

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	The Executive – October 2015
Date:	19/10/15
Subject:	Older Adult Accommodation – Haulfre
Portfolio Holder(s):	Cllr Aled Morris Jones
Head of Service:	Alwyn Jones, Head of Adult Services
Report Authors:	Alwyn Jones, Head of Adult Services
Local Members:	Seiriol Members - Lewis Davies, Carwyn Jones & Alwyn Rowlands
A –Recommendation/s and reason/s	
Introduction	
<p>This report has been brought to the Executive Committee to make a decision regarding the future of Haulfre Residential Home. The Executive Committee has worked in partnership with officers throughout this process to ensure that the Council gave full consideration to:</p> <ul style="list-style-type: none"> - the current suitability of the building as an environment to deliver care, - the investment required to maintain provision, - the consultation and engagement process with residents, family members, staff and wider stakeholders. <p>The Authority has a responsibility for ensuring that the care and accommodation needs of older people are met in a way that assures their dignity and wellbeing. Some of these responsibilities are statutory, and others are a part of the overall ethos and approach of social service provision in Anglesey. As the needs and expectations of older people themselves change and resources that are available decrease, the ways in which services for older people are delivered are having to be changed. On Anglesey we are managing this change through our Transformation Programme for Adults.</p> <p>A key element of the Transformation Programme for Adults is reconfiguring accommodation provision, moving away from “traditional” residential care towards an Extra Care model. The reasons for this change have been described in the previous report submitted to this committee on the 2nd of July, 2015¹ and as such will not be expanded upon further within this report.</p> <p>The Local Authority determined in its executive meeting on the 2nd of December, 2013, as part of its corporate plan that future investment should be targeted at the development of Extra Care provision and that the Local Authority will work in partnership with the independent sector to maintain the availability of choice within residential establishments. Good progress is being made in this regard with a</p>	

¹ Alwyn Jones, James Dawson, 16th of June 2015, Executive report: Older Adults Older Adult Accommodation - Haulfre,

scheme planned in Llangefni expected to be opened in 2017/18 and steps to agree a preferred site in the South of the Island, with a focus on the Seiriol area currently being progressed. The Seiriol area has been agreed subject to a suitable site being available which is both appropriate from a service and business perspective.

Extra care is a model of care and accommodation which can provide support to tenants with varying levels of care needs, and ordinarily schemes accommodate residents with high, medium and low care needs. Where extra care provision has been established in other areas of North Wales there is evidence to suggest that with careful planning and support, residents of current residential care homes can be accommodated within these facilities and in one example 76% of residential care home residents were transferred to the Extra Care scheme. In this example the remaining 24% of residents were accommodated within residential and nursing homes in accordance with best practice. In a neighbouring authority an example was provided of a gentleman living in Extra Care who is paralysed on one side, who receives a care package of 4 double handed calls a day which includes hoisting, full personal care and support to eat and drink. This care and support is equivalent to 5 hours a day, seven days a week. It has been agreed by the Council that as extra care provision is developed in all areas of the island residential care provision within those areas will be decommissioned.

Following the receipt of reports commissioned² to consider Haulfre as a residential facility, the ability of the building to support safe and dignified care at all times, and the fire safety of the building, it became clear that significant potential expense was required to maintain this facility. This expense was needed to improve the building in the period prior to the development of Extra Care provision locally, and in the case of the recommendations from the fire report this spend needed to occur immediately. Initial estimates of costs indicated a basic cost of £361,350³; further work and detailed definition of works required have led to a revision of these costs.

As a result of these findings, the need for investment in the facility and a recognition that this is a matter of significant public interest a decision was taken by the Executive Committee on the 2nd of July, 2015³ to start a period of formal consultation which has subsequently occurred between the beginning of July and the 20th of September, 2015.

It is important to note that the care provided at Haulfre Residential Home is of a good standard- staff have provided consistent and compassionate care to its residents since it was opened in 1967, and continue to do so. This was further emphasised through the consultation responses where it was revealed that 88% of people feel that the quality of care is excellent in Haulfre.

² tenos, 12th of June 2015, Fire Risk Assessment. Ann Lloyd Jones, April 2015, Haulfre Care Home; How the Building Affects Care

³Alwyn Jones, James Dawson, 16th of June 2015, Executive report: Older Adults Accommodation - Haulfre,

The recommendation included within this report is made following an overall consideration of the:

- historical and current suitability of Haulfre as a residential home,
- the terms under which the home was transferred to the Council,
- the feedback received from residents, their relatives, staff and stakeholders
- the comprehensive assessments of works required in Haulfre and of the capital and revenue costs involved.

The consultation and engagement process undertaken has involved one to one sessions with residents and their families with advocacy support, sessions for staff, a public meeting, drop in surgeries and questionnaires. The views and information received during this process have been considered fully and contribute significantly to the recommendation made.

The following appendices support considerations within this report:-

1. Costed list of works associated with three investment options
2. Operational cost of operating Haulfre at current and future potential occupancy
3. Action Plan Associated with disruption from costed works
4. Summary of consultation and public engagement exercise
5. Charitable Funds and other potential sources of capital to support works
6. Availability of alternative placements
7. Equalities Impact Assessment
8. Potential Timetable for the Development of Extra Care Housing

Historical Context

In 1967 the home was transferred to the Council in the will of J.F.Chadwick. The will states that “...my freehold property known as Haulfre, Llangoed aforesaid and all land usually held and enjoyed therewith including the side paddock and any building erected or to be erected thereon to the Council preferably for use as an Old Peoples Home but if this is not practicable for such other purpose as the Council shall in their discretion think fit...”

It has been clearly established that under the terms of the will that the Council was not required to operate a care home, that there is no requirement for this to remain as a care home and that no commitment to invest has been legally established under the terms of the will. Moreover decisions relating to the future of the site are not subject to any restricted covenants. The Council is therefore able to make a decision regarding the future of the home and the site

Haulfre has operated as a care home since this date with 23 bedrooms providing support to elderly people from the Isle of Anglesey but with a natural link to the local community. Whilst it is acknowledged that the building has operated as such, the nature of the building is not adequate for the needs of an increasingly frail population of people accessing residential care. Only 6 rooms have ensuite facilities. Bathing and toileting facilities are inadequate to allow for choices for residents, sluice facilities

are poor, and 2 rooms currently have fire exits located in them. Haulfre was not built as a residential care home.

New facilities are designed in a way that supports:

- achievement of all registration standards,
- dignified care provision for the most dependent individuals
- efficient and cost effective care delivery.

It is acknowledged that to date these matters have not led to non-compliance notices from CSSIW, however they remain issues which illustrate the shortcomings of the current building.

In reflecting on the building CSSIW have confirmed (by email from the Area Manager North West Wales to the Director of Community on the 18th of September) that:

'In our recent inspection we found that overall the quality of life of people using the service is very good and the staffing and leadership to be good. However presently there will be restrictions on some people's dignity arising from the building and its facilities, these may be identified as technical breaches in our future reports using our new inspection guidance. We are also aware that additional staffing is required to comply with fire safety regulations.

We would wish to see all services improving and currently the building does not meet what would be expected of a modern service; for example the number and location of toilets and bathrooms are not to the standard that would be expected in a modern service and there have been issues regarding the reliability of the lift. We agree with the assessment of your officers that investment is needed in the building and environment for the service to meet the needs of people living in Haulfre over the coming years. As seen in our reports these are not issues that have resulted in us issuing non compliance notices but they are matters that would need attention in order to raise the standards to those expected in a modern service.'

This statement acknowledges the historical position taken by CSSIW within inspection reports, and reiterated by stakeholders as part of this process, but also supports the position taken by officers and acknowledges that investment is required to improve the home.

In addition to the impact arising from the building on residents' dignity, it is also appropriate to consider its effect upon the efficiency of the services operated. Based on the current cost of operating a bed in Haulfre and its lowest comparator within local authority management, the cost per bed per week in Haulfre is £72 more for the Council compared to the lowest comparator. Based on today's costs and full occupancy this translates to an additional annual cost of £74,766 compared to the lowest comparator and £22,805 compared to its closest comparator over the home's entire operation. Moreover Haulfre Residential Home has been subject to ongoing investment as part of the Councils overall maintenance budget with the last two years showing an average spend of £30,000 per year. Work over the last 2

years has included general repairs and maintenance work such as for heating and plumbing, electrical work, flooring, fire alarm servicing, maintaining the lift, grounds maintenance and a new boiler. It can reasonably be assumed that income received from the estate has been utilized to offset the additional cost of operating the care home since 1967.

Secondly during the period of consultation and engagement the Council has invested in the safety of Haulfre by providing additional staff during evening times and night times at an additional cost of £262 per night a cost totalling £21,526 over 3 months. An additional £18,000 has been invested in the environment to address all the fire safety issues which initially led to our concern that maintaining services in Haulfre in anything other than the short term may not be practicable. Acknowledging that all these issues have been addressed; due to the nature of the building, it will be necessary to continue with one additional member of sleep in staff. This means that overnight staffing levels within the home will not revert to normal levels of 2 staff and will in future require 2 staff on the floor and one sleep-in member of staff subject to ongoing review.

It is therefore evident that the Council has shown a commitment to Haulfre as a residential home; a commitment that is backed up by ongoing expenditure historically and in recent years.

Summary of Findings:

Appendix 1 - Costed list of works associated with three investment options - Reflects costs to carry out a list of works agreed with the registered manager associated with three costed options :-

- Option 1, Short Term = £168,000 (costs to meet essential works to address most serious areas of concern)
- Option 2, Meeting all registration standards within current building (inclusive of short term costs) = £509,000
- Option 3, Costs to address above and build 14 bed extension to provide 30 bedded home in the longer term = £1.325 million

Appendix 2 - Operational cost of operating Haulfre at current and future potential occupancy

This appendix notes that the cost to the Council of a weekly bed in Haulfre is the highest of all Local Authority homes operating a comparable service and will continue to be the highest following carrying out all works associated with improving the fire safety of Haulfre and the works under Option 1 above. These figures are based on achieving a 86% occupancy.

It is of note also that all Council run homes reflect a weekly cost for residential provision which is in excess of the standard residential fee (£466) paid to independent sector partners. The average cost to the local authority of a placement within local authority homes is currently £518.37, should costed Option 1 be implemented this would potentially rise to £542.95.

Appendix 3 - Action Plan Associated with disruption from costed works

This action plan reflects the challenge associated with carrying out works while residents are insitu. The plan notes the impact in each different circumstance. Concerns remain regarding the level of disruption this would cause and its impact on residents. Works associated with costed Option 1 requires the temporary re-location of 7 residents into currently unoccupied rooms (at different stages). Currently there is a potential that one resident will need to be relocated to another care home for the interim period whilst the work scheduled in Option 1 is undertaken, however a bed may become available prior to this time.

Appendix 4 - Summary of consultation and public engagement exercise

This includes the result of the consultation and engagement process.

Relatives and residents express significant concern at the potential for the loss of provision in Haulfre. They note that care provided to them is of the highest standards, they are not of the view that there are issues with dignity arising from the building and its facilities, and moreover feel its locality is vital to them in terms of remaining in touch with their local community and in providing good access to visit for their relative. Each person reflects a warmth and passion towards the current home and encourage the Council to consider investing to safeguard the future of the home.

The engagement results reflects much of the views noted above. The provision at Haulfre is considered to be crucial and concern is expressed regarding the lack of ongoing funding to address areas of work required over the years. Significant reference is made to the terms under which the home was passed to the Authority, with a clear view that there should be a commitment to invest in the absence of any alternative provision currently available in the Seiriol Area.

Public feeling towards the home is reflected within the level of local response:

The public meeting held in Llangoed village hall on the 9th of September, 2015 was attended by approximately 100 attendees. 262 people signed an online petition - SAVE HAULFRE - ACHUB HAULFRE on 'Change.org'. 243 people contacted Plaid Cymru by Letter / emails or completed Plaid Cymru newsletter support slips. A further 27 letters/emails received direct to the Council and 21 Freedom of Information requests were received. Over 200 questions were received by Local Councillors.

Appendix 5 – Charitable Funds and other potential sources of Capital to support works

This reflects that approximately £90,000 of charitable funds associated with Haulfre residential home exists, a potential further £7,020 could be released through a measured sale of artefacts with potential for funding through the authorities capital process also established.

Appendix 6 – Availability of alternative placements

As reported within the previous Council meeting⁴ the number of placements available on Anglesey are low. It is correct to indicate that there are not placements within the persons preferred community; a matter which has been highlighted as a serious concern within the current consultation process.

Appendix 7 – Equalities Impact Assessment

The Authority has undertaken a comprehensive Equality Impact Assessment. Concerns/issues raised during the process are acknowledged and mitigating actions implemented.

Appendix 8 - Potential Timetable for the Development of Extra Care Housing

This contains a potential timetable for the development of extra care housing.

Summary & Recommendation

In considering the information included within this report it is crucial to remember the key issues noted.

The Council has agreed to progress towards a model of Extra Care, reducing reliance on residential provision and targeting future investment towards this goal. In doing so the Council has indicated that it will aim to maintain currently operated residential care homes within its control up to the point that Extra Care is developed, and the homes decommissioned. To achieve this goal it has been estimated that the spend for Haulfre would total £168,000. The cost per bed increases further as a result of this work due to reduced bed capacity, the cost for the Council per bed will be £98.31 higher than the present cost and £130.23 higher than its nearest comparator.

The core aim of this consultation exercise and this subsequent report was to establish whether maintaining the home could be achieved given the concerns raised regarding the facility provided at Haulfre. During the period of consultation it has also become evident that the Council will need to consider the additional operational cost of maintaining the service should investment in the building be agreed.

Costs associated with other investments in the home have also been considered. Meeting all costs associated with a modern, fit for purpose facility within the current building results in a significant capital investment of £509,000. As a result of a reduced bed capacity the ongoing cost per bed would continue to increase. On this basis Option 2 is not considered to be viable given current financial pressures and the ongoing need to fund a service that would become extremely inefficient whilst providing residential care to a smaller number of people.

A further costing exercise was carried out to consider a home that may be viable within the independent sector in the future. In order to achieve this goal a capital investment of over £1.3 million would be

⁴ Alwyn Jones, James Dawson, 16th of June 2015, Executive report: Older Adults Accommodation - Haulfre

required (Option 3). This is a significant investment in a model of care that the Council has agreed that it aims to reduce its dependence upon, and potentially reduces the level of capital available to support the development of Extra Care Housing.

Closure of the home was considered, however valuable information received through the consultation and engagement exercise from residents and their relatives, Haulfre staff and wider stakeholders shows that there is strong support towards keeping Haulfre open. Also available provision is limited indicating that closing the home would leave a gap in provision at the present time. It is also recognised that this would not be the resident's preference (7 of the current long term residents are from the local Seiriol area).

Recommendations:-

1. The Council invest in Haulfre to address all areas associated with basic standards of dignity (short term costed Option 1). This work will provide a home which has appropriate sluice facilities, provides additional toileting facilities, ensuring adequate provision on each floor and ensures toilet facilities within easy reach of the communal areas. As a result of the continued increase in the cost per bed at Haulfre additional revenue support will be required by Adult Services to meet these additional costs over the next two years.
2. A target date of no later than October 2017 be set for identifying a site, securing planning permission, identifying a developer and approving a business case for the development of extra care in the Seiriol area, or in the south of the Island.
3. Subject to 2 above, once new extra care is opened then all current facilities at Haulfre will be closed (clearly this is only if the site secured is not the Haulfre site).
4. If, by the end of October 2017, the steps in 2 above have not been completed, there will be a further public consultation about the closure of Haulfre, including the identification of suitable provision for the residents of Haulfre at that time. In reaching its decision the Council will have due regard to all relevant factors, including, but not limited to, the consultation process which has just been undertaken, the commitment already made to developing extra care on Anglesey and the concerns highlighted in relation to the adequacy/shortcomings of the current home and the costs of continuing to operate the home.

In making these recommendations it is an expectation that Haulfre will receive full and appropriate consideration as a potential site for Extra Care within the Seiriol Area. A final decision upon the exact site will be subject to a measured assessment of all site options. This will involve development of a viable Business Plan to support the capital investment required by the successful developer following a full tender process.

The basis of this recommendation is as follows:-

- This option maintains provision of care in the area pending development of Extra Care locally.

- This decision acknowledges the current valuable role of Haulfre within overall residential provision
- The capital cost is considered to be a reasonable investment in maintaining local provision.
- This acknowledges the increased operational cost of delivering services at Haulfre and allows for a review of the position in 2017 and potential closure at this stage.
- This decision is consistent with the Executive's decision to progress towards the development of Extra Care Housing and reduce dependence on residential care in the future.
- This option remains consistent with decommissioning residential care as extra care is developed within local area as long as a scheme can be agreed within the next two years (by October 2017)
- The strength of feeling and support locally following the consultation and engagement exercise to keep Haulfre open.

This option is endorsed by the Director of Community:

'The detailed consultation and engagement programme carried out by the Council has led us to this recommendation. As Officers we feel able to recommend that Haulfre remains open in the short term as long as investment is made to address basic areas of dignity that we consider to be essential. This will allow for further work to be undertaken to develop Extra Care facilities.'

The decision process regarding the home is subject to all normal Council procedures.

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

A total of four options were considered, these options were:

1. Do Work associated with Option 1 and consider Haulfre as a future site for extra care
2. Do work associated with Option 2
3. Do work Associated with Option 3
4. Closure of the home.

This report recommends the first Option and the reasons why this option is being recommended and why the other three options are not. See Section A of the report and supporting Appendices.

C – Why is this a decision for the Executive?

Concerns provision of statutory services and also use of Council asset.

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 and with the available resources. This proposal is consistent with this principle.

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

The proposal has been reflected in capital bids for 2016/17 with initial works funded through charity funds associated with Haulfre Residential Home namely the Chadwick and Ryland Fund

DD – Who did you consult?		What did they say?
1	Chief Executive / Strategic Leadership Team (SLT) (mandatory)	
2	Finance / Section 151 (mandatory)	Involved in drafting the report (Appendix)
3	Legal / Monitoring Officer (mandatory)	
4	Human Resources (HR)	
5	Property	Involved in drafting the report (Appendix)
6	Information Communication Technology (ICT)	Not consulted
7	Scrutiny	
8	Local Members	
9	Any external bodies / other/s	CSSIW
E – Risks and any mitigation (if relevant)		
1	Economic	No comments
2	Anti-poverty	
3	Crime and Disorder	
4	Environmental	
5	Equalities	An Equalities Impact Assessment has been undertaken.
6	Outcome Agreements	
7	Other	
F - Appendices:		
<ol style="list-style-type: none"> 1. Costed list of works associated with three investment options 2. Operational cost of operating Haulfre at current and future potential occupancy (this makes comparison to relative costs in other IOACC homes and those commissioned in the independent sector) 3. Action Plan Associated with disruption from costed works 4. Summary of consultation and public engagement exercise 5. Charitable Funds and other potential sources of Capital to support works. 6. Availability of alternative placements 7. Equalities Impact Assessment 8. Potential Timetable for the Development of Extra Care Housing 		

Costed options	APPENDIX 1: Costed Options
Author	Rhys Griffith, Principal Surveyor Maintenance Construction
Date	28 09 2015

Specific costings were originally planned for the following options:

1. Capital and ongoing revenue costs associated with immediate work required to safeguard residents and staff both from a safety and dignity perspective.
2. Capital and revenue costs associated with all areas affecting dignity of care.
3. Capital and revenue costs associated with providing an environment which meets all current registration standards and addresses all outstanding matters (To provide a building which provides a home which could be registered in the future)
4. Providing a viable home in the medium term (15-20 years).

However following further discussions the Haulfre Registered Manager and the Provider Services Business Manager decided that options 2 & 3 require the same level of work. These 2 options have been combined as Option 2 in the table below:

Option 1 - Summary of immediate work required

Item Ref	Location	Work Required	Reason
1.01	Ground Floor	Remove sluice from Laundry Room and relocate in toilet.	Potential cross contamination
1.02	Ground Floor	Convert office to disabled toilet	Insufficient toilets on ground floor
1.03	Ground Floor	Provide wet room to existing bathroom	Existing bathroom not suitable
1.04	Ground Floor	Provide sluice	
1.05	Ground Floor	Upgrade lift to disabled lift	
2.01	First floor	Provide disabled w.c.	Existing w.c not suitable
2.02	First floor	Form new access to bedroom and block off existing	Location adjacent stairs poses a hazard
2.03	First floor	Convert bedroom to shower room	Insufficient Bathrooms on first floor
2.04	First floor	Remove bath and provide disabled w.c.	Existing w.c not suitable

2.05	First floor	Form corridor to provide access for fire escape	Fire escape route through bedroom
2.06	First floor	Provide bathroom with bath/w.c.	Insufficient Bathrooms on first floor
2.07	First floor	Convert w.c. to sluice room	Sluice needed at both ends of building
2.08	First floor	Provide disabled w.c.	Existing w.c not suitable
2.09	First floor	Bedroom to be used as storage	Bedroom below min size standard
2.10	First floor	Relay floor to lessen slope	Slope too steep
3.01	Second floor	Form corridor to create access to fire escape	Fire escape route through bedroom
3.02	Second floor	Provide shower room	No shower room on top floor
3.03	Second floor	Provide w.c.	Existing w.c not suitable
<u>Subtotal</u>			£138,100
<u>Contractors Contingencies Overheads and Profit</u>			£20,715
<u>Fees and Charges</u>			£9,528
<u>Total</u>			£168,343

<u>Option 2 proposed work</u>			
Option 1 work costed			£168,343
Provide en suite facilities to all bedrooms			
2 existing bedrooms will be lost in the process			
16 no rooms @12,000 per room			£192,000
Refurbish existing verandah			£50,000
Extend existing patio area			£10,000
		Subtotal	£420,343
		Contractors Contingencies Overheads and Profit	£50,400
		Fees and Charges	£37,800
		Total	£508,543

<u>Option 3 - Extension to provide minium 30 bedrooms overall</u>				
Option 1 & 2 costed work				£508,543
Schedule of accommodation				
14 bedrroms of 12m2 each	168			
Lift area	4			
Bathrooms (1 per 3)= 5 no @ 5m2	25			
Additional Dining area	25			
Sluice/storage etc	10			
Circulation space	23.2			
Total area	255.2	Approx rate £2500 per m2	Extension	£555,000
Lift			Lift	£50,000
			Subtotal	£1,113,543
			Contractors Contingencies Overheads and Profit	£121,000
			Fees and Charges	£90,750
			Total for all work	£1,325,293

Note: All costs are indicative and based on the current year (2015)

APPENDIX 2: Operational Cost of Operating Haulfre at Current and Future Potential Occupancy	
Report Author	Angharad Jones, Programme Manager
Date:	September 28th, 2015

Content

This appendix contains information on the operational costs of Haulfre and the additional staff costs as a result of recommendations identified in the Fire Risk Assessment.

Table 1

The following table shows the weekly cost to the Council of all Council run residential care homes and how these costs compare with the lowest costing residential care home.

These costs are based on 86% occupancy rates which was the average occupancy rate for all homes in 2014/15:

Local Authority Home	Budget Running Costs 2015/16	Number of Beds at an Occupancy rate of 86%	Weekly Cost per Head	Annual Additional Lowest Cost Comparative
Brwynog	£682,720	25	£525.20	£51,961
Haulfre	£579,400	20	£557.12	£74,766
Plas Mona	£630,800	25	£485.23	Lowest
Plas Penlan	£605,090	23	£505.93	£24,757

The weekly cost per head has been calculated by dividing the budget running costs by the number of weeks in a year and then by number of beds in the home.

The Council own two other homes Garreglwyd and Plas Crigyll these homes have not been included in the tables due to the following reasons:

Garreglwyd – is in the process of being sold and has not been running at full capacity.

Plas Crigyll – is a residential home specialising in dementia care therefore would not be a fair comparison.

Table 1 shows that in a year the operational cost of Haulfre is £74,766 more than the lowest cost comparative and it costs £22,805 more than the next most expensive Council run home. These figures show that since 1967 when the home was bequeathed to the Council there could have potentially been an additional running cost to the lowest cost comparative of £3,796,965.12.

Table 2

If the Executive Committee decide to proceed with Costing Option 1, 3 of the bedrooms will be decommissioned. The table below shows how this will impact on the operational cost of the home if all homes are running at 86% occupancy:

Home	Budget Running Costs 2015/16	Number of beds full at a rate of 86% occupancy.	Weekly Cost per Head	Weekly Additional Lowest Cost Comparative	Annual Additional Lowest Cost Comparative
Brwynog	£682,720	25	£525.20	£999.25	£51,961.00
Haulfre	£579,400	17	£655.43	£2,893.40	£150,456.80
Plas Mona	£630,800	25	£485.23	Lowest	Lowest
Plas Penlan	£605,090	23	£505.93	£476.10	£24,757.20
Privately Run Home		25	£466.00	-£480.75	-£24,999.00

The above table shows that if Option 1 is chosen the annual additional operational cost compared to the lowest cost comparative will be £150,456.80.

Table 3

The recommendations in the Fire Risk Assessment identified a need to have additional staff working over night and between the hours of 4pm until 10pm.

Table 3 identifies the costs of having the additional staff and the information is true on the 25th of September.

Date additional staff were appointed	Additional Staff	Total Number of nights to date	Cost per Night	Total Cost to Date
24.06.2015 – 25.09.2015	1 sleep in	93	£52	£4,836
02.07.2015 – 25.09.2015	1 sleep in	85	£52	£4,420
09.07.2015 – 25.09.2015	2 sleep in	78	£104	£8,112
10.07.2015 - 25.09.2015	1 between 4pm and 10pm	77	£54	£4,158
		Total Cost	£262	£21,526

The table has identified that from the 24th of June until the 25th of September the additional staff has cost the Council an additional £21,526 in staff costs.

Once all recommendations have been addressed it has been identified that the staffing levels will not return to what the staffing levels were prior to the fire risk assessment. There will still be a need for one additional member of staff working overnight which equates to an additional yearly staffing cost of £18,980. This could change depending on the number of residents in the home.

APPENDIX 3 : Haulfre Residential Care Home – Action plan associated with disruption from costed works	
Report Author	Rachel Williams, Business Manager
Date	September, 2015

This action plan reflects the challenge associated with carrying out works while residents are in-situ and identifies the impact on residents if work associated with Option 1 and 2 would be carried out:

Option 1

Stage	Work Identified	Action Plan / Level of disruption	Timeline
Stage 1 Ground floor	<ul style="list-style-type: none"> • Convert current bathroom and toilet into a single bathroom • Create and install new sluicing facilities to end of corridor 	Both bedrooms to be vacated.	
Stage 2 Ground floor	<ul style="list-style-type: none"> • Convert staff office to two disabled toilets 	No disruption to residents or staff	
Stage 3 Ground floor – new extension	<ul style="list-style-type: none"> • Re-locate sluicing facility from laundry room to toilet. 	Minimal disruption, no need to evacuate bedrooms	
Stage 4 Ground floor – new extension	<ul style="list-style-type: none"> • Refurbish current showering facilities 	Minimal disruption, new bathing facility will be in place on ground floor which can be used in the interim period (stage 1)	
Stage 5 Lower Yellow	<ul style="list-style-type: none"> • Convert existing WC to sluicing facility. • Convert bedroom 5 to storage area • Petition off corridor to bedroom 4 to ensure safe access to fire escape and convert to wet room • Convert bathroom to disabled toilet • Corridors to be levelled 	<ul style="list-style-type: none"> • All 4 bedrooms currently occupied • Decommission 2 bedrooms • Evacuate all 4 bedrooms. 	
Stage 6 2 nd Floor –	<ul style="list-style-type: none"> • Bedroom 15 to be decommissioned and converted to a wet room. 	<ul style="list-style-type: none"> • All bedrooms as currently unoccupied (however following stage 5 one resident 	

Upper Yellow	<ul style="list-style-type: none"> •Petition off corridor to bedroom 4 to ensure safe access to fire escape 	will remain in one bedroom)	
Stage 7 Blue Zone	<ul style="list-style-type: none"> •Refurbish WC •Convert store room to sluice facility •Re-locate door to bedroom 9 •Re-furbish current bathroom 	<ul style="list-style-type: none"> •Evacuate bedroom 	

Note: Due to decommissioning three bedrooms one resident may need to be re-located if no other bedroom becomes available in the interim period.

Option 2

Stage	Work Identified	Action Plan / Level of disruption	Timeline
Stage 1 Ground Floor	<ul style="list-style-type: none"> • Connect bedroom 1 and bathroom • Install en-suite to bedroom 2 	<ul style="list-style-type: none"> • Evacuate bedroom 1 & 2 	
Stage 2 1 st Floor – Lower Yellow	<ul style="list-style-type: none"> • Refurbish bedroom 3 & 6 to include en-suite facility 	<ul style="list-style-type: none"> • Evacuate both bedrooms 	
Stage 3 2 nd Floor – Upper Yellow	<ul style="list-style-type: none"> • Refurbish bedroom 16 to include en-suite facility. • Refurbish and connect bedroom 14 and WC. 	<ul style="list-style-type: none"> • Evacuate both bedrooms 	
Stage 4 Blue Zone	<ul style="list-style-type: none"> • Refurbish and install en-suite facilities to all 8 bedrooms 	<ul style="list-style-type: none"> • Evacuate all bedrooms • Decommission one room and change to storage 	
Stage 5 1st Floor - new extension	<ul style="list-style-type: none"> • Change store room to bathroom 	<ul style="list-style-type: none"> • Minimal disruption 	

mpxssOptions for the future of Haulfre report for the Executive Committee on the 19th of October	Appendix 4: Summary of the Consultation and engagement exercise
Author	Margaret Peters, Integration and Engagement Manager
Date	24 09 2015

Common themes emerging from sessions held with staff, residents and families in July, 2015:

(all the staff members in Haulfre attended one of the sessions provided, a number of residents and family members of all residents attended 1to1 sessions as part of the consultation process).

- Concerns regarding where residents will be placed if Haulfre closes
- Concerns regarding future care provision and the shortage of local provision
- Family members' concerns regarding lack of public transport to enable them to visit their relatives if they were moved to another home further away
- Concerns regarding losing the relationships built with staff and other residents in Haulfre
- Where is the money from the Trust Fund?
- Why haven't these issues been addressed in the past?

Summary of correspondence received by the Council up to the 20th of September:

Copy of an online petition	Signed by 262 people and comments noted by 97 people.
Letters / emails / completed Plaid Cymru newsletter support slips	243 people who contacted Plaid Cymru
Letters/emails/phone calls direct to the Council	27
Freedom of information requests	21
Questions from Seiriol Councillors	Over 200 questions

Staff, residents and their families (key stakeholders) consultation response summary:

As part of the consultation process with key stakeholders, a questionnaire was issued asking the following 5 questions:

1. **71% strongly agree with Option 1 which was presented to the Council's Executive Committee on the 2nd of July:**
'Commit to a spend in the medium term which is made up of 3 costs:
 - £361,350 (of which £243,100 is required for essential and immediate work which has been costed)
 - A further amount to address non-costed essential areas of work of an additional £300,000 - £800,000 (Absolute costs would require a more detailed survey to be commissioned)
A further amount of £500,000 - £750,000 to accommodate an 8 bedded extension essential to make this provision viable within the independent sector.'

Some comments include:

- 'Spend the money, whatever the costs.'
- 'I like it here very much! Need to respect what Mr Chadwick did. He was a soldier and fought for people, he would not like this. There is a lot of history here. If it closes Haulfre would not be doing what it was left for the Council to do. Would be against his wishes.'
- 'You haven't spent the money over the years. Haulfre has been neglected. Those that are responsible ought to be held accountable.'
- 'The Council has a duty to the residents of Haulfre. The Council should spend money on Haulfre so people can stay in their home.'
- 'Estimate building costs appear to be excessive.'
- 'The Council have spent money on their offices why not Haulfre. Where has the money from the Trust Fund gone?'

38% Strongly agrees and 29% strongly disagrees with Option 2:

‘Commence appropriate and required consultation immediately on the future of Haulfre as a residential care home. This will involve a detailed analysis of suitability and viability based on key areas such as quality of care, suitability of the building and matters related to health and safety. This will then be used to inform the Executive’s decisions which could include the possibility of closure.’ *Some comments include:*

- ‘I do not want Haulfre closed; it is now my home I have become accustomed to the surroundings. The closure and possible relocation will have a detrimental effect on my well-being.’
- ‘Residents should have been consulted. There has been no consultation we are expected to just take what comes. Where would we all go?’
- ‘Haulfre should stay open. This is people’s home.’
- ‘The Council should have kept people informed of what was going on. I think they have been very underhanded. This has been a shock we thought we would be here for the rest of our lives. It’s our home. Why hasn’t the Council spent money on Haulfre? Where have all the other buildings gone, and where has the money gone. Why wasn’t Haulfre given the money? It’s a beautiful building. Why don’t they do something with the outbuildings? Why don’t the Council use some of the land? There are acres here. Why have things been left so long?’
- ‘Need to consult on the future of Haulfre for example commit to improving the building for essential maintenance work required. Also what are the other options (other than making the improvements and closure), where would the residents go/move to?’
- ‘They should listen to the residents. People pay to be here. The Council should invest in Haulfre.’

2. When asked about the current standards of the facilities in Haulfre, 42% state that they're good and 46% state they're excellent.

Some of the comments include:

- 'The only thing I think should be addressed is putting bathrooms in each bedroom.'
- 'I don't have any concerns.'
- 'Some areas need updating, in particular the lift. But again this is the responsibility of the landlords.'
- 'As a resident who will stay here for the rest of my life I couldn't wish for better. The location is beautiful. A lovely community. We are all friendly here. GP service, Hairdresser, District nurse, House shops. We don't miss anything by living in Haulfre.'
- 'I have no complaints. Nice bedroom with a toilet. Nice dining room, nice food. Why wouldn't I be satisfied?'
- 'The lift needs repairing-again the Council have been aware of this for a long period of time but have neglected to address the situation. We have been given second hand equipment. Why is this?'
- 'Singing, exercise to music, friendship and companionship, lovely bedroom-nice and comfortable, have a choice in my life, harpist, organist, dining room is nice, lovely views, walks out with friends, hairdresser once a week, chiropodist, regular GP visits and bingo.'

3. 63% don't think that Anglesey County Council should consider moving residents if Haulfre as a building cannot meet the residents' needs in a safe and dignified manner.

Comments include:

- The Council should not consider moving us-it's my home. The Council should invest in Haulfre in order for people to have the right to stay in their home.'
- 'People are happy here.'
- 'Your question provides a ground for large debate. The Council, in its infinite wisdom should have foreseen the problems they have investigated many years ago. It has failed in its duty as a local authority to maintain the site and let their electorate down drastically. The Council has been far from DIGNIFIED in its actions since the proposals were slapped on the table to us all at Haulfre. Furthermore, these proposals are not conducive with the present needs of the residents of Haulfre.'
- 'A move would be detrimental to the resident's wellbeing. The emotion relayed by the residents in relation to this proposal has been well documented. This should be considered the highest priority- this is people's lives we are talking about. Choice needs to be taken into account. People's rights need to be listened to and considered.'
- 'A move would be detrimental to the resident's wellbeing. The emotion relayed by the residents in relation to this proposal has been well documented. This should be considered the highest priority- this is people's lives we are talking about. Choice needs to be taken into account. People's rights need to be listened to and considered.'

4. There is no question that the quality of care provided at Haulfre is excellent with 88% stating Excellent.

Comments include:

- 'The staff at Haulfre are fantastic; my mother is so happy there- she sits all day looking out at the wonderful view. The staff always make time to come and talk to me when I go to see them and discuss mums needs.'
- 'I am very well cared for. They totally understand my problems.'
- 'Couldn't be better. The staff know us inside out. They are very kind. Nothing is too much trouble for them. I have a choice. Very respectful. Absolutely treated with dignity.'
- 'Very, very good! No complaints-they deserve a medal here.'
- 'My mother receives the best of care. There are no problems. The staff are excellent.'
- 'Excellent care and resident and families are very satisfied, no complaints. Life expectancy is high as residents have lived in Haulfre for a long time. Haulfre has become a family of care.'

5. 79% believe that there are other options for the future of Haulfre that the Council should consider, including:

- Just keep it open and do the work. Stop messing about. It's all about the money. The Council want this place, to pull it down so they can get a fortune by developing it. Don't know why you aren't just honest.
- Do it up. Improve grounds. Meet with all to answer the questions that we have. If extra care needs to be built do it on Haulfre land. Nothing on this side of the island. The history here is important to all. This place should not be closed. It's very homely, would be a disgrace to close it. On the Councils heads be it if anything happens to the residents.
- Should think about keeping this place open. How much would a new build cost? This is people's home. Nothing here now in the village.
- You should invest in Haulfre- after all it was given to the Council for free with other buildings and land also. There is plenty of room on the land to build this 8 bed extension.
- Invest in Haulfre. Take people's rights into account.
- To keep Haulfre open by other means by maybe charity/lottery funds if the Council is unable to run it.

Public meeting held on the 9th of September, 2015 in Llangoed Village Hall (1830:2030):

Members of the panel: Alwyn Rowlands, Gwen Carrington (Director of Social Services), Dr Gwynne Jones (Council Chief Executive), Ieuan Williams (Council Leader), Aled Morris Jones (Portfolio Holder), Alwyn Jones (Head of Adults Services).

Chairperson and independent facilitator: Bethan Jones Parry

Simultaneous translator: Delyth Hughes

More than 100 people attended, the meeting was recorded (minute taker and sound engineer present).

The purpose of the meeting was to ensure that people's voices were heard during the engagement process in relation to the options for the future of Haulfre.

Most of the issues raised echoed the responses received from the other consultation exercises outlined in this document, more than 20 questions were asked by members of the audience and the meeting summarised as follows:

A lot of interest and valid questions asked about models of care and Extra Care, and an appetite to work with the Council as this programme is developed and shaped. This process should be developed jointly – the Council and Seiriol people.

The whole Haulfre estate is also an issue that is important to people, these are wider issues than the residential home, the Council will try to resolve these but the priority is resolving the issue of the residential care home and this can't be delayed because of looking into these other wider estate issues.

A report will be presented to the Executive Committee in October, officers we will make a recommendation about the preferred option for the future of Haulfre and the implications of this option.

It was unanimous that everyone wants Haulfre to remain as a residential care home full stop.

Common themes emerging from the drop in surgeries held for all stakeholders to attend (1 in Beaumaris Leisure Centre, 1 in Llangoed Village Hall, 1 in Maes Gwyn, Llanddona and 1 in Pont y Brenin Community Hub in Llangoed) in September, 2015:

- This is a local home for local people, the Council are going against the wishes of J.F.Chadwick
- Haulfre is an important community asset
- The Council should think about the impact on respite care and the Learning Disabilities service users
- The Council should have spent money on repairs and maintenance years ago and spent money on repairing the lift

The Council was presented with a petition signed by 262 people including online comments by 97 people and a total of 243 letters/emails and completed Plaid Cymru newsletter support slips, forwarded by Plaid Cymru.

Comments include:

- Elderly people who are forcibly moved from what they consider their homes undergo immense stress, with often catastrophic results. Any well-run services such as these seem to be and should be supported and held up as an example to other areas. Relatives who wish to visit should not have to start travelling long journeys to spend time in the company of their loved ones.
- Local people need a local care home.
- I believe that the Council has a moral obligation to invest in Haulfre and maintain this wonderful facility.
- To lose Haulfre would be devastating for Seiriol Ward, surely the way forward is investment in the property itself, both from a Social and Economic point of view.
- To separate people from their community when they are nearing the end of their lives is not acceptable, please put compassion before money.
- Having had 2 elderly relatives in Haulfre in recent years, I cannot speak highly enough of the care given to these two frail, vulnerable ladies. Shame on the Council for not using the money that was left for the upkeep of this wonderful home.
- Please invest in Haulfre's future, it is a home for our locals, providing dedicated professional and the best top team of staff. Anglesey is dying because of so many closures. It is time to invest in what we have.
- Please keep Haulfre open, I don't want to leave.

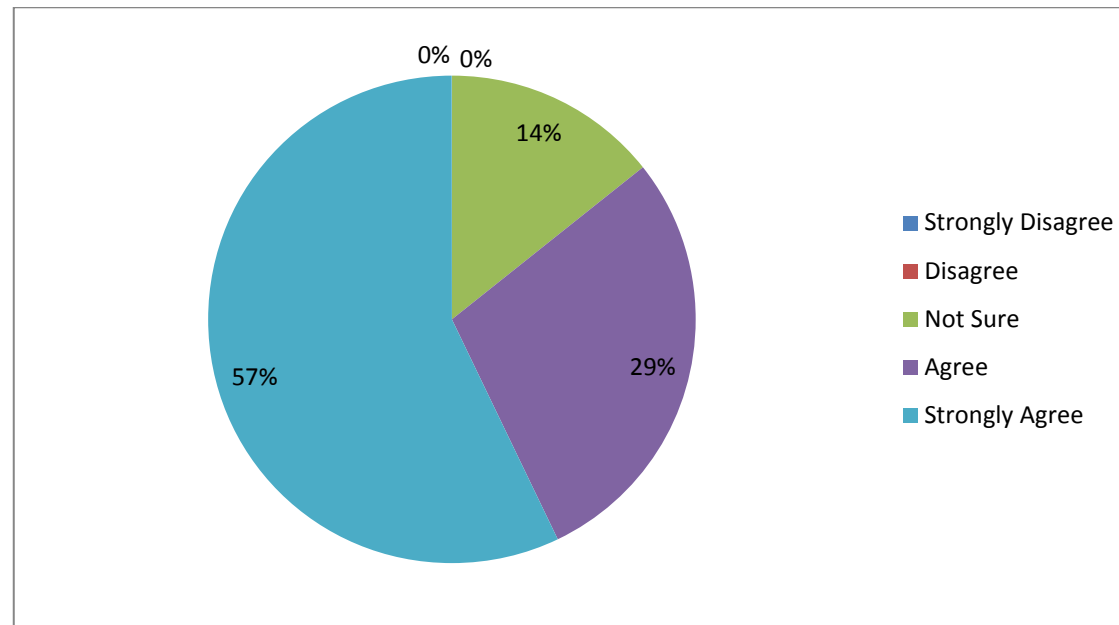
Results of the Haulfre engagement questionnaire

As part of the engagement process with wider stakeholders, 4 questions were posed:

1. Having read the information, what are your thoughts on the options that were put forward to the Executive Committee?

Option 1 – Commit to a spend in the medium term which is made up of 3 costs:

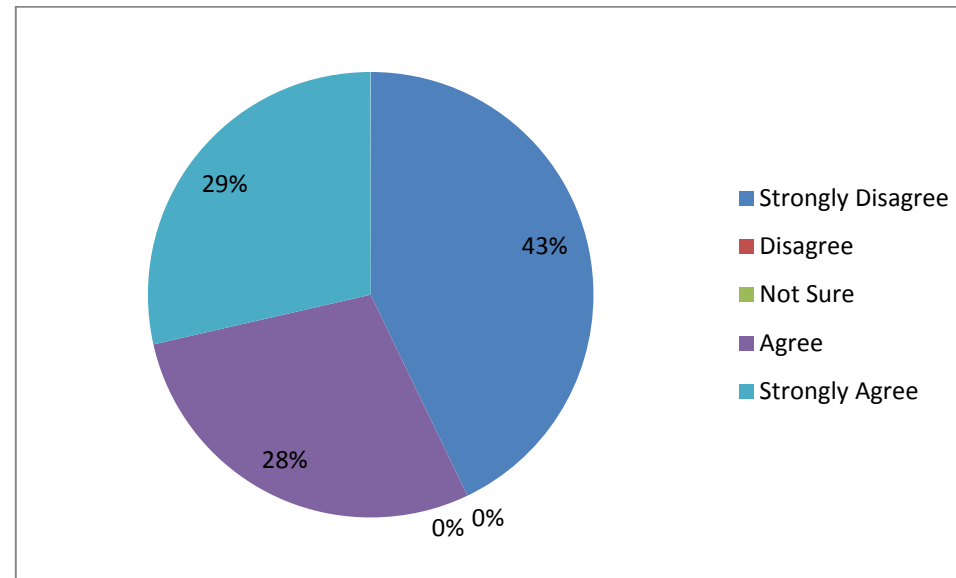
- £361, 350 (of which £243, 100 is required for essential and immediate work which has been costed)
- A further amount to address non-costed essential areas of work of an additional £300, 000 - £800, 000 (absolute costs would require a more detailed survey to be commissioned)
- A further amount of £500, 000 - £750, 000 to accommodate an 8 bedded extension essential to make this provision viable within the independent sector.



Comments:

- Haulfre is fully owned by YM council. There should be money available from the Chadwick trust fund. Inability to locate this fund is not an acceptable excuse. Haulfre home provides excellent care as you well know from independent reports. It is as far as I know the only residential home in the Seiriol area Its closure would increase the problems of hospital discharge and bed blocking. It also provides essential respite and day care in the area. The council should look at the possibility of selling part of the estate to fund the above. There is an outbuilding which could become a cafe, and possibly land which could have an alternative use. The facilities used by the learning disabled adults on the site provide an essential service. An alternative use for the outbuilding close to the bridge in Llangoed would be for a Cafe and toilets, run by the learning disabilities team. Since the closure of the pub, there are no public toilets in the area. They are needed particularly by people visiting Castell Aberlleiniog. The whole Haulfre estate must be considered.
- We need to invest in the future of elderly care local to peoples surroundings and not a centralise institute where no one knows anyone I would say that if you were to approach local contractor I am sure you could get a competitive cost.
- The costs have increased significantly because the Council failed to carry out recommendations and improvements to the site years ago. Seiriol ward shouldn't suffer because of the Council's defects.

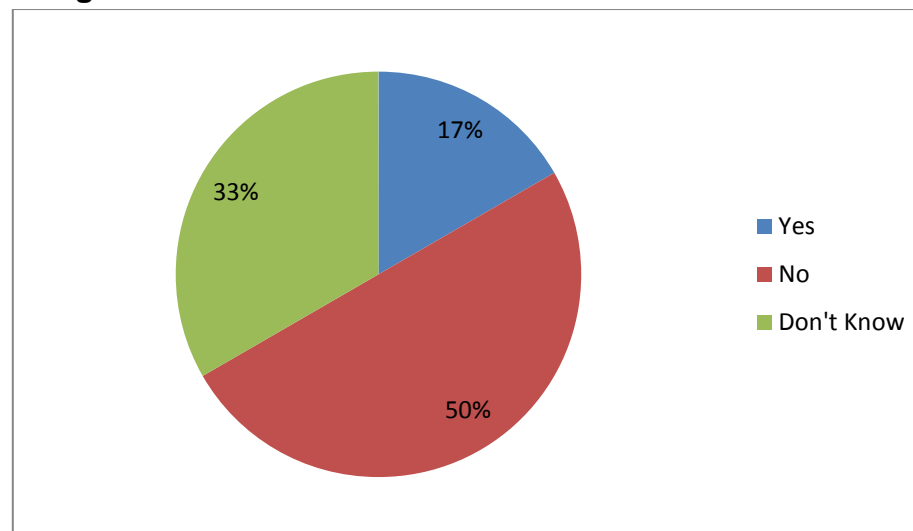
Option 2 – Commence appropriate and required consultation immediately on the future of Haulfre as a residential care home. This will involve a detailed analysis of suitability and viability based on key areas such as quality of care, suitability of the building and matters related to health and safety. This will then be used to inform the Executive’s decisions which could include the possibility of closure.



Comments

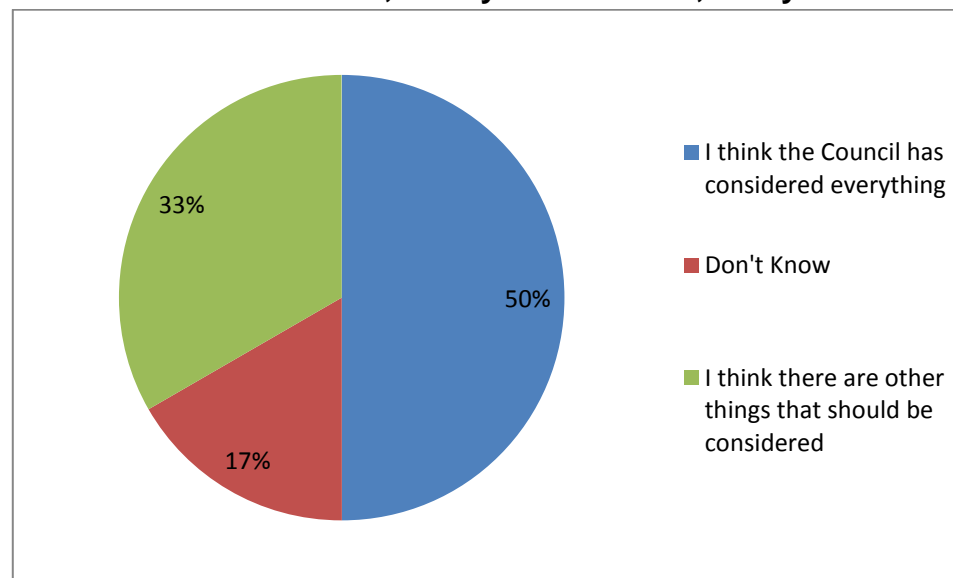
- Many issues have been present for a long time, and should have been dealt with sooner. The essential issues are being dealt with now, this would be a waste of money if the home is to close. The above comments also apply.
- The home is a friendly welcoming place to visit.
- This would be a waste of time, resources and money. The residents in Seiriol need a home on the Haulfre site. This consultation is flawed on many points, as Mr XXX has thoroughly analysed.

2. Do you think Isle of Anglesey County Council should consider moving residents if haulfre as a building cannot meet the residents' needs in a safe and dignified manner?



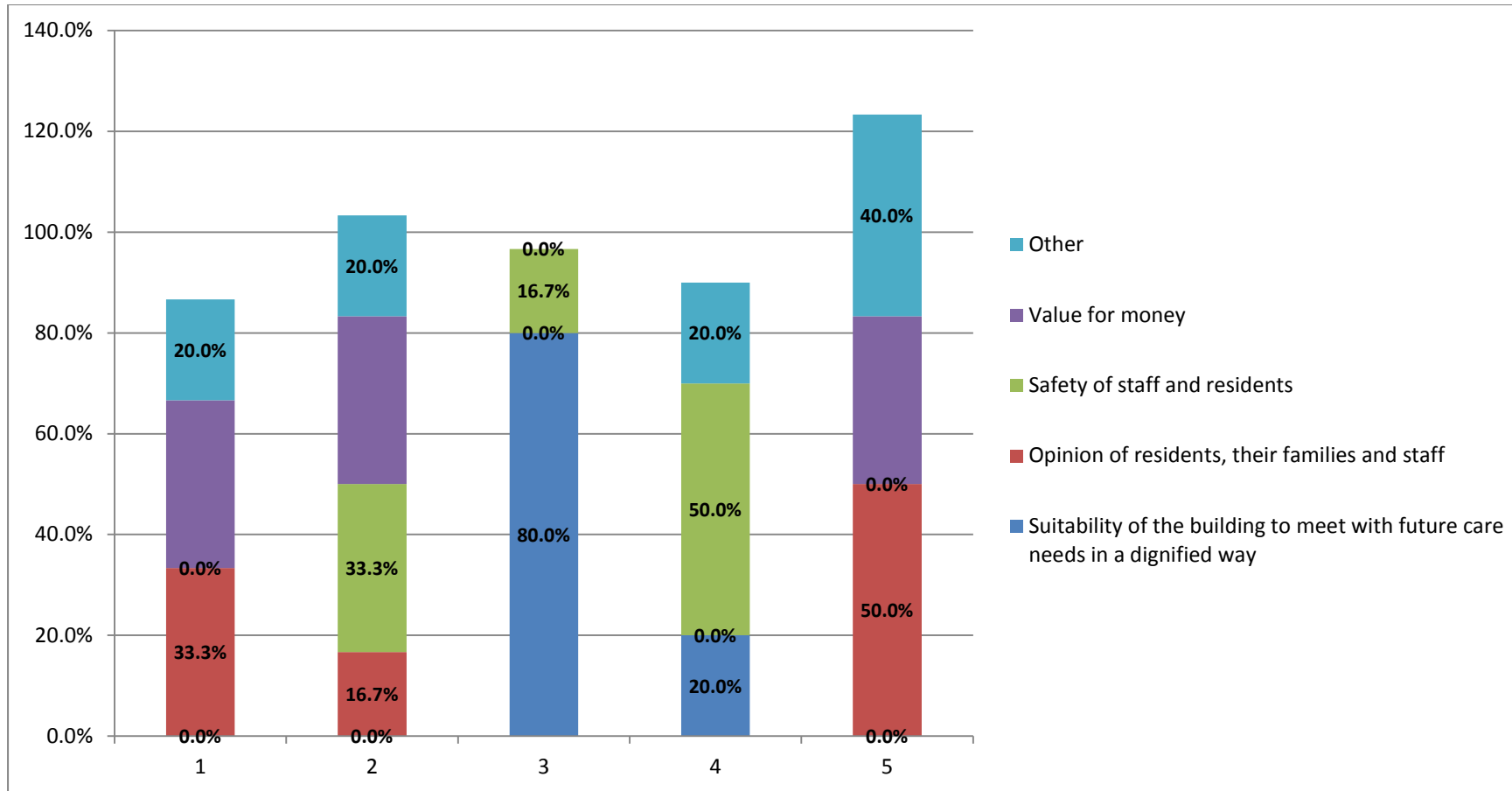
Comments

- This is just an excuse, and a loaded question. See recent inspection reports. Consider the fact that one resident is a close relative of a deceased past head of social services. He would be appalled by the current Council officers delay in discovering problems with the building, most of which are not new, and by their attempts to close the home against all local opinion.
- Local people know their surroundings and see people they know when I visit they ask how my mother and family are.
- They have duty to make it suitable to make up for the other properties they were left along with Haulfre that they sold off without looking after the care home maintenance.
- Again this question isn't relevant if we as Seiriol residents insist on keeping it as a home for the elderly and vulnerable in our community. The lack of future vision is evident through this questionnaire. An important rule for such a questionnaire is that it is unbiased. Unfortunately this questionnaire isn't unbiased, the questions and answer options are too restricted.

3. Are there any other options for the future of Haulfre, or any other issues, that you think the Council should consider?**Comments**

- The whole estate should be considered, see above The trust fund documents should be found, possibly held by the Chadwick's solicitor if lost or destroyed by the council. I do not know the current status of the Beaumaris day care centre, this could once again provide care in Beaumaris. The increasing elderly population of this part of the island, possibly with less family support than in the past, must be considered. Beaumaris has an above average proportion of elderly residents, compared to other parts of Anglesey. Local care is important, especially for other old people to visit residents of homes. Many older people would prefer to stay in their own homes, but this is not possible for everyone. Residential care is still required. Care in Haulfre, with support of the district nursing service, provides a higher standard of care than that in many local nursing homes. I state this from my own experience of working locally in the NHS, and arranging care for elderly relatives.
- Build in grounds and use building as office community care etc.
- The Council must ensure a suitable home for the elderly of Seiriol on this site.

4. In order of importance, state what you think the Council should consider when making its final decision on the future of Haulfre? Each option must be given a different number from 1 – 5 (1 = least important, 5 = most important).



For “Other”, please specify below:

- The lack of other facilities for the elderly in the area, apart from the nursing home for those with dementia. Please listen to the local GPs, and district nursing staff, who have many years of experience working with the elderly, and provide care at Haulfre.
- To honour Mr. Chadwick's will.
- Availability of other care facilities/provision in the area.
- Ask local builder to price work a lot have said they would work for free.

Options for the future of Haulfre report for the Executive Committee on the 19th of October	APPENDIX 5: Charitable Funds and other potential sources of Capital to support works
Author	Rhys Roberts, Finance Manager
Date	23 09 2015

Background

Due to essential works required in Haulfre to address Health and Safety and Fire issues; it was necessary to identify potential funding sources available within the Council to support these works. Please note that all these sources are subject to appropriate approvals for use.

Potential funding source	Maximum amount available:
Rylands Fund*	51,447
Chadwick Fund*	38,390
Sale of valuables (items in storage based on a valuation done in 2005)*	7,020
Adult Repair & Maintenance Property Budget 2015/16*	9,100
TOTAL FROM POTENTIAL FUNDING SOURCES =	£105,957

*Subject to appropriate approvals for use of monies.

APPENDIX 6: Availability of Alternative Placements	
Report Author	Angharad Jones, Programme Manager
Date	September 28 th , 2015

1. Content

This appendix contains information regarding current residents living in Haulfre and current alternative available provision on Anglesey.

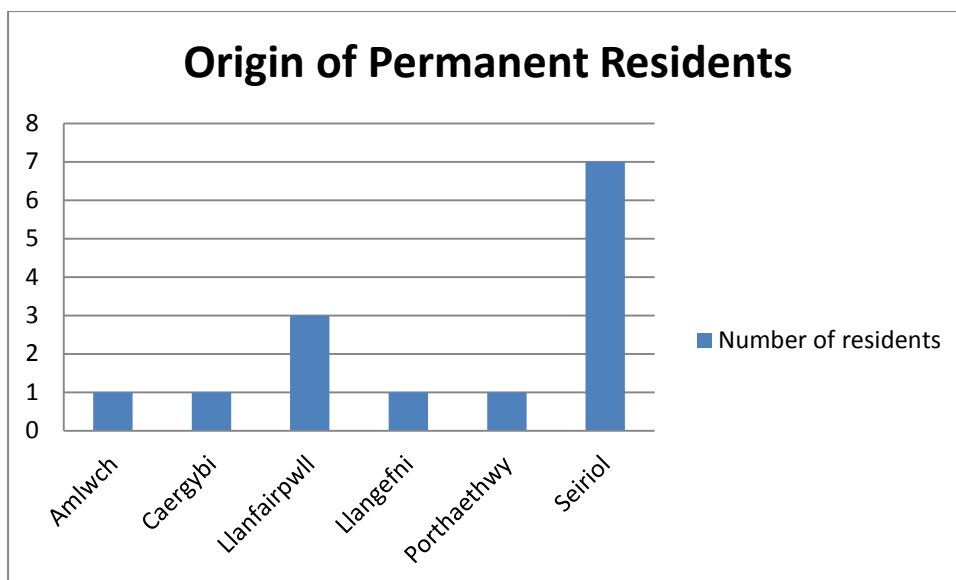
2. Current Residents

The number of current residents in Haulfre on the 25th of September was 19, 14 of these are Permanent Residents and 5 short-term.

Further analysis shows:

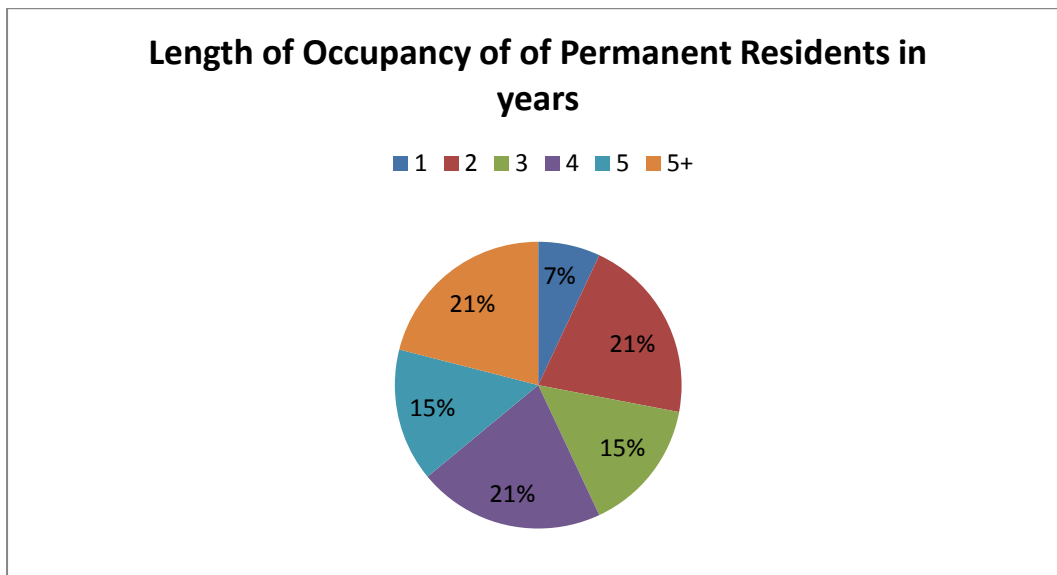
Of the long term residents 10 are female and 4 male.

A) Origin of Residents



The chart above shows the origin of the permanent residents and identifies that 50% of the permanent residents living in Haulfre are from the Seiriol area and 50% are from other areas on Anglesey.

B) Length of Occupancy of Permanent Residents



An analysis of the above chart shows that 7% (1 resident) of the permanent residents have moved in during the last year, 72% (or 10) permanent residents have lived in Haulfre for between 1 and 5 years and 21% (3 residents) have lived in Haulfre for over 5 years.

3. Alternative Accommodation

Residential care for older adults is provided currently through:

- 6 Council owned and run Homes
- 18 privately owned and run Homes

However it should also be noted:

- Garreglwyd, one of the Council Homes, is in the process of being sold, and are currently not taking any more residents. Once it is sold it will then continue to provide capacity for older adult residential care although this will eventually become focussed on providing more specialist care for those with dementia. Once it is sold there will be an opportunity for an additional 19 beds available on the island.

The situation as at 25th of September (and this fluctuates on a weekly basis) is:

Homes	Beds available
Council	1
Private Sector	5
Total	6

By way of additional information, and to indicate what might be considered “typical availability” over the course of the last 6 months average numbers of new long terms residents placed in Council Homes is 3 and in private sector homes is 36.

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

Start Date: 26/06/15

Completion Date: ongoing

PART A - Step 1: Preparation

1.	What are you assessing?	The impact on residents, their families and staff following the Executive’s decision to Commence appropriate and required consultation immediately on the future of Haulfre as a residential care home.
2.	Is this a new or existing policy?	New policy

3.	What are the aims and purpose of this policy?	<p>The Authority has a responsibility, delivered and managed through Adult Services, for ensuring that the care and accommodation needs of older people are met, and met in a way that assures their dignity and wellbeing. The ways in which services for older people are delivered are changing, as the needs and expectations of older people themselves change and the resources available are diminishing. This change is being managed through the Authority's Transformation Programme for Adults Social Services.</p> <p>This Programme is committed to developing Extra Care across Anglesey supporting the Authority's vision of a fundamental shift away from traditional residential care in favour of alternative care models. The next phase will focus on the "South" of the Island (an area encompassing Seiriol Ward). The future and role of Haulfre and all other Council owned care homes would be considered at the point where the development of Extra Care has been agreed within the local area. It was always the aim to maintain council residential care provision within an area up to, and until suitable Extra Care Provision is available to provide a good long term option locally. The Programme is continuing to work on identifying a site for Extra Care, however it is unlikely that any Extra Care will be placed on this side of the Island until at least 2019.</p> <p>However due to health and safety concerns identified in reports there was a need to consider investment in Haulfre in the immediate future. Reports were done to consider the extent of works required to maintain Haulfre up until at least 2019 without impacting on the dignity of care provided to residents during this period.</p> <p>Following these reports a report was presented to the Executive Committee on July 2nd, 2015 outlining the following 2 options:</p> <p><u>OPTION 1</u> Commit to medium term expenditure to include:</p> <ul style="list-style-type: none"> • £361,350 (of which £243,100 is required for essential and immediate work which has been costed) • an extra £300,000-£800,000 to address essential areas of work (Absolute costs would need a more detailed survey) • an extra £500,000-£750,000 to build an 8 bed extension, which would be
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essential to make the home financially sustainable within the longer term.

OPTION 2 Start to consult immediately on the future of Haulfre as a residential care home. This will involve a detailed analysis of suitability and viability based on key areas such as quality of care, building suitability and health and safety matters. This formal consultation would inform the Executive's final decision in October, which could include the possibility of closure.

The Executive Committee resolved to adopt OPTION 2 and also requested a detailed breakdown of costings to inform the decision to be taken following the consultation and engagement period.

Specific costings needed for the following options:

1. Capital and ongoing revenue costs associated with immediate work required to safeguard residents and staff both from a safety and dignity perspective.
2. Capital and revenue costs associated with all areas affecting dignity of care.
3. Capital and revenue costs associated with providing an environment which meets all current registration standards and addresses all outstanding matters (To provide a building which provides a home which could be registered in the future)
4. Providing a viable home in the medium term (15-20 years).

This EQIA is concerned with the equalities impact on residents, family, and the staff at Haulfre 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
	5	11

Age	Under 70	70-79	80-89	90+

	1	2	8	5
Disability	Mobility/arthritis	Diabetes	Hypothyroidism	Dementia
	11	0	0	6
Language	Welsh		English	
	9		7	
Race	British			
	16			

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

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.

Staff

There are 21 female staff and 2 male staff.

The Councils` Human Resource policies are in place to support any member of staff who is pregnant.

4.	Who is responsible for the policy/work you are assessing?	Adults Social Care Transformation Board.
5.	Who is the Lead Officer for this EIA?	Alwyn Rhys Jones

6.	Who else is involved in undertaking this EIA?	<p>Brian Jones – Older People Strategy Co-ordinator Margaret Peters – Integration and Engagement Manager Rachel Williams – Business Manager Angharad Jones – Older Adults Programme Manager</p>
7.	Is the policy related to other policies/areas of work?	<p>The Council's Corporate Plan 2013-2017 – Supporting the most vulnerable 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 2 December 2013.</p> <p>The 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 Transformation Plan to oversee and drive change programmes and projects within the Council and with external collaboration partners.</p>
8.	Who are the key stakeholders?	Residents, families and care home staff.

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.</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 Projects 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? (The 16 basic rights in the Human Rights Act are listed at Appendix 1).</p>	<p>Whilst it is accepted that the relocation of elderly residents may have an effect on their health the actual transfer to another home is not in itself a breach of human rights. Research has shown that providing relocation is considered carefully, planned and properly handled then there is no reason why such a move should cause appreciable harm to that particular individual. The Authority take on board that Article 2 (right to life) and Article 8 (right to privacy and family life) must be considered. The needs and welfare of residents and families are paramount when considering transfer to alternative provision.</p>
<p>14 - What has been done to date in terms of involvement and consultation with regard to this policy?</p>	<p>A formal consultation on the transformation of residential services on the island took place between the 5th October and the 7th December 2012. The Department received many observations, comments and suggestions during the Public Consultation. There are some emerging common themes and key</p>

messages:

- People want to stay in their own homes for as long as is practicably possible but there are concerns about what community based services will be available to the future to support them;
- Need to ensure quality services and people wanting to know how services will look in the future;
- Genuine concern about how the proposals will affect the current residents of the care homes coupled with worries associated with change;
- The need to ensure the availability of adequate facilities to relieve informal carers of their caring responsibilities (e.g. respite and day services to meet complex care needs);
- Continuous concern that the Local Authority has endeavoured to transform residential care over a number of years – with no resolution;
- Uncertainty and lack of clarity around direction of travel creates concern and worry for people.

Further engagement has been undertaken (Have Your Say South of the Island) during October 2014.

Key messages included a number of people wanted to continue to live in the area (and if they had to leave home they were anxious to be relocated within the area); and being close to shops, health and leisure facilities.

On the 2nd of July 2015 a decision was made to start formal consultation immediately on the options for the future of Haulfre. Since the decision was made the following has happened in regards to consultation and engagement with residents, their families and staff:

- All next of kin notified of the decision and booking arrangements discussed to hold 1:1 sessions
- All residents informed of the decision.
- Letters sent to all family members providing a hard copy of the report and contact details of appropriate staff members 3rd July 2015.
- Consultation Information packs sent out to all stakeholders week beginning 13th July

	<ul style="list-style-type: none"> • Week beginning 20th of July, 1:1 sessions held for residents and families, with Adult Social Care Project officers and social workers. These sessions were held to go through the information pack and ensure that there was an understanding of the process and why the Council is consulting on the options for the future of Haulfre and the impact that this was having on the residents and their families. Advocacy support was available (before, during and after the sessions). • 23rd of July, formally inform and began consultation with Haulfre staff with support from HR and advocacy, one to one sessions offered with HR to all staff and details of the Council’s confidential counselling service shared with Haulfre Manager. • 11th of August, Head of Adults Services held a session with staff. • Weeks beginning 17th and 24th of August, surgeries held for residents and their families who wanted to discuss matters further. Although there are no more planned surgeries; if residents and their families feel they want to discuss further, surgeries will be arranged. • Frequently asked questions on the Haulfre webpage regularly updated and residents/families and Haulfre staff informed of updates. • Beginning of September - Ipad purchased for Haulfre residents and their families to access the Haulfre webpage. • End of August – consultation responses received. • 20th of September – deadline for receipt of engagement questionnaires.
<p>15 - Are there any gaps in the information collected to date? If so, how will these be addressed?</p>	<p>Following the impending decision by the Executive Committee on the 2nd of July, the formal consultation has commenced and gaps in information may be identified throughout this process.</p>

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 Actions.
Age	Low negative	<p>All options must be evaluated to ensure that no resident suffers disadvantage in comparison to a younger person 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.</p> <p>If residents are transferred to alternative accommodation the potential impact on friendships between residents moving to different accommodation should be considered.</p>	<p>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.</p> <p>If the decisions means residents must be transferred the Home Operational Support Group (HOSG) and care home closure plan will come into operation.</p> <p>The closure plan will include:</p> <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. • The residents key worker will be central to any transfer planning

Protected group	**Potential Impact	*Details	Mitigating Actions.
		<p>Staff. Home closure may be an option and if this was the case there may be possible voluntary redundancy requests and re-deployment opportunities in line with HR policies and procedures.</p>	<p>arrangements.</p> <p>Relatives travelling arrangements along with continuation of friendship groups will be considered in the home closure plan procedure. Dedicated care management and advocacy services will be available.</p> <p>If required, there will be a full and early consultation process with staff and trade unions. Staff will be offered additional training to ensure they have the necessary skills to take up new roles. Voluntary redundancy could be offered to all eligible staff. Sensitive and timely support services will be put in place for all staff during the period of consultation and beyond.</p>
Disability	Medium 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>If there is a need to transfer people to alternative placements dedicated care management support and advocacy services to include IMCA (if required) 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</p>

Protected group	**Potential Impact	*Details	Mitigating Actions.
			alternative accommodation.
Gender	Neutral	<p>The impact of any proposed changes is not anticipated to affect male and female residents differently. However there are more female 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 21 female staff and 2 male staff members therefore mean that any overall impact will fall disproportionately on this group.</p>	<p>An effective transition plan would be put in place for each resident based on person centred plans. Dedicated care management support and advocacy services would be in place to support residents.</p> <p>All staff will receive the same support and have the same opportunity to contribute and have their say in the consultation process irrespective of their gender.</p>
Gender Reassignment	Neutral	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 if any alternative accommodation needs to be identified pending the Executive`s decision the new Provider needs to be able to demonstrate

Protected group	**Potential Impact	*Details	Mitigating Actions.
			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.	If any alternative provision is needed the new Provider must be able to meet the religious needs of the resident in accordance with Care Standards Regulations.
Sexual Orientation	Neutral	The impact of any proposed changes is not anticipated to affect this protected characteristic.	
Welsh language	Neutral	The impact of any proposed changes is not anticipated to affect this protected characteristic.	The Welsh language in care homes is monitored through Contract Management processes and if any transfer of residents is required then the residents have a right to receive a service through their preferred language. We will also ensure that if there is a need for alternative providers that they 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	Neutral	Closing a care home and moving residents to alternative accommodation could have an impact on an individual's human rights in respect of: Article 2 (right to life) and Article 8 (right to privacy and family life) must be considered. The needs and welfare of residents and families are paramount when considering transfer to	A formal consultation and engagement process has commenced to gain the views of residents, their families, carers, staff and interested groups about the future options for Haulfre. All the responses collected during the consultation and the outcome of the

Protected group	**Potential Impact	*Details	Mitigating Actions.
		alternative provision.	Equality Impact Assessments will be used to draw up recommendations to be considered by the Executive Committee on the 19 th of October.

Part A – Step 4: Outcome of Initial EIA

Is the outcome of the Initial assessment to proceed to full Equality Impact Assessment?	This is the full equality impact assessment.
If no, are there any issues to be addressed?	
	Record Details:

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**.

Are monitoring arrangements in place? What are they?	This Project has a project group and is monitored with a Project Plan, regular meetings are held and the reporting of the plan and progress is made directly to the OASC Board with a Highlight Report.
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Who is the Lead Officer?	Name:	Alwyn Rhys Jones
	Title:	Head of Adult Services
	Department:	Communities Department.

Review date of policy and EIA:	At project group meetings or when relevant.
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Names of all parties involved in undertaking this assessment	Name	Title
	Angharad Jones	Programme Manager
	Rachel Williams	Business Manager
	Brian Jones	Co-ordinator Strategy for Older People Social Services
	Margaret Peters	Integration and Engagement Manager
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	Report submitted to the Executive Committee.	Alwyn Jones	2 nd July 2015
002	Commence appropriate and required consultation immediately on the future of Haulfre as a residential care home.	Alwyn Jones	2 nd July 2015 – 20 th September
003	Report submitted to the Executive Committee.	Alwyn Jones	19 th of October 2015
004			

005			
006			

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

APPENDIX 8: Potential Timetable for the Development of Extra Care Housing	
Report Author	Angharad Jones, Programme Manager
Date	September 2015

1. Content

This appendix contains a potential timetable for the development of extra care housing.

Date	Requirement
Oct – Dec 2015	<ul style="list-style-type: none"> • Identify and agree a land site for Extra Care. Agreement from Property and within the Corporate Asset Management Plan for a site in the South of the Island to be available. • Clarification with Finance and other officers, of alternative funding models and providers. • Commence discussions with RSL's on selected sites. • Engage with communities, older people, town and community councils and Local Members on site/s selected.
Jan-March 2016	<ul style="list-style-type: none"> • Executive to approve the release of these assets.
April-June 2016	<ul style="list-style-type: none"> • Appropriate procurement processes followed and build partners selected by May 2016 and appointed by June 2016. • Establish an Extra Care Design Team to have brief to finalise design and work with procurement on managing the build(s). This team is likely to include the following <ul style="list-style-type: none"> ○ Housing Service Manager (Chair) ○ Adult Service Manager ○ Property Rep ○ Health Representative ○ Community Health
July-Sept 2016	<ul style="list-style-type: none"> • Land Lease Agreement agreed.
Sept-Dec 2016	<ul style="list-style-type: none"> • Planning Permission submitted and presented for approval.
Feb 2017 – Jan 2019	<ul style="list-style-type: none"> • Building of Extra Care Development to commence by February 2017 with completion by January 2019