parties to input their views on the proposals
- Provide a variety of ways for people and groups to register their views
- Enhance the information available to Members and aid decision making

When did we Consult?

Consultation ran from 23rd May 2014 to 21st June 2014 for a period of 30 days in line with similar actions taken by other neighbouring Local Authorities.

Who did we Consult with?

The consultation process was restricted to, and aimed at, seeking the views of those who may be affected by a change in ownership at Garreglwyd Residential Care Home. This included:

- Residents of Garreglwyd
- Families of Garreglwyd Residents
- Staff of Garreglwyd
- Respite Users of Garreglwyd
- Day Service Users of Garreglwyd
- Suppliers to Garreglwyd
- Other Cybi Residential Care Homes and the two Anglesey Nursing Care Homes
- Penrhos Stanley and Cybi GPs
- Cybi Parish, Town and Community Councils
- CSSIW

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- Unions
- Key stakeholder groups

The following were kept informed about our Consultation:

- All Councillors
- AMs/MPs
- Older Peoples Commissioner
- Medrwn Mon
- All Social Care Staff

How did we plan the Consultation?

An officer Consultation Planning Task & Finish Group was established and a Consultation Planning Document including key actions was written to ensure that Consultation followed due process.

This was further complemented with the establishment of a Cross Party Member Advisory Board, whose role was to provide an opportunity for councillors of all parties (and key portfolio holders) to not only have an opportunity to inform the consultation process but also be kept up to date with developments. Both groups were established before the Consultation began and continue to function post-Consultation to provide continuous support throughout any proposed changes.

Key Social Workers and Garreglwyd's Care Home Manager attended a briefing which provided background information and details of how the Consultation will be completed including people's roles. Surgeries were also set up at Garreglwyd for all comments, queries, questions and concerns every Thursday from 2-4pm. All Housing and Social Care Staff were notified on 23rd May 2014 by e-mail regarding the Consultation and contact details.

2 Consultation Delivery & Feedback

Prior to the commencement of Consultation, communications had been maintained with all stakeholders including one to one meetings of residents and families with the Director of Community and Councillor Member's briefings. All consultees were provided with a Consultation Document, Background Information and timetables for the decision and where one to one meetings were held. Notices have been placed both in the press and on the council's own website.

Residents and Families of Residents of Garreglwyd

Individual and confidential meetings were held on 28th May 2014 with each resident, with Team Leader Linda Kinani, and Social Workers Ann Lawlor and Megan Robert present. Also present was; either a family member or advocate from Age Cymru, Residents and their representatives were given copies of the consultation document, the proposals contained in the consultation were explained to the residents and their representatives, and they were asked to complete a questionnaire giving their opinions on the proposals. In addition a "Families Consultation" was also completed with a separate questionnaire.

All 11 long term residents were seen as were two "long-term" clients who were on a period of respite.

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Six residents did not to complete the consultation questionnaire, four of whom did not have the mental capacity to give a meaningful response, and were represented by their family. The other two residents (one also did not family therefore was supported by the advocate) felt it might be too stressful and preferred for their family to represent them.

Completed questionnaire	7
Uncompleted questionnaire due to mental capacity and families questionnaire completed	4
Uncompleted questionnaire due to stress and families questionnaire completed	1
Uncompleted questionnaire due to stress and advocate questionnaire completed	1

The remainder (9) of the residents were able to fully or partially complete the questionnaire during their meeting. Families who attended were given questionnaires in their own right. The responses to which are accumulated below from families and residents:

- Concerned regarding the change, the possibility of having to move and the distress this would cause the residents. This was a constant theme throughout.
- All wished to stay in Garreglwyd despite the possible disruption due to change in ownership. Some residents stated they would give the new owners a “chance, to see what they were like”. Another commented “as long as they are decent people”. One client stated he would move to Dublin if things change.
- The general feeling was that Garreglwyd was their home. Their friends and families were able to visit with ease. One resident was concerned that she would not be able to visit the local Kingdom Hall on a regular basis.
- All residents and families were happy with the care at Garreglwyd, they praised the staff, describing them as lovely genuine and kind. Staff are approachable and kind, also several are Welsh speakers.
- One resident had previously been resident in a privately run home, the daughter was extremely concerned, stated that he had no confidence in privately run homes, and would have to be more vigilant about her mother’s care.
- There was a general feeling of trust in the councils care of the residents.
- There were no adverse comments regarding Garreglwyd, residents stated they enjoyed the activities, outings music and games. One client stated that she particularly enjoyed the solarium and sitting out with the birds and animals. Another wanted better transport to get out and about. There were some positive comments about a “Dementia” home, “they need more on the island”.
- The majority felt that nursing care was not relevant to them, and found it difficult to predict if it would in the future.
- There was a general theme of questioning as to why the council was considering selling a purpose built home when “ they keep toilets open”.

The advocate was present during five consultations, his role was primarily to support the residents, with this process.

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Staff of Garreglwyd

Garreglwyd Staff were given written notice by Human Resources ahead of pre-arranged one to one meetings which were held on 29th May 2014. These meetings were preceded by a briefing from the Interim Head of Adult Services and the Director of Community. The one to one meetings were then held between each individual member of staff, Ceri Jarvis (HR Officer), Bethan Williams (HR Assistant), Thelma Parry (Unison Representative) and Gwen Bennett (Transformation Support Officer).

Key points staff raised in relation to the Consultation were:

- Some had previously applied for voluntary redundancy and wanted to know why this was refused and if it will be reinstated
- Wanted to know if TUPE would apply
- Some staff are casual workers with zero hour contracts and have been for a minimum of 3 to 14 years, wanted to know how TUPE would affect them or if they can be given a contract
- If re-deployment would be available and what training would be available to assist them
- Wanted more information about their individual pensions
- One employee felt that the Island needs a dementia facility
- No objections were made against the proposals and staff welcomed fact that decision being made

Respite Users of Garreglwyd

One to one meetings (with the same staff members present) were also held with Respite (17) and Day Service Users (3, though a further 2 individuals receive day services, they also receive respite and therefore completed the respite questionnaire) who also received Questionnaires. Again, if required, a member of their family or advocate was also present. In the main these were completed in the service users own home. These were held between 2nd and 21st June 2014. One response was entirely 'No opinion'.

Key points from the meetings and questionnaires raised were:

- Appreciate the need for additional dementia beds or a whole dementia home would be welcome, but concerned that fees would increase and their respite would be affected with already too few respite beds on the Island
- Similar comments as for dementia were made about nursing
- If sold would prefer Garreglwyd to remain the same including staff, but would with some modernisation including refurbishment and wifi
- 100% were happy staying at Garreglwyd and only one wanted to be able to receive respite elsewhere
- If homes are not available proper funding needs to be put into the community
- Questions and other comments included:
 - Are there enough residential beds on Anglesey?
 - How are elderly family members going to visit?
 - Why do you want to close Garreglwyd?

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- “Unless you are or have been a full time carer you have no awareness or insight of the difficulties faced by carers”
- Would consider services at another home, but Garreglwyd would be first choice provided that there wasn't major disruption through building work

Day Service Users of Garreglwyd

Respite (17) and Day Service Users (3) received similar Questionnaires to that of the Residents, and as with the Residents there were one to one meetings with one of the above identified Social Workers and a member of their family or advocate if required. In the main these were completed in the service users own home. These were held between 2nd and 21st June 2014. Though there are five people receiving Day Services at Garreglwyd, two of these also receive Respite and have therefore completed the Respite questionnaire.

Key findings from the meetings and questionnaires included

- With regards to becoming a dementia care home opinion was should be open to all groups, elderly, disabled and EMI
- Would not want to go to day services if everyone had dementia
- Concerned if day services were not available through a change of use or ownership, this would impact upon both the service user and their families
- One preferred it to become privately run nursing, One preferred it to become private residential so long as the staff and care remained the same and one had no preference so long as quality of care was good
- No one felt a change to nursing would affect their day services, so long as they could still go there
- No one disliked anything and enjoyed many elements of the home, they are happy going there and would not like to opportunity to go somewhere else
- Only question was in relation to what financial benefit is there to the council to sell?

Suppliers to Garreglwyd

16 identified suppliers of goods and services to Garreglwyd were contacted individually by letter on 23rd May 2014 with an accompanying questionnaire. All Suppliers were then contacted by telephone to remind them to complete and return their questionnaire though some were confused as to why they were being asked to participate in the Consultation. 8 replies were received.

Key findings from the conversations and questionnaire included

- Uncertain if a change of ownership would affect their supply
- No strong views were expressed

Other Cybi Residential Care Homes and the two Anglesey Nursing Care Homes

5 other Residential Care Homes and the two Anglesey Nursing Care Homes who may be affected by any changes in ownership and/or use of Garreglwyd were also consulted by a letter on 23rd May 2014 regarding the proposed changes. They were invited to return a questionnaire and invited to a meeting to discuss the proposals on the 18 June, which was attended by 3 out of the 7. Completed questionnaires were received from...

Key findings from the meeting and the questionnaires:

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- Welcomed a decision being made
- Were generally supportive and keen to work with the authority in ensuring that needs could be met
- Interest in acquiring Garreglwyd themselves was made, but was uncertain of the affect if a competitor was to purchase

Penrhos Stanley and Cybi GPs

All Health parties were written to either by post or e-mail on 4th June 2014. This included the general public questionnaire. Each office was also telephoned and reminded of their opportunity to participate on 18th June 2014. No identifiable responses were received although they may have completed through the on-line.

Cybi Parish, Town and Community Councils

All the above local councils were written to either by post or e-mail on 4th June 2014. This included the general public questionnaire. Each council was also telephoned and reminded of their opportunity to participate, on 18th June 2014.

One response only was received directly otherwise they may have used the on-line questionnaire, in which case they are not separately identifiable. The one that was returned, from

Holyhead Town Council, was that they would oppose the sale of the facility and for it to be kept as a residential home for the community of Holyhead

CSSIW

A letter was sent to CSSIW on 23rd May 2014, outlining proposals for Consultation and providing an opportunity for them to comment. No response to the Consultation has been received from CSSIW.

Unions

On 23rd May 2014 a letter was sent to each of the Unions (Unison, GMB and Unite) , advising of the Consultation and providing an opportunity for them to participate. A meeting was held with Carys Emyr Edwards on 21st May 2014 to discuss the Consultation with the Unions. Unions have also been present at the Consultations with Staff. A response from Unison was received.

Key Stakeholder Groups

Key stakeholders; where known; were identified and contacted with a Questionnaire to ascertain their views on the proposal. On 2nd June 2014 Councillor Robert Llewellyn Jones (the Older People's Champion) took copies of the appropriate Questionnaire, Background Information and Consultation Document to Morawelon Luncheon Club. Following this visits were made to a further two luncheon clubs.

Response from any of the above groups could have come through the website or through some of the paper questionnaires received, and they may not be identifiable. For consistency in analysing these questionnaires, any received in paper format were all entered into the on-line survey tool.

A total of 53 responses were received to the on-line questionnaire during the Consultation period, this includes any hand written responses which were received.

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DRAFT Overview of the Consultation process followed and feedback received

3 Responses to Questions Raised

During the Consultation period some questions which were raised we were able to respond to immediately. These have been summarised below:

Voluntary Redundancy	Voluntary Redundancy for staff had previously been refused as until such point as a decision has been made regarding the future of Garreglwyd, Isle of Anglesey County Council has a duty of care to residents and must continue to provide service. There is no difference in the rate between compulsory and voluntary redundancy
TUPE	This will depend upon the decision made and therefore further information can only be available after this time. Additional specialist advice is being obtained through HR.
Staff Training	Staff Training in a number of areas has been made available for staff for some time. Training is an essential part of role development and forms part of staff appraisals, where individuals can discuss their training and education wants and needs together with the availability of such

4 Overview of all Key Points Raised

With the exception of questions which have been raised and responded to (see 3 above) the key points that arise from the consultation feedback can be detailed as follows:

1. 96.5% are in favour of a decision being made soon and general understanding of current situation. Relief has been expressed that a decision will be made soon so that individuals can effectively plan for their futures.
2. 65.5% of the 53 general questionnaire responses agreed that Garreglwyd should be sold with a preferred use for dementia services, though additional supporting comments from the entire Consultation include preferences for Nursing
3. 58.2% of the general responses supported the proposal put forward (32.7% strongly supported and 25.5% supported)
4. There was very little generic concern and concerns that were raised in the main related to an individual's circumstance.
5. Preference for use as dementia, nursing or residential as a future use of the home demonstrated, people did not want to see it being made available for any other use
6. 47.3% of the general questionnaire responses said it did not matter who owned the home, the narratives included that the owner should run the home properly and give the best possible care. Some believe the preferred owner should be the Council.

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***DRAFT** Overview of the Consultation process followed and feedback received*

7. The most important factor in decision making should be quality of care
8. 47.2% of the responders would be affected by the change in some way
9. Further comments include that it has taken the council too long to reach this point and that they hope the council listens to what people are saying

The table below shows a breakdown of the questionnaires that have been distributed and received. As described above, additional meetings were also held that has informed the consultation.

Stakeholder	Distributed	Received	%
Residents	13	9	69%
Families of Residents	13	8	60%
Respite	17	15	88%
Suppliers	16	8	50%
Other Care Homes	7	2	29%
Day Service	3	3	100%
Community*		55	





Community includes Health, Cybi GPs, Cybi Town, Community and Parish Councils, Neighbours, General Public. Staff Consultation was completed by HR through due process.

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Annex 1 Responses to Questionnaire

1. What connection do you have with the home?			
		Response Percent	Response Count
Have friend / relatives there		29.1%	16
Provide services to the home		7.3%	4
It is my neighbour		3.6%	2
None		60.0%	33
	Other (please confirm)		13
	answered question		55
	skipped question		0

- Used to work there
- Volunteer there at times
- Used to have a relative there
- Used to live near there
- Husband used to go there for respite
- Received respite there for 3 weeks
- Although I do have a family relative there who is regularly visited by my mother.
- Our local electorates have relatives there
- Mother used to have respite there
- friend has respite there
- Community First area
- Local GP
- Many Victoria Surgery residents live at Garreglwyd residential home

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2. In past there was consultation on closing Garreglwyd. To manage the uncertainty there was agreement that no further long term admissions should be made and spare beds be used for short term / respite care. Consulting now on Garreglwyd to provide some certainty around its future has been welcomed. This current Consultation will inform a decision by our Formal Executive on 14th July 2014. Following the decision, the timescales for any changes will be clearly communicated to those affected. Do you agree with the proposed way forward that Garreglwyd be sold with a preferred use for it to be run as a specialist dementia facility?

		Response Percent	Response Count
Yes, because....		65.5%	36
No, because....		34.5%	19
	answered question		55
	skipped question		0

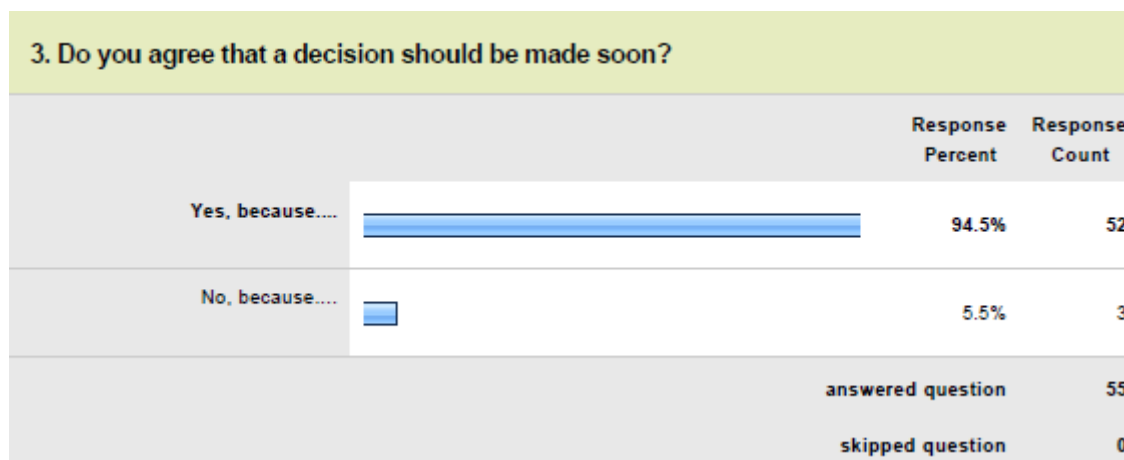
- No, wasting taxpayers money on more consultations, the way you treat the residents is disgusting leaving them without a decision for so long
- Yes for a specialist dementia unit and residential
- No I would rather it be residential
- Yes Need it in Holyhead
- Yes might need it in the future
- Yes needed in the community
- yes need all the help for the elderly
- Yes there is nowhere else to go
- Yes it provides a vital service
- Yes for all those with dementia who can not stay at home
- yes Dont have the facility at the moment
- what you are offering does not guarantee that it will be a spec. dementia facility or that it will offer on site 24 hour specialist dementia NURSING care as well as care
- Our preferred option would be for IOACC to run Garreglwyd as a specialist dementia facility
- Yes Much needed facility
- Yes we do need a specialist dementia facility
- No because there are other specialist dementia services
- No building not suitable
- no would like to see it remain the same
- Yes because a dementia service is needed
- No dont like the thought of the building being sold
- No stay in council care

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- Yes it would lessen the burden on residential care homes and free up beds for less able bodied clients
- Yes There is a need for a place for dementia
- No uncertainty of available services
- no the need for a normal home in holyhead is primary
- No because it provides a vital part of local social services and community care
- as long as it caters for physically infirmed elderly as wellWe need a centre for treating dementia but also ensure there are centres for other older people



- Yes gone on to long
- Yes Not knowing what is happening
- Yes uncertainty for residents and staff
- Yes to much uncertainty at present
- Yes what the point in dragging your feet
- Yes to help the resident and staff uncertainty
- Sonner the better
- Yes being going on to long
- Yes the sooner the better
- Yes haning on to long
- I would presume that both residents and staff require some degree of security for the future instead of being anxious about their futures.
- Yes as it is currently under utilised
- Yes Due to the uncertainty
- Yes because of the residents they do not know what is happening
- Yes because residents are nervous because their future is unkown.
- Yes got to make a decision not fair on people living there
- yes because of the uncertainty for residents and staff
- Yes because the building could be vandalised
- Yes because of the effect on residents
- Yes it would take the stress and worry of current clients, staff and families as to their future





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- Yes as there are more people with dementia and have to go further to have a place.
- Yes to stop people worrying
- No why rush
- Yes people need to know where they stand
- Indecision is danaging and stresful to residents and family
- Satisfactory consultation must be made with the whole community of the Garreglwyd catchment area
- There is no reason to delay and delay

4. This consultation is on proposals for Garreglwyd to be sold with a preferred use for it to be run as a specialist dementia facility (or other private nursing or private residential care provision) and this is with the provisos that: - No commissioning commitment will be made to accompany the sale - Care of current residents is prioritised and best practice guidance for care (including any transfer of care) is adopted and implemented - Engagement with residents, families, staff and members is undertaken on a continuous basis. Which do you think would be the best future use for Garreglwyd?

		Response Percent	Response Count
Specialist dementia		56.4%	31
Nursing		20.0%	11
Residential		58.2%	32
Other		5.5%	3

Please explain what benefits your preferred choice would bring and why you think this would be the best use? 30

answered question	55
skipped question	0

- Leave it as it is and run it properly, give the residents the right to chose how money is spent on food, furnishings etc instead of people in offices. Buy local save money and sustain local economy instead of paying high amounts for food stock that you wouldn't buy yourself. The council have done it for years wasting money. Have of one unit into nursing care to allow the folks to stay there when their needs are greater, you say you care so show that you do.
- Many old people can not take care of themselves at home
- People living longer therefore there is a need for it
- So Many elderly people in Holyhead this facility is much needed
- Nothing else in town
- A big town like Holyhead should have a facility to look after their elderly
- There must be more nursing homes available
- There is a need for this facility locally
- I am already using the facility for respite care and the care is wonderful.

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- All together. Want a medical centre like Scarborough. it was wonderful see thr doctor and all
- Get it to serve all the community with medical care for the elderly
- I believe we need a residential specialist dementia and nursing home. The rationale behind this lies in the fact that I have a very close relative in St Tysilio who requires residential and nursing care because of acute dementia and health problems. This private home is regularly under the scrutiny of the Council and CSSIW for poor standards. We have to accept this is as good as it gets on the Island for our relative because of a lack of alternative facilities. Many of the long term residents in St Tysilio are from Holyhead and I would predict that there are many more who have to live off the Island. The only alternatives we had were in St Asaph and Rhyl. Preferred use signifies that planning permission could be submitted for the site for anything with the Council having little control over the type of development e.g. it could be an ordinary housing development as it is in a prime residential location in Holyhead. Anglesey needs to retain this site for specialist dementia residential and nursing care irrespective of whether it is built/run by an external developer/provider and this MUST be a condition of sale.
- We are an ageing population and the care of the elderly mentally ill is an increasing problem.
- We find that the present system works well. Why is the council loosing money / private homes don't loose money
- so that the residents that are there now will be taken care of.
- A mixture of residents with mild dementia or alternative is beneficial to all.
- As people with dementia are on the increase
- Not sure to be honest because my family have already agreed to look after me if the need arises
- There is no nursing home in the area
- as there is no dementia home in the area
- At present families have to travel further afield to maintain contact or hope that the private residential sector will accommodate them, this is due to lack of E.M.I facilities.
- many people have to go to other care homes in different places
- Stay as it is
- Training with value added aspects. training for future carers across Abglesey showing commitment to the future for the elderly on the IOACC
- For the residents and their families to be in the local community
- This would best meet the community need particularly if contains a respite emphasis
- rapidly increasing elderly community (with both physical and mental health care demands) require professional and high standard of care.
- I want dementia and residential to take into consideration the size of the building, would it not be the best use of this building that you take one half for elderly residents with dementia and the other half for residential for those that are not in such a bad condition as dementia

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5. Do you think it matters who owns Garreglwyd? How and why?			
		Response Percent	Response Count
Yes, because....		52.7%	29
No, because....		47.3%	26
answered question			55
skipped question			0

- No, can't be any worse than the council
- Yes Social services
- Yes Social services is the best
- Yes The trust
- Yes will they be monitored By CSSIW
- Yes Must have a previous track record that can be trusted
- No as long as it well run
- Yes should be run properly
- No so long as its run properly
- No so long as its run properly
- No needs to be well run
- No so long as people are well looked after
- No so long as the care is good
- Private as Council is losing money
- yes being run by the council
- So long as it is a specialist dementia residential and nursing care unit, it continues to provide a service for the people of Holyhead and Anglesey as a whole.
- Yes, we need to have absolute certainty that our ederly have the best possible care
- Yes some home are poorly run
- Yes. remain with the council
- yes if it is ran by a private company who will regulate it
- yes it should not be used to make owners very rich
- yes must remain council run
- yes because i dont want it to be privatised just for other to make money
- yes care is still needed home for residents
- Yes because the welsh lanuage and culture need to be respected
- No as long as it run well
- Yes Council in conjunction with NHS as it has built in safeguards.
- No as long as it is kept open and run by carers
- No saty in council care

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- No as long as it is AAA standards
- Yes it belongs to local people who cant afford private
- the curretn high standard under council ownership is preferable
- as long as a High standard of Safe care is provided

6. Which of the following do you think we should take into account when making our final decision? Please rate each of these from 0 to 5 (5 being the most important, 0 being the least important)

	Least important					Most important	Rating Average	Rating Count	
Continuity of services	9.6% (5)	19.2% (10)	15.4% (8)	3.8% (2)	21.2% (11)	30.8% (16)	3.00	52	
Value for money	27.5% (14)	29.4% (15)	15.7% (8)	7.8% (4)	7.8% (4)	11.8% (6)	1.75	51	
Quality of care	1.9% (1)	1.9% (1)	7.4% (4)	1.9% (1)	13.0% (7)	74.1% (40)	4.44	54	
Opinion of service users	10.6% (5)	21.3% (10)	14.9% (7)	14.9% (7)	23.4% (11)	14.9% (7)	2.64	47	
Using resources to offer more care for more people	26.0% (13)	10.0% (5)	10.0% (5)	20.0% (10)	22.0% (11)	12.0% (6)	2.38	50	
	Other (please specify)								2
							answered question	55	
							skipped question	0	





- Let the residents make more decisions about day to day life there

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7. If the Council were to decide to sell Garreglwyd, how would this personally affect you and either your immediate family or the community your services represent?

		Response Percent	Response Count
Considerably		34.5%	19
Some		12.7%	7
Not much		21.8%	12
Not at all		30.9%	17

If you can please describe how, or give your reasons: 30

answered question	55
skipped question	0

- Not at all. I would be very sad if it closed, looked after so many people there, sad times and good times
- When I need a place there will be no place to go
- Need a facility like this in our community
- Need respite care for the elderly
- Would there be respite care? if not then this would be detrimental to our community
- Because I have booked my bed already
- Because it would be uncertain where I would go
- Not sure what the future hold - Might need it one day
- Not had any dealings with Garreglwyd
- As described above and I would hate to loose the service
- The loss of this service will have a detrimental affect on the community
- because I may need to want to go there for respite or for making it my home
- My mother's relative (cousin) has never been so happy in her life as she is in Garreglwyd despite being immobile.
- Our electorates are within the Garreglwyd 'catchment' area
- I need to know that I have a home to go to if and when I need to be looked after in my own home town
- Would not effect me at the moment but I am getting older and might need such a facility in the future
- I do not know enough about this to make an opinion
- As my sister lives in Garreglwyd
- Not at this moment in time
- Considerably if I wanted residential care I would go to Garreglwyd
- I would like think my family would be close should I Succumb to this dreadful illness.


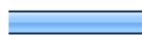



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- My Son in Law has dementia at 59 his mother is 86 and has to travel to Llangefni to see him
- Friends and neighbours having to re home their loved once
- On a personal level not a great deal but as a local professional I would be disappointed a high standard facility was closing or changing purpose
- Victoria surgery has a large number of patients at Garreglwyd residential home and an on going large number of patients who require the services of this institution.

8. Having read the Consultation Document and Background Information, to what extent do you support the proposals for Garreglwyd?

		Response Percent	Response Count
Strongly support		32.7%	18
Support		25.5%	14
Neither support nor don't support		7.3%	4
Do not support		21.8%	12
Strongly do not support		12.7%	7
answered question			55
skipped question			0

9. Do you have any other comments in relation to this current Consultation?

	Response Count
	55
answered question	55
skipped question	0

- Their local councillors are hopeless not supporting the residents or staff just like the rest of the council don't care, one day you will be old and in need of help lets hope that you won't have regrets about your working life and how you should have tried harder
- Hope that you are listening and strongly support our town with future care
- Consultation should of been done sooner
- Please take note about what is being said about Garreglwyd
- Somebody should have been listening a long time ago
- I hope you are listening to what we are saying
- I hope you are going to look after us old people. We have worked hard all our lives and deserve to have a decent home to retire to
- Care for the elderly (most important)

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- Residential service/respite care is needed in the community
- Disagree with the closure of Garreglwyd as a residential home
- We want the home to be kept for the elderly persons in Holyhead
- We are afraid that our views are not listened to. What savings are you making and is it at the expense of the elderly
- I only strongly support if it is guaranteed to be developed into a specialist dementia residential/nursing unit. I can understand not offering a commissioning commitment however I believe that, ultimately, both health and social care will need to commission from this type of home. Extra Care is not going to be suitable for people in the advanced stage of dementia. I would suggest that all people on the programme board and project board visit the dementia unit at St Tysilio and in particular the day rooms so that they can actually understand the needs of the people accommodated because I think it would be quite a shock to some.
- This Community Council support the proposal for Garreglwyd to become a specialist dementia facility but do not support the proposal that it be sold.
- because the council have a duty of care for the elderly. We are concerned at what is happening. Garreglwyd has a good name for caring for the elderly
- Very concerned with Anglesey County council view of trying to sell Garreglwyd
- Would prefer to see it as a dementia home
- Would like to see Garreglwyd remain the same as it is now
- Support to be sold as a dementia home
- realise that changes have to take place but would prefer that Garreglwyd remains as it is
- Not happy to sell Garreglwyd but can see dementia and nursing services are required in the area
- Do not support any closures of council services
- Don't Sell Garreglwyd
- I think the consultation should have been wider across all local communities with engagement wants etc including young people at 6 form and high school. James Lee MBE
- A continued high standard of residential care is required

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DRAFT Overview of the Consultation process followed and feedback received

Annex 2 Feedback from Surgeries

Date	Feedback
19/06/14	Report for this session is to follow
05/06/14	Request made for one additional questionnaire for a family member and two next of kin were identified in order to inform.
22/05/14	Staff confirmed that they did not want a Mon Provider Unit Manager present in their one to one Consultation and therefore Mrs. Gwen Bennett will join. Questions around redundancy, TUPE and redeployment raised by staff. One irregular respite users relative from Derbyshire praised staff and home atmosphere and felt it was “terrible” that the Council was considering closing the home and how it was being conducted
15/05/14	Noted by staff that information printed in Daily Post was inaccurate. Meeting with Assistant Manager Enid Wyn Hughes to arrange staff and resident one to ones. Enid “much relieved” that there will be a decision soon. Assurances given about the process that will now be followed, in particular in relation to residents questionnaires. Two relatives understood current situation, but were concerned in case Garreglwyd became Nursing; they did not also feel that Penucheldre was a good example of Extra Care as there is no Care Model. A further relative called for a collective families meetings and was advised that confidential and sensitive information is discussed in one to ones and therefore would not be appropriate, relative also suggested “throwing out 11 grandmothers onto the street”, it was confirmed that a decision has not yet been made and Council will ensure continuity of care. 3 further carers wanted the same information on redundancy, TUPE and redeployment

Equality Impact Assessment (EIA)
Part A – Initial Equality Impact Assessment

Start Date: 21/05/14

Completion Date: **Ongoing**

PART A - Step 1: Preparation

1.	What are you assessing?	Phase 4 of Enhancing Accommodation Options Project - Cybi
2.	Is this a new or existing policy?	New
3.	What are the aims and purpose of this policy?	<p>To review the provision of accommodation based services in Cybi and identify future Options for Garreglwyd.</p> <p>Anglesey currently has the second highest older people’s population in Wales and a 68% increase in those living past 85 is expected over the next decade. An increase in the number of people with long-term conditions, like dementia, is also predicted.</p> <p>Society’s needs have also changed. People live longer, and often enjoy better health in their later years than any previous generation. As a result, people who retire today are likely to have very different aspirations as compared to current residents of residential homes.</p> <p>As a result the Council is working to transform and modernise its social care provision for older adults. This will be achieved by supporting people to live longer in their own homes and commissioning more care services rather than delivering them itself.</p> <p>The adult Transformation Programme is looking at all aspects of modernising social care provision for our older people, and how we address accommodation issues is but</p>

one (important) part. And all these various changes in how we provide, commission and assure the quality of domiciliary care for example, provide preventative services or work at enhancing community provision and responses are all interlinked. Thus, residential provision in Cybi is part of a wider picture, and one in which the role and supply from the private sector also needs to be recognised. Relative demand for residential care is falling and there already exists good market provision within the Cybi area.

In 2012 there was discussion and consultation over the future of Garreglwyd, with notice given (at the time) for the closure of Garreglwyd (in part a direct consequence of the establishment of Penucheldre “Extra Care”). The home did not close and uncertainty has continued for residents, staff, local community and members. To manage the situation there was agreement that no further long term admissions should be made and spare beds be used for short term/respice care (this was reaffirmed by the Executive in July 2013); this provision has continued over the last year.

Garreglwyd can accommodate 28 beds and its average occupancy for the last year was just over 60%. It now has 11 long term residents. There are currently five private residential care homes as well as a private nursing home in the Cybi ward, which are not at full occupancy.

There has already been significant interest in the property from the private sector, including both existing care and nursing home companies, and those that build specialist care accommodation.

Before deciding on the preferred option, the Council considered the following options in detail, which were:

1. The home continues as a Council run residential care home
2. *Sold with a preferred use as a specialist dementia facility or used as a private nursing or private residential care facility*
3. Establish as Council run Nursing/Dementia care home
4. Use for alternative Council use, such as a children’s home
5. Sold for private development

Option 2 for sale rather than rent has been endorsed by the OASC Board, SLT, Informal Scrutiny and Informal Executive.

In its meeting on 19th May 2014, Isle of Anglesey County Council's Formal Executive Committee is expected to decide to hold a formal 30 day consultation centred on the future of the Garreglwyd Residential Home in Holyhead; and specifically on the Council's preferred option, which is to *sell the residential home with a preferred use as a specialist dementia facility or used as a private nursing or private residential care facility.*

This EQIA is concerned with the equalities impact on residents, family, friends and the staff group at Garreglwyd as they will be most directly and significantly affected by any decision relating to the future of the home.

Equalities data.

The residents of the home in respect of the protected characteristic as set out in the Equalities Act 2010 as follows:

Sex	Male	Female
	3	10

Age	70-79	80-89	90-99
	2	5	6

Disability	dementia	stroke	Mobility/osteoa rthritis	hypertension
	5	1	5	2

Religion	Church of Wales	Church of England	Roman Catholic	Jehovah Witness
	5	3	2	1

Race	British	Irish	Spanish
	11	1	1

No resident has been identified as transgender.
No record is maintained in respect of a residents` sexual orientation.

		<p>Pregnancy and maternity does not apply to any resident. The Councils` Human Resource policies are in place to support any member of staff who is pregnant.</p> <p>There is no information held in relation to the “protected characteristics” of friends and family. However the potential impact on families and friends” protected characteristic” should be considered.</p> <p>Staff profile.</p> <p>There are 20 staff members working in Garreglwyd, 19 are female and one male staff member. The age profile includes: 2x (60+) 11x (50-59) 6 x(40-49) 1x (30-39). All staff members are British White and 12 out of the 20 staff members speak first language welsh.</p>
4.	Who is responsible for the policy/work you are assessing?	Older Adults Social Care Transformation Board
5.	Who is the Lead Officer for this EIA?	Cary Emyr Edwards – Acting Head of Adult Services
6.	Who else is involved in undertaking this EIA?	<p>Linda Kinani – Team Leader Iola Richards – Service Manager Sarah Tillman – Programme Manager Brenda Roberts – Older People`s Council Brian Jones – Co-ordinator Strategy for Older People</p> <p>The Equality Panel will assess the potential impact against each protected characteristic.</p>
7.	Is the policy related to other policies/areas of work?	<p>The Council’s Corporate Plan 2013-2017 – Supporting the most vulnerable people has been identified as one of three priorities in the Council’s Corporate Plan and the Transformation of Older Adult Social Care is one of its eight focus areas. The Corporate Plan was approved by Full Council on 5 December 2013.</p> <p>The Older Adult Social Care Programme also forms part of the remit of the Service Excellence Programme Board, which is one of three programmes within the Anglesey</p>

		<p>Transformation Plan to oversee and drive change programmes and projects within the Council and with external collaboration partners.</p> <p>Social Services and Wellbeing Wales Bill Framework for delivering Integrated Health and Social Care for Older People with complex needs.</p> <p>Care Standards Act 2000 – National Minimum Standards for Care Homes.</p>
8.	Who are the key stakeholders?	Service users and workforce of Garreglwyd, their families, carers, suppliers, neighbours, Health colleagues, CSSIW, local population, town and community councils, GPs, Ysbyty Penrhos Stanley, other care homes within Cybi.

9 - Is the policy relevant to how the Authority complies with the public sector general duty relating to people who are protected due to age; disability; gender; gender reassignment; pregnancy and maternity; race, ethnicity or nationality; religion or belief and sexual orientation?	Yes	No
The elimination of discrimination and harassment	✓	
The advancement of equality of opportunity	✓	
The fostering of good relations	✓	
The protection and promotion of human rights	✓	

PART A - Step 2: Information Gathering

<p>10 - Does this policy / area of work ensure equality for the Welsh and English languages in accordance with the Council's Language Scheme?</p>	<p>The Council is committed to providing a fully bilingual service in Welsh and English across all its services. We will promote a proactive approach to making a service offer in the Welsh language in accordance with the Welsh Government Strategy Framework 'Mwy NA Geiriau' more than words. We will ensure that we comply with the Council's Welsh Language Scheme in organising and delivering social care services.</p>
<p>11 - Is there an opportunity through this policy / area of work to offer more opportunities for people to learn and / or use the Welsh language on a day-to-day basis?</p>	<p>A high number of service users will be first language Welsh-speakers. Due regard will be given to linguistic needs and we will ensure that service users are able to communicate with us in the language of their choice. There will be an expectation that any new provider will provide a service in both Welsh and English and be culturally sensitive.</p>
<p>12 - What potential contribution does this policy / area of work make towards ensuring that the Island's historical and contemporary culture flourishes and prospers?</p>	<p>This Project's inception is in relation to developing and safeguarding services for future generations by making better services available which improve quality of life and provide services for a greater number of people with a reduced revenue for provision. Project has been divided into Phases to ensure locality compatibility for increase service stability and fit with local need and culture.</p>
<p>13 - Are there any Human Rights issues? If so, what are they?</p> <p>(The 16 basic rights in the Human Rights Act are listed at Appendix 1).</p>	<p>In line with a human rights based approach to transform social care for adults services, the vision on Anglesey encourages and emphasises the need for participation and involvement in the design and delivery of services, policies and programmes by the people and communities who benefit from them. Due consideration must be given if there should be any breaches to the following: Article 6 – Right to a fair trial in terms of being denied access to a court to challenge the decision to close the home. Article 8 - Right to a private life, respect family and friendships.</p>
<p>14 - What has been done to date in terms of involvement and consultation with regard to this policy?</p>	<p>The Service Intentions Document has been consulted upon internally and engaged with externally. As this EQIA is being completed in advance of any decision making, no formal consultation regarding potential specific changes to Garreglwyd have yet commenced. Discussions have taken place with services users (and families or with advocates) on a one to one basis with the Director as well as conversations with Garreglwyd employees, who are all aware that Options relating to the future of services provision is being explored in Cybi, in particularly for Garreglwyd.</p>
<p>15 - Are there any gaps in the information collected to date?</p>	<p>Current discontent around timescales, clarity is required. The consultation on the future options for the home will be undertaken over a period</p>

If so, how will these be addressed?

of a month commencing on the 23rd May 2014.

PART A - Step 3: Considering the potential impact

*For each protected characteristic, please detail in the column on the right in the table below:

- (1) Any reports, statistics, websites, links etc that are relevant to your document / proposal and have been used to inform your assessment, and/or
- (2) Any information gathered during engagement with service users or staff; and/or
- (3) Any other information that has informed your assessment of potential impact

**For determining potential impact, please choose from the following:

High negative; Medium negative; Low negative; Neutral; Low positive; Medium positive; High positive; No impact/Not applicable

Protected group	**Potential Impact	*Details	Mitigating action
Age	High negative As of 21st May 2014	All options must be evaluated to ensure that no resident suffers disadvantage as compared to younger people with a similar degree of need/disability and that residents in particular age groups are treated equally. Older people in general can find it difficult to adapt to change and find change worrying. There may be an impact on relatives and friends in terms of travel arrangements if a resident is transferred to alternative accommodation. If residents are transferred to alternative accommodation the potential impact on friendships between residents moving to different accommodation should be considered.	In the first instance the consultation results should be carefully considered to identify any issues raised in relation to impact on residents, family, friends and other interested parties. If the decisions means residents must be transferred the Provider Operational Support Group (POSG) care home closure plan will come into operation. The closure plan will include: <ul style="list-style-type: none"> • Provision of accessible information • Individually tailored planned transfers • Maintenance of family contact and friendships. • Understanding of the potential for distress and confusion to any proposed change or transfer. Relatives travelling arrangements along with continuation of friendship groups will be considered in the home closure plan procedure. Dedicated care management

Protected group	**Potential Impact	*Details	Mitigating action
		<p>Staff. There is uncertainty amongst the staff group in terms of who the new provider will be and will there be any tupe transfer rights. There may be possible redundancy and re-deployment opportunities.</p>	<p>and advocacy services will be available.</p> <p>There will be a full and early engagement with staff and trade unions, including a full consultation process running concurrently with the public consultation. If there are new providers at the home and in order to avoid redundancies, the Council`s re-deployment procedures would be utilised. Staff will be offered additional training to ensure they have the necessary skills to take up new roles. Sensitive and timely support services will be put in place for all staff during the period of consultation and beyond.</p>
Disability	High negative.	<p>People may find it difficult to adapt to new accommodation because of their disability or have concerns about doing so. Residents with particular disabilities who currently receive specialised support may be disadvantaged unless alternative options provide similar support of equal quality. Consideration must be given to the risk to resident`s health when moving. The potential for residents suffering from dementia to become particularly distressed or confused if they are transferred to alternative service must be taken into account.</p>	<p>Dedicated care management support and advocacy services to include IMCA service would be put in place to support residents and service users. Any transfer must be in accordance with the home closure plan, planned and carried out with regard to each individual`s specific needs. Residents' next of kin and familiar staff would be involved, where appropriate to support them to make decisions about alternative accommodation.</p>
Gender	Neutral.	<p>The impact of any proposed changes is not anticipated to affect male and female residents differently. However there are more female</p>	<p>An effective transition plan would be put in place for each resident based on person centred plans. Dedicated care</p>

Protected group	**Potential Impact	*Details	Mitigating action
		<p>residents and staff means that any overall negative impacts arising from any proposal would fall disproportionately on this group.</p> <p>Staff.</p> <p>There are 19 female staff and one male staff member therefore means that any overall impact will fall disproportionately on this group.</p>	<p>management support and advocacy services would be in place to support residents.</p> <p>All staff will have the same opportunity to contribute and have their say in the consultation process irrespective of gender.</p>
Gender Reassignment	No impact	The impact of any proposed changes is not anticipated to affect this protected characteristic	
Pregnancy & Maternity	Neutral	This protected characteristic does not apply to the residents. Human Resources policies and practice will be adhered to in respect of staff along with appropriate risk assessments.	
Race / Ethnicity / Nationality	Neutral.	It is not anticipated that any of the options proposed would result in residents from any particular racial group being disadvantaged relative to other residents. However, where specific services are currently provided to meet particular needs it is important that these are identified and steps taken to ensure that this is preserved and included in the choice offered.	Care Home Regulations require that care home provision is able to meet residents` differing cultural needs and preferences. This will be monitored through the annual contract compliance system. Therefore any alternative accommodation identified need to be able to demonstrate they are able to meet residents` individual cultural needs.
Religion or Belief	Neutral.	It is not anticipated that any of the options will have a disproportionate or detrimental impact on residents on the ground of religion, however if the resident is transferred to alternative accommodation this provision must be able to meet the religious needs of residents.	Any alternative provision must be able to meet the religious needs of the resident.in accordance with Care Standards Regulations.

Protected group	**Potential Impact	*Details	Mitigating action
Sexual Orientation	Neutral.	The impact of any proposed changes is not anticipated to affect this protected characteristic.	
Welsh language	High positive	The Council is committed to providing a fully bilingual service in Welsh and English across all its services.	We will ensure that the new providers will comply with the Council's Welsh Language Scheme and the Welsh Government's 'Mwy NA Geiriau' (more than just words) strategy document.
Human Rights	Medium negative	Closing a care home due to a policy decision and moving residents to alternative accommodation could have an impact on an individual's human rights in respect of: Article 6 – Right to a fair Trial in terms of being denied access to a court to challenge the decision to close the home. Article 8 – Right to respect for private and family life in terms of a move to alternative provision represents an unjustified interference with a residents` private and family life.	The Council will undertake its statutory responsibility to engage in a consultation to gain the views of residents, their families, carers, staff and interested groups about the future options for Garreglwyd. The Council will adhere to the POSG Home closure plan which will take any steps to facilitate transfers for residents and ensure their human rights are respected. All the responses collected during the consultation and the outcome of the Equality Impact Assessments will be used to draw up recommendations to be considered by the Executive Board. Consultation evaluation will then be collated for presentation at the 30 th June 2014 Informal Executive Committee.

Part A – Step 4: Outcome of Initial EIA

Is the outcome of the Initial assessment to proceed to full Equality Impact Assessment?	No – This initial EQIA will form the basis of further work as noted below:
	This Equality Impact Assessment will be reviewed following the consultation period and when a final decision is made by the Councils Executive Committee.
If no, are there any issues to be addressed?	
	Record Details: as above

If you have decided that a **full Equality Impact Assessment is required**, please proceed to **Part B**.

If your decision is **not to proceed to a Full Equality Impact Assessment**, please delete Part B from this template and proceed to **Part C - Outcome Report**.

Please proceed to **Part C - Outcome Report**.

Equality Impact Assessment (EIA) – OUTCOME

PART C – Step 1: Outcome Report

Organisation:	Isle of Anglesey County Council
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What is being assessed: (copy from Part A – step 1)	Enhancing Accommodation Options Project – Cybi (Garreglwyd Care Home).
Brief Aims and Objectives: (copy from Part A – step 1)	To review the provision of accommodation based services in Cybi and identify future Options for Garreglwyd. Please see Part A point 3.
Did the Initial assessment proceed to full Equality Impact Assessment? (PART A – Step 4)	No – This initial EQIA will form the basis of further work as noted below:
	Record reasons for decision The EQIA will be reviewed following the consultation period and the decision by the Councils` Executive on the 14 th July.
If no, are there any issues to be addressed?	As above
If yes, what was the outcome of the full EIA?	
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Will the Policy be adopted / forwarded for approval? Who will be the decision-maker?	All the responses collected during the consultation and the outcome of the Equality Impact Assessments will be used to draw up recommendations to be considered by the Executive Board. Consultation evaluation will then be collated for presentation at the 30 th June 2014 Informal Executive Committee.
	If no, please record the reason and any further action required:

Are monitoring arrangements in place? What are they?	The Equalities Panel will review the EQIA once the final decision is made. A task and finish group has been established to oversee the consultation process and will monitor the transfer process as it develops.
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Who is the Lead Officer?	Name:	Carys Emyr Edwards
	Title:	Head of Service – Provider Unit
	Department:	Communities Department
Review date of policy and EIA:	To be determined.	

Names of all parties involved in undertaking this assessment	Name	Title
	Linda Kinani Iola Richards Sarah Tillman Brian Jones	Team Leader Service Manager Programme Manager Co-ordinator Strategy for Older People Social Services
	Equalities Panel members. Carys Emyr Edwards Gareth Llwyd Brenda Roberts Rhian Hughes – Corporate Policy Ann Perkins Gwen Bennet	Acting Head of Adult Services Business Support Unit Manager. Older People`s Council. Corporate Policy Officer Health and Social Care Facilitator. Adult Transformation Officer.
Please Note: An Action Plan should be attached to this Outcome Report prior to completion		

PART C - Step 2: Action Plan

Please detail any actions that are planned following completion of your EIA. You should include any changes that have been made to reduce or eliminate the effects of potential or actual negative impact, as well as any arrangements to collect data or to carry out further research.

Ref	Proposed actions	Lead officer	Timescale
001	Undertake one month consultation on the future options for Garreglwyd Care Home.	Brian Jones	23 rd May – 22 nd June 2014.
002	Prepare report on the findings of the consultation	Transformation Team	23 rd June 2014
003	Review EQIA following the Executive`s decision.	Brian Jones	ASAP after 14 th July. Date to be determined.

Appendix 1 – Human Rights

Human rights are rights and freedoms that belong to all individuals, regardless of their nationality and citizenship. There are 16 basic rights in the Human Rights Act – all taken from the European Convention on Human Rights. For the purposes of the Act, they are known as ‘the Convention Rights’. They are listed below:

(Article 1 is introductory and is not incorporated into the Human Rights Act)

Article 2: The right to life

Article 3: Prohibition of torture

Article 4: Prohibition of slavery and forced labour

Article 5: Right to liberty and security

Article 6: Right to a fair trial

Article 7: No punishment without law

Article 8: Right to respect for private and family life

Article 9: Freedom of thought, conscience and religion

Article 10: Freedom of expression

Article 11: Freedom of assembly and association

Article 12: Right to marry

Article 14: Prohibition of discrimination

Article 1 of Protocol 1: Protection of property

Article 2 of Protocol 1: Right to education

Article 3 of Protocol 1: Right to free elections

Article 1 of Protocol 13: Abolition of the death penalty