

CEREDIGION COUNTY COUNCIL

Report to: Cabinet

Date of meeting: 4th July 2023

Title: Care Home Provision at Hafan y Waun in Aberystwyth

Purpose of the report: To update Cabinet on recent developments and to consider a proposal to secure the future of the Hafan y Waun Care Home.

For: Decision

Cabinet Portfolio and Cabinet Member: Cllr Alun Williams – Through Age, Wellbeing, Care and Support Services

1. Background and Context

Hafan Y Waun (HYW) is a care home run and managed by Methodist Homes for the Aged (MHA) on Waun Fawr in Aberystwyth. The Council granted a lease to MHA in January 2007, which provided a parcel of land upon which MHA built the care home.

The home has 90 bedrooms, all of which are en-suite. There are 4 wings in total, all of which can be self-contained, there is a large foyer area as you enter the home and communal areas available both in the separate wings but also in the main part of the home. MHA has previously provided a day care provision in an annex which can be accessed directly from the home and externally, however this ceased in February 2017. The home also has a large garden area which is 'dementia' friendly and is focused on a sensory garden approach.

When the home first opened the Council had a block purchase agreement for all residential beds for a 10 year period and on the top floor there were 40 general nursing beds. In December 2010 the LA and MHA mutually decided to end the block purchasing for nursing care and MHA reduced its nursing to 20 beds in only one of the upstairs wings. In 2016 MHA served notice on the remaining nursing provision, with this ending in March 2016. The residential beds block payments ended in February 2017, and since then all placements have been commissioned on a spot purchase basis.

Maintaining sufficient staffing levels has always been a challenge, more so since Covid and due to this, MHA have needed to restrict the number of admissions to the home, with the current number of residents sitting at just over 50. MHA currently has a policy in place not to accept admissions due to the staffing situation, despite the fact that recent recruitment has been reported as more positive. There is no current registered manager on site following a resignation, with the function being undertaken by a regional manager.

2. MHA's Position

Senior MHA managers contacted the Council's Commissioning team in March 2023 asking to meet. MHA reported that the home was struggling financially and wanted to discuss potential opportunities and options in relation to maintaining the home going forward. MHA's Board subsequently made a formal decision to enter into further discussions with the Council to consider a future plan, with a mandate to pursue a managed leasehold transfer as an option.

MHA issued internal communications to its staff on 02/05/23 to confirm that the MHA intended to divest itself of a number of Care Homes across the UK and were seeking willing Providers to take these on as a going concern, including Hafan yr Waun.

The Council's position at that point was that *'The Council has been approached by MHA regarding Hafan y Waun and we are completely aware of the risks associated with losing such an important facility in the North of the County. However, the Council sees this as an opportunity to develop and improve key services in the future. We are currently working with MHA to identify medium to long term solutions, with the aim of securing the future of the Home.'*

3. Initial Considerations

The Council currently has a 125-year building lease with MHA for Hafan Y Waun, therefore the building forms part of the 'Premises' which the Council owns. The lease has a peppercorn rent provided a Care related Contract exists, otherwise it reverts to a more fuller rental value. The tenant (MHA) has to maintain the building along with the rest of the site but on termination of the lease, however it ends, the building (along with the land) would revert to the Council's possession. Given the asset was built in c2007, it is a modern purpose built fully functional building that meets CIW minimum requirements. It should require less capital investment and maintenance than a more typical older style Care Home.

The option of bringing the provision over to Council ownership through a managed leasehold transfer has therefore started to be explored. This approach would ensure that the Care home continues to operate, Ceredigion jobs are protected as far as possible and a valuable resource continues to be provided to the county and our communities. It would give certainty to the existing residents and their families and would prevent the considerable upheaval and logistical challenge of moving and placing over 50 individuals in new Care Homes under the possible alternative scenario of a potential Home Closure.

There are considerable risks to the Council should the home be put in a position whereby it would close. Losing the Counties main Dementia residential facility with capacity for 90 beds would mean that service users and families would have to consider placements out of county and at a distance from their homes. The closure of the home would also require alternative placements being found for the current occupants of the home (50+ residents). There could also be reputational damage in

relation to the Council with the public perception that more should have been done to ensure the continuation of the provision.

It would also provide various potential strategic opportunities to maximise on the building space available from a Council perspective, as well as looking to work with key partners to develop innovative projects through collaborative working, such as supporting step up and step-down provision for Bronglais Hospital.

4. Financial & Legal Considerations

Notwithstanding the strategic opportunities that come with the option of a leasehold transfer, given that one of the drivers for MHA's position is one of incurring financial losses, it is critical that the Council does not in turn just end up incurring similar financial losses.

A financial strategy therefore needs to be in place to manage the potential financial risks. This would include the setting aside of revenue funding (a £1.0m revenue sum is proposed to be earmarked in a reserve to allow for a transitional period) together with some initial capital funding in the current financial year (a £200k capital sum is proposed to be allocated for 23/24).

On the Capital side, a Building Condition Survey is being undertaken and this will help inform other future capital requirements including medium to long term investment needs on a lifecycle component replacement basis e.g. lifts / heating system / roof etc. The building was built in 2007, so relative to most other Care Homes in the county it is a modern purpose built facility, notwithstanding that key components may be starting to come up for renewal / replacement.

The approach would also mean that higher levels of bed occupancy would be required. There would need to be greater success with recruitment & retention and a lower reliance on Agency staff. The Council's employment terms and conditions (which includes nationally set Pay levels with enhancements for weekend and night time working, annual leave entitlements, employer contributions into the Local Government Pension Scheme and sickness pay beyond just SSP as well as a much wider range on non-financial benefits is an attractive proposition. There would be a formal TUPE process for existing MHA staff within the scope of the current Care Home operations. Additional income generation from non-residential parts of the building is also likely to be crucial. The use of space available would need to be maximised, which should provide significant Health & Social Care integration opportunities for both Council and Health Board services and there are likely to be WG grant funding streams that should assist with this aspect.

It is therefore essential that all considerations and options that could fall under a Phase 2 approach are developed and implemented at the earliest opportunity once Phase 1 has been safely achieved. If future innovative options are not developed (and the Care Home is run in exactly the same manner), then it will not be financial sustainable. Even with wider considerations and options being pursued, there is no guarantee that financial shortfalls can be met entirely, therefore there is a risk that additional budget provision could need to be found at some point during 2024/25.

Commercial matters including Financial and Legal Due Diligence are shown in more detail in Appendix 1 (EXEMPT paper).

5. Proposed Next Steps

A structured Project Management approach has been initiated in order to focus on working up a preferred option. This is supported by workstreams looking at the key areas of consideration including HR, Property, Estates, Legal and Governance, Finance, ICT, Professional Social Care & Communications.

The proposed approach is to consider 2 distinct phases:

Phase 1: To plan and execute the transition of Hafan y Waun Care Home from MHA to Council ownership including an agreed managed leasehold transfer at the earliest practical opportunity, with an initial focus to ensure continuity of home operations by the Council from the point of the transfer of the leasehold title onwards and to ensure all necessary aspects of this are given due consideration, including the completion of all necessary legal agreements to achieve this.

Phase 2: To develop and implement collaborative and innovative approaches, including working with key partners, in order to maximise the development potential of the Hafan y Waun Care Home site, with the aim of ensuring that a Council maintained Care home operation is financially sustainable and that the opportunity now presenting itself is maximised.

Whilst there will be dedicated Project Management support assigned to this project, this is a major undertaking and a significant amount of officer time has been and will continue to need to be focussed on this project in order to achieve a successful outcome in the short and medium term. It is not possible to confirm a specific date for a leasehold transfer at this stage, but it is likely that it could be achieved during Q3 of the current financial year.

Officers will work closely with senior MHA staff as part of the structured Project Management approach to ensure that a transition to Council ownership would be done as safely as possible, whilst also ensuring that the home continues to operate normally and providing the best possible care for the residents.

- Recommendations:**
- 1. To note the contents of the report.**
 - 2. To acknowledge and note the Commercial Matters (including Financial and Legal Due Diligence) contained within Appendix 1 (EXEMPT Item).**
 - 3. To authorise Officers to proceed with the proposed Phase 1 approach, which includes 'To plan and execute the transition of Hafan y Waun Care Home**

from MHA to Council ownership including an agreed managed leasehold transfer at the earliest practical opportunity, and including the completion of all necessary legal agreements to achieve this’.

4. To authorise Officers to undertake and implement development work in relation to the proposed Phase 2 approach.

Reasons for decision: To safeguard the immediate future of Hafan y Waun Care Home and to allow Officers to proceed as outlined in the report.

Overview and Scrutiny: None

Corporate Well-being Objectives: Creating Caring and Healthy Communities
Boosting the Economy, Supporting Businesses and Enabling Employment

Finance and Procurement implications:

- Revenue funding of £1.0m is proposed to be earmarked in the Creating Caring and Healthy reserve to allow for a transitional period across 23/24 and part of 24/25.
- Initial Capital funding of £200k is proposed to be allocated in 23/24.
- Risk of an ongoing Budget shortfall beyond an initial transitional phase.
- Outlined further in Appendix 1 (Exempt Item)

Legal Implications: Outlined in Appendix 1 (Exempt Item)

Staffing implications: Outlined in Appendix 1 (Exempt Item)

Property / asset implications: Outlined in Appendix 1 (Exempt Item)

Risk(s): Outlined in Appendix 1 (Exempt Item)

Statutory Powers: Social Services and Wellbeing (Wales) Act 2014
Transfer of Undertakings (Protection of Employment) Regulations 2006 (as amended)

Background Papers: None

Appendices: Appendix 1 – Commercial Matters including Financial & Legal Due Diligence (EXEMPT)

Corporate Lead Officers: Donna Pritchard – CLO Porth Gofal
Audrey Somerton-Edwards – CLO Porth Cynnal
Greg Jones – CLO Porth Cymorth Cynnar

Duncan Hall – CLO Finance & Procurement
Elin Prysor – CLO Legal & Governance
Lowri Edwards – CLO Democratic Services
Alan Morris – CLO ICT & Customer Services
Geraint Edwards – CLO People & Organisation
Russell Hughes-Pickering – CLO Economy & Regeneration

Reporting Officers:

Donna Pritchard – CLO Porth Gofal
Duncan Hall – CLO Finance & Procurement
Elin Prysor – CLO Legal & Governance
Greg Jones – CLO Porth Cymorth Cynnar
Lowri Edwards – CLO Democratic Services
Geraint Edwards – CLO People & Organisation
George Ryley – Corporate Manager Procurement & Commissioning

Date:

15/06/23

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



This **Integrated Impact Assessment tool** incorporates the principles of the Well-being of Future Generations (Wales) Act 2015 and the Sustainable Development Principles, the Equality Act 2010 and the Welsh Language Measure 2011 (Welsh Language Standards requirements) and Risk Management in order to inform effective decision making and ensuring compliance with respective legislation.

1. PROPOSAL DETAILS: (Policy/Change Objective/Budget saving)

Proposal Title	Hafan Y Waun Project				
Service Area	Residential care home	Corporate Lead Officer	Donna Pritchard	Strategic Director	James Starbuck
Name of Officer completing the IIA	Donna Pritchard	E-mail	Donna.pritchard@ceredigion.gov.uk	Phone no	

Please give a brief description of the purpose of the proposal

Hafan Y Waun (HYW) is a care home run and managed by Methodist Homes for the Aged (MHA) and is on Waun Fawr in Aberystwyth. Senior managers from MHA contacted the Council Commissioning team in March 2023 asking to meet and subsequently reported that the home has been struggling financially for the past couple of years. They wish to discuss with the Council potential opportunities in relation to maintaining the home within the county going forward.

The option of bringing the provision over to Council ownership in a managed is proposed and would ensure that the home continues to operate, providing a valuable resource to our county/ community whilst securing the placements already in situ, preventing the upheaval of moving 54 individuals to new homes under the possible alternative scenario of a potential Home Closure. A Project group has been initiated to focus on a number of key workstreams. These workstreams will include matters relating to several key areas of consideration including HR, Property, Estates, Legal and Governance, Finance, ICT, Professional Social Care & Communications

Who will be directly affected by this proposal? (e.g. The general public, specific sections of the public such as youth groups, carers, road users, people using country parks, people on benefits, staff members or those who fall under the protected characteristics groups as defined by the Equality Act and for whom the authority must have due regard).

The key groups affected will be the current cohort of residents residing in the home. The project will also impact on their families and carers as well as the staff currently employed in the home.

VERSION CONTROL: The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development, Welsh language and equality considerations wherever possible.

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Author	Decision making stage	Version number	Date considered	Brief description of any amendments made following consideration
Donna Pritchard	Initial draft	V1		N/A

COUNCIL STRATEGIC OBJECTIVES: Which of the Council's Strategic Objectives does the proposal address and how?

Boosting the Economy, supporting Business and enabling employment.	Hafan y Waun is a 90 bedded care home in the North of the County, it provides a valuable resource in delivering Dementia residential care. The home employs a high number of staff (Approx 90), ranging from management, care staff, catering and facilities staff. The success of this project will ensure the sustainability of the home for the future, secure the current workforce and provide opportunities for further employment in the future.
Creating caring and healthy communities	Dementia residential care is a specialist provision and there is currently limited availability within county. Without this facility people with dementia would have to be placed in homes out of county.
Providing the best start in life and enabling Learning at all ages	Possible future opportunities for working with Aberystwyth University on the delivery of the Nursing courses provided currently as well as potential to explore opportunities of working with Local Learning Establishments on the practical delivery of their care related courses including Social care
Creating sustainable, greener and well-connected communities	N/A

NOTE: As you complete this tool you will be asked for **evidence to support your views**. These need to include your baseline position, measures and studies that have informed your thinking and the judgement you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation will have a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people's perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data from the census figures (such as Ceredigion Welsh language Profile and Ceredigion Demographic Equality data)*
- *National Household survey data*
- *Service User data*
- *Feedback from consultation and engagement campaigns*
- *Recommendations from Scrutiny*
- *Comparisons with similar policies in other authorities*

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

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- Academic publications, research reports, consultants' reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors, 'Is Wales Fairer' document.
- Welsh Language skills data for Council staff

2. SUSTAINABLE DEVELOPMENT PRINCIPLES: How has your proposal embedded and prioritised the five sustainable development principles, as outlined in the Well-being of Future Generations (Wales) Act 2015, in its development?

Sustainable Development Principle	Does the proposal demonstrate you have met this principle? If yes, describe how. If not, explain why.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the principle?
Long Term Balancing short term need with long term and planning for the future.	<ul style="list-style-type: none"> • The prevalence of dementia is increasing as our aging population increases. • There will be an increased need for specialist residential provision to support the rising demand for care 	The 2021 census reported that most people diagnosed as living with Dementia in Ceredigion are over 65 years of age (97%). This is the age group that has seen a dramatic increase in population change with 2,700 more 65+ people in Ceredigion than in 2011, leading to a 17.2% increase in 10 years.	Bringing Hafan Y Waun into Council ownership and operation will enable a long term plan to be developed to meet the needs of this population group in the future. It will create opportunities for integrated innovation and creative delivery models
Collaboration Working together with other partners to deliver.	<ul style="list-style-type: none"> • The project will require the Council to work collaboratively with the current owners of the provision as part of the transition arrangements and longer term with key partners such as the Health Board and 3rd Sector in supporting the delivery of services in the future. 	Project Board in place with partners involved in the process	Robust project management support to ensure the project board delivers on its objectives.
Involvement Involving those with an interest and seeking their views.	Following the initial phase of the project in managing the transfer of the home the project team will ensure that the residents, families and carers will be involved in the development of the	Communication plans from MHA Project plan	

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



	proposed model of care for the future, There is regular communication to all groups on the current situation and progress being made.		
Prevention Putting resources into preventing problems occurring or getting worse.	The project board monitors progress and risks associated with the work programme, identifies any emerging issues or challenges and ensures that actions are taken as needed.	Project plan	
Integration Positively impacting on people, economy, environment and culture and trying to benefit all three.	The project will have a positive impact in relation to maintaining job Security, future provision of dementia residential care and will create opportunities to work in Partnership with key stakeholders in delivering innovative services for the future.	Project plan	

3. WELL-BEING GOALS: Does your proposal deliver any of the seven National Well-being Goals for Wales as outlined on the Well-being of Future Generations (Wales) Act 2015? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. We need to ensure that the steps we take to meet one of the goals aren't detrimental to meeting another.

Well-being Goal	Does the proposal contribute to this goal? Describe the positive or negative impacts.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the goal?
3.1. A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs.	Successful completion of the project will support the ongoing employment of the current staff within the home as well as create opportunities for further employment in the future. There will be opportunities for Health and social care student placements and building of links with Aberystwyth University in the future.	Existing staffing numbers (approx. 90)	

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An integrated tool to inform effective decision making



<p>3.2. A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change).</p>	<p>N/A</p>		
<p>3.3. A healthier Wales People's physical and mental wellbeing is maximised and health impacts are understood.</p>	<p>Ensuring the continuation of this important resource within the county is essential in the provision of local quality Standard care for the older population of Ceredigion</p>		
<p>3.4. A Wales of cohesive communities Communities are attractive, viable, safe and well connected.</p>	<p>Hafan y Waun has been an important establishment within the Town of Aberystwyth and the North of the County and has become an integral part of the local Community and this should continue in the new arrangements.</p>		
<p>3.5. A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	<p>N/A</p>		

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



<p>3.6. A more equal Wales People can fulfil their potential no matter what their background or circumstances.</p> <p><i>In this section you need to consider the impact on equality groups, the evidence and any action you are taking for improvement.</i></p> <p><i>You need to consider how might the proposal impact on equality protected groups in accordance with the Equality Act 2010?</i></p> <p><i>These include the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or beliefs, gender, sexual orientation.</i></p> <p>Please also consider the following guide:: Equality Human Rights - Assessing Impact & Equality Duty</p>	<p>Describe why it will have a positive/negative or negligible impact.</p> <p><i>Using your evidence consider the impact for each of the protected groups. You will need to consider do these groups have equal access to the service, or do they need to receive the service in a different way from other people because of their protected characteristics. It is not acceptable to state simply that a proposal will universally benefit/disadvantage everyone. You should demonstrate that you have considered all the available evidence and address any gaps or disparities revealed.</i></p>	<p>What evidence do you have to support this view?</p> <p><i>Gathering Equality data and evidence is vital for an IIA. You should consider who uses or is likely to use the service. Failure to use <u>data</u> or <u>engage</u> where change is planned can leave decisions open to legal challenge. Please link to involvement box within this template. Please also consider the general guidance.</i></p>	<p>What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?</p> <p><i>These actions can include a range of positive actions which allows the organisation to treat individuals according to their needs, even when that might mean treating some more favourably than others, in order for them to have a good outcome. You may also have actions to identify any gaps in data or an action to engage with those who will/likely to be effected by the proposal. These actions need to link to Section 4 of this template.</i></p>												
<p>Age Do you think this proposal will have a positive or a negative impact on people because of their age? (Please tick ✓)</p> <table border="1" data-bbox="78 1029 786 1431"> <tr> <td data-bbox="78 1029 297 1177">Children and Young People up to 18</td> <td data-bbox="297 1029 448 1106">Positive</td> <td data-bbox="448 1029 618 1106">Negative</td> <td data-bbox="618 1029 786 1106">None/ Negligible</td> </tr> <tr> <td data-bbox="78 1177 297 1294">People 18-50</td> <td data-bbox="297 1177 448 1254">Positive</td> <td data-bbox="448 1177 618 1254">Negative</td> <td data-bbox="618 1177 786 1254">None/ Negligible</td> </tr> <tr> <td data-bbox="78 1294 297 1431">Older People 50+</td> <td data-bbox="297 1294 448 1370">Positive</td> <td data-bbox="448 1294 618 1370">Negative</td> <td data-bbox="618 1294 786 1370">None/ Negligible</td> </tr> </table>	Children and Young People up to 18	Positive	Negative	None/ Negligible	People 18-50	Positive	Negative	None/ Negligible	Older People 50+	Positive	Negative	None/ Negligible	<p>Hafan y Waun is a residential care home for older adults who have a diagnosis of dementia. There may be very rare occasions where younger people will be placed in the home who have a young onset dementia. The home environment is specifically designed to meet the needs of this cohort of residents.</p>	<p>Dementia friendly environments, staff trained in dementia care.</p>	
Children and Young People up to 18	Positive	Negative	None/ Negligible												
People 18-50	Positive	Negative	None/ Negligible												
Older People 50+	Positive	Negative	None/ Negligible												

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

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Disability Do you think this proposal will have a positive or a negative impact on people because of their disability? (Please tick ✓)				The environment at Hafan y waun is purposefully built and maintained to support people with dementia needs, this includes a sensory garden, appropriate décor and furnishings. Appropriate equipment is available to support disability needs and staff are trained to ensure that the range of needs are met.	Dementia focused environments Staff training plan	
Hearing Impairment	Positive	Negative	None/ Negligible			
			X			
Physical Impairment	Positive	Negative	None/ Negligible			
	X					
Visual Impairment	Positive	Negative	None/ Negligible			
			X			
Learning Disability	Positive	Negative	None/ Negligible			
			X			
Long Standing Illness	Positive	Negative	None/ Negligible			
	X					
Mental Health	Positive	Negative	None/ Negligible			
	X					
Other	Positive	Negative	None/ Negligible			

Transgender Do you think this proposal will have a positive or a negative impact on transgender people? (Please tick ✓)				The environment within the home – single ensuite rooms and private spaces will support transgender people		
Transgender	Positive	Negative	None/ Negligible			
			X			

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

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Marriage or Civil Partnership Do you think this proposal will have a positive or a negative impact on marriage or Civil partnership? (Please tick ✓)				No issues identified		
Marriage	Positive	Negative	None/ Negligible			
			X			
Civil partnership	Positive	Negative	None/ Negligible			
			X			
Pregnancy or Maternity Do you think this proposal will have a positive or a negative impact on pregnancy or maternity? (Please tick ✓)				HR policies in place to support staff		
Pregnancy	Positive	Negative	None/ Negligible			
			X			
Maternity	Positive	Negative	None/ Negligible			
			X			
Race Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				No issues identified		
White	Positive	Negative	None/ Negligible			
			X			
Mixed/Multiple Ethnic Groups	Positive	Negative	None/ Negligible			
			X			
Asian / Asian British	Positive	Negative	None/ Negligible			
			X			

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

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Black / African / Caribbean / Black British	Positive	Negative	None/ Negligible			
			X			
Other Ethnic Groups	Positive	Negative	None/ Negligible			
			X			

Religion or non-beliefs Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs or non-beliefs? (Please tick ✓)				Although the home has been run by Methodist care homes since its opening, they report that there are no specific requirements re faith in relation to admission criteria, therefore all faiths can be accommodated and supported within the home.		
Christian	Positive	Negative	None/ Negligible			
			X			
Buddhist	Positive	Negative	None/ Negligible			
			X			
Hindu	Positive	Negative	None/ Negligible			
			X			
Humanist	Positive	Negative	None/ Negligible			
			X			
Jewish	Positive	Negative	None/ Negligible			
			X			
Muslim	Positive	Negative	None/ Negligible			
			X			
Sikh	Positive	Negative	None/ Negligible			
			X			
Non-belief	Positive	Negative	None/ Negligible			

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



			X			
Other	Positive	Negative	None/ Negligible			
			X			

Sex Do you think this proposal will have a positive or a negative impact on men and/or women? (Please tick ✓)				No impact as facilities are supportive of meeting the needs of both men and women.		
Men	Positive	Negative	None/ Negligible			
			X			
Women	Positive	Negative	None/ Negligible			
			X			

Sexual Orientation Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Please tick ✓)				No impact as facilities are supportive of meeting the needs of all individuals regardless of their sexual orientation.		
Bisexual	Positive	Negative	None/ Negligible			
			X			
Gay Men	Positive	Negative	None/ Negligible			
			X			
Gay Women / Lesbian	Positive	Negative	None/ Negligible			
			X			
Heterosexual / Straight	Positive	Negative	None/ Negligible			
			X			



Having due regards in relation to the three aims of the Equality Duty - determine whether the proposal will assist or inhibit your ability to eliminate discrimination; advance equality and foster good relations.

3.6.2. How could/does the proposal help advance/promote equality of opportunity?

You should consider whether the proposal will help you to:

- Remove or minimise disadvantage
- To meet the needs of people with certain characteristics
- Encourage increased participation of people with particular characteristics

The facilities at Hafan y Waun are conducive to meeting the needs of all people and promote equality in the day to day living of the home.

3.6.3. How could/does the proposal/decision help to eliminate unlawful discrimination, harassment, or victimisation?

You should consider whether there is evidence to indicate that:

- The proposal may result in less favourable treatment for people with certain characteristics
- The proposal may give rise to indirect discrimination
- The proposal is more likely to assist or impeded you in making reasonable adjustments

The facilities at Hafan y Waun are conducive to meeting the needs of all people and promote equality in the day to day living of the home.

3.6.4. How could/does the proposal impact on advancing/promoting good relations and wider community cohesion?

You should consider whether the proposal with help you to:

- Tackle prejudice
- Promote understanding

The home currently has good relationships with the local community and the wider Aberystwyth area, the council will wish to continue with this going forwards as well as consider further opportunities to promote good relations and wider community cohesion.

Having due regard of the Socio-Economic Duty of the Equality Act 2010.

Socio-Economic Disadvantage is living in less favourable social and economic circumstances than others in the same society.

As a listed public body, Ceredigion County Council is required to have due regard to the Socio-Economic Duty of the Equality Act 2010. Effectively this means carrying out a poverty impact assessment. The duty covers all people who suffer socio-economic disadvantage, including people with protected characteristics.

3.6.5 What evidence do you have about socio-economic disadvantage and inequalities of outcome in relation to the proposal?

Describe why it will have a positive/negative or negligible impact.

The proposal is not anticipated to have either a positive or negative impact on people on the basis of socio-economic disadvantage or income inequality.

What evidence do you have to support this view?



What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?

N/A

3.7. A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh Language are promoted and protected. <i>In this section you need to consider the impact, the evidence and any action you are taking for improvement. This in order to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language Measure 2011.</i>				Describe why it will have a positive/negative or negligible impact.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Will the proposal be delivered bilingually (Welsh & English)?	Positive X	Negative	None/ Negligible	The project aims to continue to deliver a bilingual service with an emphasis on ensuring that individuals have the opportunity to use their language of choice.		
Will the proposal have an effect on opportunities for persons to use the Welsh language?	Positive X	Negative	None/ Negligible	No anticipated changes to the opportunities for people to use their language of choice.		
Will the proposal increase or reduce the opportunity for persons to access services through the medium of Welsh?	Positive	Negative	None/ Negligible X	No anticipated changes		
How will the proposal treat the Welsh language	Positive	Negative	None/ Negligible X	Any service changes or developments will be delivered in line with		

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no less favourably than the English language?				existing Welsh Language Standards, which all partners (NHS, local authorities, and third sector) are required to adhere to.		
Will it preserve promote and enhance local culture and heritage?	Positive	Negative	None/ Negligible	No impact in this area		

4. STRENGTHENING THE PROPOSAL: If the proposal is likely to have a negative impact on any of the above (including any of the protected characteristics), what practical changes/actions could help reduce or remove any negative impacts as identified in sections 2 and 3?

4.1 Actions.

What are you going to do?	When are you going to do it?	Who is responsible?	Progress

4.2. If no action is to be taken to remove or mitigate negative impacts please justify why.

(Please remember that if you have identified unlawful discrimination, immediate and potential, as a result of this proposal, the proposal must be changed or revised).

4.3. Monitoring, evaluating and reviewing.


How will you monitor the impact and effectiveness of the proposal?

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5. RISK: What is the risk associated with this proposal?					
Impact Criteria	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very High
Likelihood Criteria	1 - Unlikely to occur	2 - Lower than average chance of occurrence	3 - Even chance of occurrence	4 - Higher than average chance of occurrence	5 - Expected to occur
Risk Description	Impact (severity)		Probability (deliverability)		Risk Score
Financial risks	3		3		9
Inability to progress due to legal issues	2		2		4
Risks associated with not progressing with the project leading to a home closure.	4		4		16
Does your proposal have a potential impact on another Service area?					
Not anticipated at this time, moving into phase 2 of the project may require this to be reviewed					

6. SIGN OFF			
Position	Name	Signature	Date
Service Manager			
Corporate Lead Officer	Donna Pritchard		9 th June 2023
Strategic Director			
Portfolio Holder			