

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

Version Control

Version	Author	Job title	Date
Version 1	Chelé Zandra Howard	PO Commissioning	16.08.21
Version 2	Chelé Zandra Howard	PO Commissioning	15.09.21
Version 3	Chelé Zandra Howard	PO Commissioning	08.10.21

1. Details of the initiative

	Title of the Initiative: Closure of Trem Y Glyn Residential Care Home Update Report
1a	Service Area: Adult Services
1b	Directorate: Social Services Health and Housing
1c	Summary of the initiative: Options for the future of Trem Y Glyn Care Home <ul style="list-style-type: none">• Option 1 – Continue with the planned closure of Trem Y Glyn by 31st March 2022.• Option 2- Enter into a new contract with Pobl to retain Trem Y Glyn for a period of up to 31st March 2025.• Option 3 – Enter into a new contract with Pobl to retain Trem Y Glyn for a period of up to 31st March 2023, with an option for a of contract extension up to 31st March 2025, which will be considered in September 2022, pending a better understanding of how COVID-19 will impact on future social care services and demand <p>It should be noted that the decision to close Trem Y Glyn has already been taken on the 13th October 2016, the Impact</p>

	<p>Assessment relating to that decision can be located at http://moderngov.npt.gov.uk/mgAi.aspx?ID=16666</p> <p>The decision to which this Impact Assessment relates is whether to continue with the already agreed closure date of 31st March 2022 or to the proposed new closure date of either 31st March 2023 or 31st March 2025.</p>
1d	Is this a ‘strategic decision’? Yes
1e	<p>Who will be directly affected by this initiative?</p> <ul style="list-style-type: none"> • Residents of Trem Y Glyn • Families of Residents in Trem Y Glyn • People that may have wished to move into Trem Y Glyn in the next 12 to 36 months • Staff working in Trem Y Glyn • Wider Neath Port Talbot residents that may require social care services in the 12 to 36 months
1f	<p>When and how were people consulted?</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016.</p> <p>A six week public consultation process took place between 5th August 2016 and 16th September 2016. This consultation took into account advice from the Older Peoples Commissioner and Best Practice Guidance for Engaging and Consulting with Older People on Changes to Community Services in Wales. A further public consultation process has not been undertaken as we are not looking to change the overall decision on closing Trem Y Glyn.</p> <p>Details of this consultation and the outcome of the consultation was reported to Cabinet on 13th October 2016, the link to this document is: http://moderngov.npt.gov.uk/ieListDocuments.aspx?CId=158&MID=6832#AI16666</p>
1g	What were the outcomes of the consultation?

The majority of those that responded to the consultation were opposed to the closure of Trem Y Glyn. The key concerns raised by people in this consultation were:

Concern - the impact of the proposed closure on the wellbeing of residents and the ability to maintain contact.

Response - The assessment process will ensure that resident's wellbeing is maintained and family will be part of this process.

Concern - Transport issues for those that visit residents in Trem Y Glyn if residents are moved out of the area.

Response - A transport survey was developed to better understand the impact, however none of the surveys were completed. The assessment process for residents that are moved into a new home will address transport issues. Furthermore, it was agreed that the Council would fund specific time-limited transport provision in proven cases of hardship.

Concern – The impact of the closure on the Valley community and the loss of what is regarded as a quality Care Home.

Response - It was acknowledged that there were no alternative Care Homes in Glynneath.

Concern - the proposal would mean people would be offered domiciliary care rather than a Care Home placement.

Response - it was confirmed that this was not the intention of the proposal.

Concern - that the occupancy levels in the home were being manipulated by the Council to support the proposal.

Response – As part of the contract negotiations the number of beds purchased by the Council will be reduced to 80%

Concern - there could be a decline of care if the Trem Y Glyn was scheduled to close.

Response - Assurances were given that the provider would be required to maintain standards.

Concern – it was felt that the Council was going back on promises it had made about replacing the Care Home.

Response - unfortunately the position had changed since the original plans were developed. The need for residential care has reduced and the Council's financial position has deteriorated.

Concern - the loss of employment caused by closing the Care Home.

Response - Where possible Pobl will look to redeploy staff within their wider organisation. In addition the Council agreed that staff that were formerly Council employees before 1st April 2012 will be offered any suitable vacant post in line with the Council's Redeployment Policy

For full information on the outcome of this consultation, including how information from this was considered in original Impact Assessment, please refer to the report:

<http://moderngov.npt.gov.uk/ieListDocuments.aspx?CId=158&MID=6832#AI16666>

2. Evidence

What evidence was used in assessing the initiative?

- Information from the consultation process from 2016
<http://moderngov.npt.gov.uk/ieListDocuments.aspx?CId=158&MID=6832#AI16666>
- HR information on staff – *please note specific details from this information has not been included in this document (e.g. the numbers of people that may have a disability, number of people that are female, etc.), due to relatively low numbers of staff (41 people), most of whom live in Glynneath, it would be possible to potentially identify individual people*
- Information on residents - *please note specific details of this information has not been included in this document (e.g. disability, marriage status, etc.), due to relatively low numbers of residents (24 people), all of which live in the same accommodation, it would be possible to potentially identify individual people*
- Information from the report on Care Home provision in Neath Port Talbot that was presented to Scrutiny Committee in September 2021 – *please note this paper is not in the public domain due to commercial sensitivities.*
<http://moderngov.npt.gov.uk/ieListDocuments.aspx?CId=322&MId=9998>
- Information on Care Home Occupancy in Trem Y Glyn, Pobl Care Homes and all other Care Homes in Neath Port Talbot – please see cabinet report
- Financial information on the costs to retain Trem Y Glyn open for up to a further three years - please see cabinet report
- Financial information on the costs of Care Homes and Domiciliary care in Neath Port Talbot - please see cabinet report
- Western Bay Population Needs Assessment information on Older People
<http://www.westernbaypopulationassessment.org/en/older-people/>
- Summary Statistics for South West Wales Region <https://gov.wales/sites/default/files/statistics-and-research/2020-05/summary-statistics-south-west-wales-region-2020-958.pdf>
- Daffodil data on older people <http://www.daffodilcymru.org.uk/>

- Information from the original impact assessment that was presented to Cabinet on 13th October <http://moderngov.npt.gov.uk/ieListDocuments.aspx?CId=158&MID=6832#A116666>
- Stats Wales <https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Estimates/Local-Authority/populationestimates-by-localauthority-year> and <https://statswales.gov.wales.gov.uk/Catalogue/Equality-and-Diversity/Sexual-Identity/SexualIdentity-by-Area-IdentityStatus>
- ONS data from 2011 <https://www.ons.gov.uk/census>
- Client information on the Social Services database
- Numbers of people receiving domiciliary care – please see cabinet report
- In total there are 2,886 adults in receipt of a social care service arranged by NPT CBC
- Within Glynneath are 93 adults in receipt of a social care service arranged by NPT CBC
- In total there are 2,250 adults over the age of 65 in receipt of a social care service arranged by NPT CBC
- Within Glynneath there are 80 adults over the age of 65 in receipt of a social care service arranged by NPT CBC
- Below is data by ward, the total figures are different as we have taken out some areas outside of Neath Port Talbot that are low numbers and could identify where vulnerable people live

All Adults		Adults over 65	
Ward Name	Total	Ward Name	Total
ABERAVON	104	ABERAVON	81
ABERDULAI	36	ABERDULAI	31
ALLTWEN	37	ALLTWEN	24
BAGLAN	163	BAGLAN	136
BLAENGWRACH	36	BLAENGWRACH	30
BRITON FERRY EAST	75	BRITON FERRY EAST	56
BRITON FERRY WEST	60	BRITON FERRY WEST	41
BRYN AND CWMAVON	115	BRYN AND CWMAVON	90
BRYN-COCH NORTH	64	BRYN-COCH NORTH	57
BRYN-COCH SOUTH	130	BRYN-COCH SOUTH	104
CADOXTON	48	CADOXTON	43
CIMLA	87	CIMLA	76
COEDFFRANC CENTRAL	97	COEDFFRANC CENTRAL	75
COEDFFRANC NORTH	44	COEDFFRANC NORTH	39
COEDFFRANC WEST	42	COEDFFRANC WEST	31

CRYNANT	38	CRYNANT	32
CWMLLYNFELL	19	CWMLLYNFELL	17
CYMMER	55	CYMMER	42
DYFFRYN	75	DYFFRYN	51
GLYNCORRWG	13	GLYNCORRWG	7
GLYNNEATH	93	GLYNNEATH	80
GODRE'R GRAIG	24	GODRE'R GRAIG	19
GWAUN-CAE-GURWEN	55	GWAUN-CAE-GURWEN	46
GWYNFI	22	GWYNFI	18
LOWER BRYNAMMAN	34	LOWER BRYNAMMAN	28
MARGAM	37	MARGAM	29
NEATH EAST	147	NEATH EAST	105
NEATH NORTH	96	NEATH NORTH	73
NEATH SOUTH	79	NEATH SOUTH	65
ONLLWYN	25	ONLLWYN	14
PELENNNA	19	PELENNNA	17
PONTARDAWE	93	PONTARDAWE	71
PORT TALBOT	97	PORT TALBOT	81
RESOLVEN	52	RESOLVEN	45
RHOS	47	RHOS	36
SANDFIELDS EAST	153	SANDFIELDS EAST	108
SANDFIELDS WEST	167	SANDFIELDS WEST	121
SEVEN SISTERS	44	SEVEN SISTERS	35
TAI-BACH	108	TAI-BACH	82
TONNA	56	TONNA	46
TREBANOS	25	TREBANOS	19
YSTALYFERA	29	YSTALYFERA	26
Not stated	27	(blank)	18

3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age		x		<p>Existing Residents</p> <p>All residents have a protected characteristic due to age, as all residents are over the age of 65. The closing of Trem Y Glyn is likely to have a disproportionate negative impact on people due to their age. This impact will include:</p> <ul style="list-style-type: none"> • anxiety of moving to another home, • potential loss of friendships made in the home, • being further away from their local community networks, • being further away from family and friends that live in Glynneath, • having to re-establish relationships with other residents, • loss of continuity of staff and needing to develop new relationships with staff • not having familiar surroundings <p>The physical environment of Trem Y Glyn is not in line with best practice for Care Homes and the building is now at the end of its operational life. Whilst there will be initial disruption, residents will be moved into homes that are more in-line with today's physical environmental standards for Care Homes. It would not be the case that remaining in Trem Y Glyn until 2023 or 2025 would result in residents being of significant disadvantage due to their environment, as temporary work has been completed in the Care Home which makes it operational until 2025.</p> <p>There was concern in the 2016 consultation that the quality of care would be impacted as the Care Home moved closer to the closure date. The risk that standards in Trem Y Glyn are negatively impacted over the 2022-2025 period is low. This is because there has been no evidenced reduction in quality or standards of care leading up to the originally agreed closure date of 31st March 2022, as such there is no reason to believe that a new closure date of 2023 or 2025 would have a negative impact on residents due to a deterioration of care. All Care Homes receive contract monitoring by NPT CBCs Commissioning Team and are also inspected by</p>

			<p>Care Inspectorate Wales to ensure compliance against the statutory guidance for Care Homes, these measures will ensure that any deterioration in care will be picked up and addressed.</p> <p>There will be anxiety for residents in the uncertainty whether the Care Home will close in 2022, 2023 or 2025, by making a decision on this will help to give residents certainty in relation to this. Part of the service exit plan (whether this be delivered in 2022, 2023 or 2025) will include a communication plan to ensure that residents are fully informed and to support residents with any questions or concerns they have. This will help reduce anxiety.</p> <p>There are a number of vacancies within the Care Home sector at the moment and where possible, the Council will try to accommodate resident's preferences for moving into homes with their friends.</p> <p>As there are no alternative Care Homes in Glynneath, residents will need to move out of the area and this could result in a loss of connection to local community networks. The new Care Home will support the residents to integrate and connect with new local resources, in line with their individual outcomes (e.g. leisure/social activities, libraries, places of worship). The assessment process will also establish what matters to each resident and move a person to a Care Home that can support the resident to access community resources that are important to them.</p> <p>The impact of being further away from family and friends was a key concern that people had in the consultation. A transport survey was developed in 2016 to better understand this impact, however none of the surveys were completed by the families. The assessment process for residents that are moved into a new home will address transport issues, for example wherever possible moving a resident to an alternative Care Home that minimises the additional transport requirements of visitors. Furthermore, it was agreed that the Council would fund specific time-limited transport provision for a regular visitor in proven cases of hardship.</p>
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			<p>Individual assessments and discussion will take place with each resident and the Care Home that they move into will be able to meet their individual assessed needs. Although these residents are likely to be supported by new, unfamiliar staff, Care Home staff are well trained in welcoming new residents and making new residents feel part of their new community. In addition, there will be no change in the quality of care as all Care Homes are monitored against a Regional Quality Framework and have to deliver services in line with Statutory Regulations.</p> <p>An independent advocate will be appointed to support residents with the closure, this will help to identify any issues involved in moving residents from Trem Y Glyn into a new care home and ensure that their individual rights are protected.</p> <p>It should be noted that some residents in Trem Y Glyn would move from the home regardless of it closing due to them developing Nursing Care needs. As Trem Y Glyn is a Residential Home, residents that develop nursing needs would be transferred to an alternative Care Home out of the area.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/36 Months</p> <p>Any person that requires a Care Home placement in the next 12/36 months and may wish to live in Trem Y Glyn would have a protected characteristic due to their age, as Trem Y Glyn is registered to deliver services to people over the age of 60.</p>
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			<p>The closure of Trem Y Glyn in 2023 or 2025 would provide 12/36 additional months for those living in Glynneath to potentially benefit from living in a Care Home within their local area. The benefits of these additional years of local provision needs to be balanced with the fact that all residents would need to move into alternative Care Homes by either March 2023 or March 2025 and as such this would only be a short term positive benefit.</p> <p>If Trem Y Glyn closes in 2022, the negative impacts for people in Glynneath that may have wanted to move into the Care Home in the next 12/36 months, include being further away from their local community networks and being further away from family and friends that live in Glynneath. Individual assessments take place with all people requiring a Residential Care Home placement to understand what matters to them and the Care Home will support the resident to access community resources that are important to them. Potential Care Home residents will have a choice of suitable and available Care Homes as per the requirement under the Social Services and Wellbeing Act and the Council's Fairness in Provision Policy.</p> <p>Care Home staff are well trained in welcoming new residents and making new residents feel part of their new community. The Care Home will support the residents to integrate and connect with new local resources (e.g. leisure/social activities, libraries, places of worship), as they do now for new admissions.</p> <p>There will be no change in the quality of care a person who would have wanted to go to Trem Y Glyn receives in an alternative Care Home, as all Care Homes in Neath Port Talbot are monitored against a Regional Quality Framework and have to deliver services in line with Statutory Regulations.</p> <p>It should be noted very few wards have their own Care Home provision and that many people need to move away from their local community when transferring into a care home, not only due to the lack of local provision but because they may have specialist needs that can only be met by a Care Home located away from their community.</p>
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			<p>Not all people living in Glynneath requiring a Care Home placement would automatically go into Trem Y Glyn, for example anyone requiring Nursing Care would not be able to be accommodated in Trem Y Glyn as it is registered to deliver residential care only. People assessed as having nursing needs would need to move into a nursing home located out of their local area. In addition, people would only be able to access Trem Y Glyn if there was a vacancy. Over the last three years, 17 people from the Glynneath area moved into Care Homes outside the Glynneath area, this means that not all local residents utilise Trem Y Glyn to meet their Care Home needs.</p> <p>There are 93 adults in the Glynneath area in receipt of a social care service arranged by NPT CBC, of these 80 are over the age of 65. A total of 29 people in Glynneath receive domiciliary care. More people with higher levels of need are being supported in their own homes and the demand for residential care, including Trem Y Glyn is reducing.</p> <p>Although people of Glynneath requiring a Care Home placement in the next 12/36 months may potentially be negatively impacted if the Care home closed in 2022 rather than 2023 or 2025, this only affects a small number of people when considering the 2,250 adults over the age of 65 currently in receipt of a social care service arranged by NPT CBC. To put this into context, if Trem Y Glyn was at full occupancy then 27 residents represents 1.2% of adults over the age of 65 and 33.75% of adults in Glynneath over the age of 65.</p> <p>The disadvantages of not having a local provision in Glynneath for an additional 12/36 months needs to be balanced with the financial impact of keeping Trem Y Glyn open for that period of time. The money for retaining Trem Y Glyn would come from the Social Services budget and would impact on the spend for other areas of priority.</p> <p>Once built, the new housing development by Pobl in Glynneath, which includes later</p>
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			<p>living options, will help to mitigate the impact for people in the area who require care as there will be additional support options available in the community.</p> <p>Friends and Family of Residents at Trem Y Glyn</p> <p>There is no available data to determine that this group would be disproportionately impacted due to their age.</p> <p>One of the key concerns in the 2016 consultation was the impact on family and friends that visit residents in Trem Y Glyn and the impact of this on residents if contact cannot be maintained.</p> <p>A transport survey was developed in 2016 to better understand this impact, however none of the surveys were completed. The assessment process for residents that are moved into a new home will address transport issues, for example wherever possible moving a resident to an alternative Care Home that minimises the additional transport requirements of visitors. Furthermore, it was agreed that the Council would fund specific time-limited transport provision in proven cases of hardship.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>Staff</p> <p>There is no available data to determine that this group would be disproportionately</p>
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			<p>impacted due to their age.</p> <p>The three main impacts to staff would be:</p> <ul style="list-style-type: none"> • potential loss of employment, • the need to retrain if redeployed/new employment is to a post not in another Care Home • the need to travel further to new employment if redeployed <p>Where possible, Pobl will offer alternative employment within their organisation. In addition, staff that were formerly Council employees before 1st April 2012 will be offered any suitable vacant post in line with the Council's Redeployment Policy.</p> <p>A total of 73% of those working in Trem Y Glyn live within the local area. It is likely that anyone redeployed/employed into alternative Pobl or Council services would be required to travel outside of the Glynneath area.</p> <p>Although there may be some opportunities for staff to be redeployed into other Pobl Care Homes, it is likely that some redeployment or employment opportunities provided to staff would not be in a Care Home. This would require staff that are redeployed or employed in other care services to undergo retraining. In the case of staff moving into domiciliary care (for example the Council's Community Wellbeing Service), staff would need to become registered with Social Care Wales, which may require them to undertake an online course and assessment. It should be noted that Care Home staff will also be required to register with Social Care Wales from October 2022, which for some people will require completion of an online course and assessment. Staff redeployed into alternative Pobl services and staff employed into NPT CBC care services will be given an induction, including a training needs assessment to ensure that they receive the necessary support to transition into new roles.</p> <p>It should also be acknowledged that it may not be possible to redeploy or employ all</p>
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			<p>staff from Trem Y Glyn and that there is likely to be a number of redundancies.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home. However in relation to actions that can be taken to reduce instances of loss of employment, closing Trem Y Glyn in March 2022 would enable the Council to offer interviews for relevant staff to join the Community Wellbeing Team. The Council could not guarantee that they would be in a position to offer staff this opportunity if Trem Y Glyn closed in either 2023 or 2025.</p> <p>Wider Neath Port Talbot residents that may require social care services in the next 12/36 months</p> <p>The majority of adults requiring a service arranged by social services are over the age of 65 and as such would have a protected characteristic due to their age (77.8%).</p> <p>The 2015 West Glamorgan Population Needs Assessment (covers the population of Neath Port Talbot, Bridgend and Swansea), projected that by 2020 18.5% of the population would be unable to undertake at least one mobility activity, 41.2% unable to undertake at least one domestic activity and 33.7% unable to undertake at least one self-care activity. In addition, it projected by 2030, 10,295 people would have a diagnosis of dementia, which is a 48% increase in the number of people with dementia in 2015.</p> <p>According to Stats Wales, there were approximately 144,386 residents in Neath Port Talbot in 2020, 30,254 (20.95%) of these residents are believed to be over the age</p>
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			<p>of 65 and 89,011 (61%) between the ages of 16-64.</p> <p>The impact of closing Trem Y Glyn, a care home with 27 beds, is likely to have a minimal impact on the wider population of Neath Port Talbot. There is sufficient availability of Care Home beds in Neath Port Talbot, so transferring these residents into other Care Homes should not disadvantage other residents of Neath Port Talbot by significantly reducing availability or choice.</p> <p>Retaining Trem Y Glyn for up to a further 12/36 months would cost between £1,368,564 and £1,271,056 per year and would need to come from the Social Services budget. If Trem Y Glyn was at fully occupancy , then 27 residents represents 1.2% of adults over the age of 65 that NPT CBC arranges care for. As such, it might be argued that retaining Trem Y Glyn until 2023 or 2025 could have a disproportionate negative impact on people aged over 65 within the wider population of Neath Port Talbot, as it would reduce the ability for the NPT CBC to reinvest this money into alternative provision that could support a wider range of people.</p> <p>Once built, the new housing development by Pobl in Glynneath that includes later living options will help to mitigate the impact for people in the area who require care as there will be additional support options amiable in the community.</p>
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Disability		x	<p>Existing Residents</p> <p>The majority of residents have a protected characteristic due to disability. Of particular importance is the large number of people with dementia and memory loss (63%) as a change of Care Home could disproportionately impact on people that have this type of disability due to people with dementia finding a change in routine, staff and environment more detrimental to their wellbeing and health.</p> <p>Individual assessments and discussions will take place with each resident (and where applicable their advocate) and the new Care Home they move into will be able to meet their individual assessed needs, including needs relating to their disability. The new Care Home will undertake a full assessment to identify how to best support the person and all Care Homes are experienced in supporting new residents into the home and helping new residents adapt to new surroundings and staff, including those with dementia. Furthermore the Council and the new Care Home will link in with Swansea Bay University Health Boards dementia outreach team, to ensure that processes are put in place to minimise any additional distress to residents that is caused by their dementia.</p> <p>There will be no change in the quality of care when residents move into a new Care Home, as all Care Homes are monitored against a Regional Quality Framework and have to deliver services in line with Statutory Regulations. All Care Homes are required by statutory regulations to ensure that they can meet a person's needs before accepting the placement, as such this will ensure that the new Care Home can meet any additional requirements a person may have due to their disability.</p> <p>As there are no alternative Care Homes in Glynneath, residents will need to move out of the area and this could result in a loss of connection to local community networks, this could have a more detrimental impact on a person with a disability and in particular those with dementia or memory loss. The new Care Home will support the residents to integrate and connect with new local resources (e.g. leisure/social activities, libraries, places of worship)., in line with their individual</p>
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			<p>outcomes and will be experienced in supporting people with dementia and other disabilities in adjusting to new communities and routines. The assessment process will also establish what matters to each resident and move a person to a Care Home that can support the resident to access community resources that are important to them.</p> <p>An independent advocate will be appointed to support residents with the closure, this will help to identify any issues involved in moving residents from Trem Y Glyn into a new care home and ensure that their individual rights are protected.</p> <p>It should be noted that some residents in Trem Y Glyn would move from the home due to them developing Nursing Care needs regardless of the closure date. As Trem Y Glyn is a Residential Home, residents that develop nursing needs would be transferred to an alternative Care Home out of the area.</p> <p>The physical environment of Trem Y Glyn is not in line with best practice for Care Homes and the building is now at the end of its operational life. Whilst there will be initial disruption, residents will be moved into homes that are more in-line with today's physical environmental standards for Care Homes. It would not be the case that remaining in Trem Y Glyn until 2023 or 2025 would result in residents being of significant disadvantage due to their environment, as temporary work has been completed in the Care Home which makes it operational until 2025.</p> <p>There was concern in the 2016 consultation that the quality of care would be impacted as the Care Home moved closer to the closures date. The risk that standards in Trem Y Glyn are negatively impacted over the 2022-2025 period is low. This is because there has been no evidenced reduction in quality or standards of care leading up to the originally agreed closure date of 31st March 2022, as such there is no reason to believe that a new closure date of 2023 or 2025 would have a negative impact on residents due to a deterioration of care. All Care Homes receive contract monitoring by the Council's Commissioning Team and are also inspected by Care Inspectorate Wales to ensure compliance against the statutory guidance for</p>
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			<p>Care Homes, these measures will ensure that any deterioration in care will be picked up and addressed.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further three years only delays any negative impacts caused by closing the Care Home.</p> <p>New Residents that May Wish to Move Into Trem Y Glyn in the 12/36 Months</p> <p>It is likely that any person who requires a Care Home placement in the future and may have chosen to live in Trem Y Glyn in the next 12/36 months would have a protected characteristic due to disability. This is because NPT CBC only funds Care Home placements when an assessment of need identifies that a person's care and support needs can only be met in a Care Home environment and this tends to be where a person requires higher levels of care.</p> <p>The closure of Trem Y Glyn in 2023 or 2025 would provide 12/36 more months for those living in Glynneath to potentially benefit from living in a Care Home within their local area. The benefits of this additional 12/36 months of local provision needs to be balanced with the fact that all residents would need to move into alternative Care Homes by either March 2023 or March 2025 and as such this would only be a short term positive benefit.</p> <p>If Trem Y Glyn closes in 2022, the negative impacts for people in Glynneath that may have wanted to move into the Care Home in the next 12/36 months, include being further away from their local community networks and being further away from family and friends that live in Glynneath. Individual assessments take place with all people requiring a Residential Care Home placement to understand what matters to</p>
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			<p>them and the Care Home will support the resident to access community resources that are important to them (e.g. leisure/social activities, libraries, places of worship). Potential Care Home residents will have a choice of suitable and available Care Homes as per the requirement under the Social Services and Wellbeing Act and the Council's Fairness in Provision Policy.</p> <p>Care Home staff are well trained in welcoming new residents and making new residents feel part of their new community. The Care Home will support the residents to integrate and connect with new local resources as they do now for new admissions.</p> <p>There will be no change in the quality of care a person who would have wanted to go to Trem Y Glyn receives in an alternative Care Home, as all Care Homes in Neath Port Talbot are monitored against a Regional Quality Framework and have to deliver services in line with Statutory Regulations.</p> <p>It should be noted very few wards have their own Care Home provision and that many people need to move away from their local community when transferring into a care home, not only due to the lack of local provision but because they may have specialist needs that can only be met by a Care Home located away from their community.</p> <p>Not all people living in Glynneath requiring a Care Home placement would automatically go into Trem Y Glyn, for example anyone requiring Nursing Care would not be able to be accommodated in Trem Y Glyn as it is registered to deliver residential care only. People assessed as having nursing needs would need to move into a nursing home located out of their local area. In addition, people would only be able to access Trem Y Glyn if there was a vacancy. Over the last three years, 17 people from the Glynneath area moved into Care Homes outside the Glynneath area, this means that not all local residents utilise Trem Y Glyn to meet their Care Home needs.</p>
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			<p>There are 93 adults in the Glynneath area in receipt of a social care service arranged by NPT CBC, all of which will have a disability. A total of 29 people in Glynneath receive domiciliary care. More people with higher levels of need are being supported in their own homes and the demand for residential care, including Trem Y Glyn is reducing.</p> <p>Although people of Glynneath requiring a Care Home placement in the next 12/36 months may potentially be negatively impacted if the Care home closed in 2022 rather than 2023 or 2025, this only affects a small number of people when considering the are 2,886 adults currently in receipt of a social care service arranged by NPT CBC. To put this into context, if Trem Y Glyn was at full occupancy, then 27 residents represents 0.94% of adults that NPT CBC arranges care for and 29% of adults in Glynneath supported by NPT CBC.</p> <p>The disadvantages of not having a local provision in Glynneath for an additional three years needs to be balanced with the financial impact of keeping Trem Y Glyn open for that period of time. The money for retaining Trem Y Glyn would come from the Social Services budget and would impact on the spend for other areas of priority.</p> <p>Once built, the new housing development by Pobl in Glynneath, which includes later living options, will help to mitigate the impact for people in the area who require care as there will be additional support options available in the community.</p> <p>Friends and Family of Residents at Trem Y Glyn</p> <p>There is no available data to determine that this group would be disproportionately impacted due to disability.</p> <p>One of the key concerns in the 2016 consultation was the impact on family and friends that visit residents in Trem Y Glyn and the impact of this on residents if contact cannot be maintained. This could have a more disproportionate impact on</p>
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			<p>those with a disability, in particular if they are unable to drive.</p> <p>A transport survey was developed in 2016 to better understand this impact, however none of the surveys were completed. The assessment process for residents that are moved into a new home will address transport issues, for example wherever possible moving a resident to an alternative Care Home that minimises the additional transport requirements of visitors. Furthermore it was agreed that the Council would fund specific time-limited transport provision in proven cases of hardship.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>Staff</p> <p>Data does not indicate that the decision to close Trem Y Glyn in 2022, 2023 or 2025 would disproportionately impact on people with disabilities in terms of this relating to a higher than average number of people with a disability. However the closure of Trem Y Glyn may have an increased impact on staff with a disability.</p> <p>The three main impacts to staff would be:</p> <ul style="list-style-type: none"> • potential loss of employment • the need to retrain if redeployed/new employment is to a post not in another Care Home • the need to travel further to new employment if redeployed
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			<p>Where possible Pobl will offer alternative employment within their organisation. In addition, staff that were formerly Council employees before 1st April 2012 will be offered any suitable vacant post in line with the Council's Redeployment Policy.</p> <p>A total of 73% of those working in Trem Y Glyn live within the local area. It is likely that anyone redeployed/employed into alternative Pobl or Council services would be required to travel outside of the Glynneath area. This may have a more negative impact on those who cannot drive due to their disability.</p> <p>Although there may be some opportunities for staff to be redeployed into other Pobl Care Homes, it is likely that some redeployment or employment opportunities provided to staff would not be in a Care Home. This would require staff that are redeployed or employed in other care services to undergo retraining. In the case of staff moving into domiciliary care (for example the Council's Community Wellbeing Service), staff would need to become registered with Social Care Wales, which may require them to undertake an online course and assessment. It should be noted that Care Home staff will also be required to register with Social Care Wales from October 2022, which for some people will require completion of an online course and assessment. This may have more of a negative impact on those that have a disability, for example a learning difficulty, staff redeployed into alternative Pobl services and staff employed into NPT CBC care services will be given an induction, including a training needs assessment and an identification of reasonable workplace adjustments to ensure that they receive the necessary support to transition into new roles.</p> <p>In addition, both Pobl and the Council are required to comply with the Equalities Act 2010 and have policies and procedures to support staff with disabilities.</p> <p>It should also be acknowledged that it may not be possible to redeploy or employ all staff from Trem Y Glyn and that there is likely to be a number of redundancies.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in</p>
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			<p>relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home. However in relation to actions that can be taken to reduce instances of loss of employment, closing Trem Y Glyn in March 2022 would enable the Council to offer interviews for relevant staff to join the Community Wellbeing Team. The Council could not guarantee that they would be in a position to offer staff this opportunity if Trem Y Glyn closed in either 2023 or 2025.</p> <p>Wider Neath Port Talbot residents that may require social care services in the next 12/36 months</p> <p>The main reasons for a person to receive a support from Social Services will be due to a disability or age related frailty.</p> <p>According to Stats Wales, there were approximately 144,386 residents in Neath Port Talbot in 2020, of these a total of 2,886 adults were in receipt of a service arranged by Social Services. There are gaps in the Western Bay Population Needs Assessment with regards to the numbers of people anticipated to have a disability in the region, this should be resolved with the new Population Needs Assessment anticipated to be published in 2022. Statistic Wales states that in 2017/18-2018/19 only 68% of people over the age of 16 in Neath Port Talbot reports as being in good or very good general health.</p> <p>The impact of closing Trem Y Glyn, a care home with 27 beds, is likely to have a minimal impact on the wider population of Neath Port Talbot. There is sufficient availability of Care Home beds in Neath Port Talbot, so transferring these residents into other Care Homes should not disadvantage other residents of Neath Port Talbot with a disability by significantly reducing availability or choice.</p>
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				<p>Retaining Trem Y Glyn for up to a further three years would cost between £1,368,564 and £1,271,056 per year and would need to come from the Social Services budget. If Trem Y Glyn was at fully occupancy then 27 residents represents 0.94% of adults that have a package of care arranged by NPT CBC. As such, it might be argued that retaining Trem Y Glyn until either 2023 or 2025 could have a disproportionate negative impact on people with a disability within the wider population of Neath Port Talbot, as it would reduce the ability for the NPT CBC to reinvest this money into alternative provision that could support a wider range of people with a disability.</p>
Gender reassignment			x	<p>Existing Residents</p> <p>The available data does not indicate that existing residents would be more disproportionately impacted due to their gender identity.</p> <p>Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act 2010 and Regulations 43 and 44 requires all communal spaces and bathrooms in a Care Home to be fully accessible to residents in accordance with the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.</p> <p>Individual needs assessments will be undertaken for all residents to ensure that their</p>

			<p>personalised needs are met in a new Care Home. There are a number of vacancies within the Care Home sector at the moment and where possible the Council will try to accommodate resident's preferences for moving into homes with their friends.</p> <p>An independent advocate will be appointed to support residents with the closure, this will help to identify any issues involved in moving residents from Trem Y Glyn into a new care home and ensure that their individual rights are protected.</p> <p>All Care Homes have a complaints process and NPT CBCs contract monitoring team review complaints received by Care Homes, as well as their responses, as part of the monitoring process. The contract monitoring process also includes staff and resident feedback. This will allow the Council to pick up and address any issues relating to a person's experience, staff concerns/issues and concerns/issues of visitors to the Care Home.</p> <p>The new Care Home will be required by legislation to ensure that the persons gender reassignment and gender identity status is supported, such as the Equalities Act 2010 and the Gender Recognition Act 2004</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months, it only delays any negative impacts caused by closing the Care Home.</p> <p>New Residents that May Wish to Move Into Trem Y Glyn in the 12/36 Months</p> <p>There is no data available with regards to assessing the number of potential new residents that may have this protected characteristic. However, there is no evidence</p>
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			<p>to suggest that there would be a more disproportionate impact on potential new residents due to gender reassignment or gender identity status.</p> <p>Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act 2010 and Regulations 43 and 44 requires all communal spaces and bathrooms in a Care Home to be fully accessible to residents in accordance with the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.</p> <p>Individual needs assessments are undertaken with people that may require a Care Home placement to ensure that their personalised needs are met in a new Care Home.</p> <p>All Care Homes have a complaints process and NPT CBCs contract monitoring team review complaints received by Care Homes, as well as their responses, as part of the monitoring process. The contract monitoring process also includes staff and resident feedback. This will allow the Council to pick up and address any issues relating to a person's experience, staff concerns/issues and concerns/issues of visitors to the Care Home.</p> <p>All Care Homes are required by legislation to ensure that the persons gender reassignment and gender identity status is supported, such as the Equalities Act 2010 and the Gender Recognition Act 2004 and Human Rights Act 1998.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p>
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			<p>Friends and Family of Residents at Trem Y Glyn</p> <p>There is no data available with regards to assessing the number of friends or family of Trem Y Glyn residents that may have this protected characteristic. However, there is no evidence to suggest that there would be more disproportionate impact on this group of stakeholders due to gender identity/gender reassignment status.</p> <p>All Care Homes are bound by legislation not to discriminate based on gender identity and visitation would not be impacted by a person's gender identity/gender reassignment.</p> <p>All Care Homes have a complaints process and NPT CBCs contract monitoring team review complaints received by Care Homes, as well as their responses, as part of the monitoring process. The contract monitoring process also includes staff and resident feedback. This will allow the Council to pick up and address any issues relating to a person's experience, staff concerns/issues and concerns/issues of visitors to the Care Home.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>Staff</p> <p>From information provided it is not anticipated that this proposal will have a disproportionate negative impact on staff with regards to a staff members Gender Reassignment status.</p>
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			<p>All Care Homes have a complaints process and NPT CBCs contract monitoring team review complaints received by Care Homes, as well as their responses, as part of the monitoring process. The contract monitoring process also includes staff and resident feedback. This will allow the Council to pick up and address any issues relating to a person's experience, staff concerns/issues and concerns/issues of visitors to the Care Home.</p> <p>All employers have a duty under the Equality Act 2010 to ensure staff are not disadvantaged or discriminated against due to Gender reassignment. Pobl and the Council have equality policies in place for staff, which would apply to any Trem Y Glyn staff that were redeployed or employed by these organisations.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home. However in relation to actions that can be taken to reduce instances of loss of employment, closing Trem Y Glyn in March 2022 would enable the Council to offer interviews for relevant staff to join the Community Wellbeing Team. The Council could not guarantee that they would be in a position to offer staff this opportunity if Trem Y Glyn closed in 2023 or 2025.</p> <p>Wider Neath Port Talbot residents that may require social care services in the next 12/36 months</p> <p>There is no data available to estimate how many people in Neath Port Talbot may currently have a protected characteristic due to gender reassignment/gender identity. It is estimated by the Governments Equalities Office in 2018 that 4,910</p>
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			<p>people have been issued a Gender Recognition Certificate since the Gender Recognition Act came into force and that there is an estimated 200,000-500,000 people in the UK that identify as having a different gender to that assigned to them at birth.</p> <p>It is not anticipated that the closing of Trem Y Glyn would have a detrimental impact on the wider Neath Port Talbot population due to their gender reassignment/gender identity status. Funding for the diagnosis of gender dysphoria and access to treatments such as hormones and surgery is funded by the NHS not Social Services, so the financial implication of the options for Trem Y Glyn would not impact on the funding available to support people that have this protected characteristic.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p>
Marriage & civil partnership		x	<p>Existing Residents</p> <p>Some residents are married to people not living in Trem Y Glyn and there are also a number of couples living together in Trem Y Glyn. All couples that wish to continue living together would be moved into the same Care Home. There are no known residents in a civil partnership.</p> <p>It is acknowledged that there are no alternative Care Homes in Glynneath and as such, those that are married to people that are not also living in Trem Y Glyn may be disadvantaged due to any potential challenges with traveling to the new Care Home. It has already been agreed that the Council would fund specific time-limited transport provision in proven cases of hardship, which should minimise any disadvantage.</p>

			<p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/36 Months</p> <p>The closure of Trem Y Glyn in either 2023 or 2025 would provide an additional 12/36 months for those living in Glynneath to potentially benefit from living in a Care Home within their local area. The benefits of these additional years of local provision needs to be balanced with the fact that all residents would need to move into alternative Care Homes by either March 2023 or March 2025 and as such this would only be a short term positive benefit.</p> <p>As there would be no Care Home in Glynneath, this may make it more challenging for married couples/those in civil partnerships in situations where only one person requires a Care Home placement, as they would be moved outside the area. Whilst this would be a disadvantage, there are very few Wards that have their own Care Home and many people need to travel to visit their partners when they move into a Care Home. In addition, people in Glynneath that require a nursing care placement would also be moved outside of the local area. Over the last three years, 17 people from the Glynneath area moved into Care Homes outside the Glynneath area, this means that not all local residents utilise Trem Y Glyn to meet their Care Home needs.</p> <p>In situations where both people in a marriage/civil partnership require a Care Home placement, Social Services will always aim to place the couple in the same home</p>
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			<p>where requested and the closing of Trem Y Glyn would not impact on this.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>Friends and Family of Residents from Trem Y Glyn</p> <p>There are some people living in Trem Y Glyn that are married. It is acknowledged that there are no alternative Care Homes in Glynneath and as such, those that are married to people living in Trem Y Glyn may be disadvantaged due to any potential challenges with traveling to the new Care Home. It has already been agreed that the Council would fund specific time-limited transport provision in proven cases of hardship, which should minimise any disadvantage.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>Staff</p> <p>Data does not indicate that staff would be more significantly impacted due to marriage or civil partnership.</p>
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Pregnancy and maternity		x	<p>Existing Residents</p> <p>The available data does not indicate that existing residents would be more disproportionately impacted due to their pregnancy and/or maternity status.</p> <p>It may be that between now and the closure date (either March 2022, 2023 or 2025) a resident may develop this protected characteristic. Each resident will have an assessment of needs, which would take into account their pregnancy or maternity status and appropriate arrangements made to ensure that the resident was able to</p>

			<p>access all necessary health and support relating to pregnancy and maternity, for example being supported to attend hospital appointments.</p> <p>The Care Home that the resident moves into would be required to meet their individualised needs. The statutory guidance for Care Homes requires all Care Homes to only accept placements when they can meet all of the persons identified care needs, so there would be no risk of a person being inappropriately placed or not having their individual care needs met.</p> <p>An independent advocate will be appointed to support residents with the closure, this will help to identify any issues involved in moving residents from Trem Y Glyn into a new care home and ensure that their individual rights are protected.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/36 Months</p> <p>There is no data available to be able to estimate the numbers of people that may have looked to reside in Trem Y Glyn that have this protected characteristic. Trem Y Glyn supports people over the age of 60 and there are not currently any known examples where a resident in a Neath Port Talbot Care Home has this protected characteristic.</p> <p>The closure of Trem Y Glyn in 2025 would provide an addtioanl 12/36 months for those living in Glynneath to potentially benefit from living in a Care Home within their</p>
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			<p>local area. The benefits of these additional years of local provision needs to be balanced with the fact that all residents would need to move into alternative Care Homes by either March 2023 or March 2025 and as such this would only be a short term positive benefit.</p> <p>The closure of Trem Y Glyn will mean that Glynneath residents would not be able to access a Care Home in their local area. However any potential Care Home residents would have an individual assessment of their needs, which would take into account their pregnancy or maternity status and appropriate arrangements made to ensure that the resident was able to access all necessary health and support relating to pregnancy and maternity, for example being supported to attend hospital appointments.</p> <p>The Care Home that the person moves into would be required to meet their individualised needs. The statutory guidance for Care Homes requires all Care Homes to only accept placements when they can meet all of the persons identified care needs, so there would be no risk of a person being inappropriately placed or not having their individual care needs met.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>Friends and Family of Residents from Trem Y Glyn</p> <p>There is no data available in order to estimate the numbers of people that may be more negatively impacted due to this protected characteristic.</p>
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			<p>There may be additional challenges for existing visitors due to their pregnancy/maternity status as they would be required to travel further. A transport survey was developed in 2016 to better understand this impact, however none of the surveys were completed. The assessment process for residents that are moved into a new home will address transport issues, for example wherever possible moving a resident to an alternative Care Home that minimises the additional transport requirements of visitors. Furthermore, it was agreed that the Council would fund specific time-limited transport provision in proven cases of hardship.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>Staff</p> <p>From information provided it is not anticipated that this proposal will have a disproportionate negative impact on staff with regards to a staff member's pregnancy or maternity status. It may be that between now and the closure date (either March 2022, March 2023 or March 2025) some staff may develop this protected characteristic.</p> <p>Both Pobl and the Council have policies in place for staff in relation to pregnancy and maternity and any staff redeployed or employed by these organisations would be protected by those policies.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the</p>
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			<p>Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home. However in relation to actions that can be taken to reduce instances of loss of employment, closing Trem Y Glyn in March 2022 would enable the Council to offer interviews for relevant staff to join the Community Wellbeing Team. The Council could not guarantee that they would be in a position to offer staff this opportunity if Trem Y Glyn closed in either 2023 or 2025.</p> <p>Wider Neath Port Talbot residents that may require social care services in the next 12/36 months</p> <p>There is no data available to estimate how many people in Neath Port Talbot may currently have a protected characteristic due to pregnancy/maternity. It is not anticipated that the closing of Trem Y Glyn would have a detriment impact on the wider Neath Port Talbot population due to them having this protected characteristic.</p> <p>Funding for matters relating to pregnancy or maternity are not generally funded by adult social services (unless they relate to a person's assessment of need for adult social care services), so the financial impacts of the options for Trem Y Glyn would not significantly impact on the funding available to support people that have this protected characteristic.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p>
Race		x	Existing Residents

				<p>All Care Homes have a duty under the Equality Act 2010 to ensure residents are not disadvantaged or discriminated against due to race. Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act and Regulations 43 and 44 requires all communal spaces and bathrooms in a Care Home to be fully accessible to residents in accordance with the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.</p> <p>There will be no change in the quality of care as all Care Homes are monitored against a Regional Quality Framework and have to deliver services in line with Statutory Regulations. All Care Homes have a complaints process and NPT CBCs contract monitoring team review complaints received by Care Homes, as well as their responses, as part of the monitoring process. The contract monitoring process also includes staff and resident feedback. This will allow the Council to pick up and address any issues relating to a person's experience, staff concerns/issues and concerns/issues of visitors to the Care Home.</p> <p>As there are no alternative Care Homes in Glynneath, residents will need to move out of the area and this could result in a loss of connection to local community networks. The new Care Home will support the residents to integrate and connect with new local resources (e.g. leisure/social activities, libraries, places of worship). The assessment process will also establish what matters to each resident and move a person to a Care Home that can support the resident to access community resources that are important to them. There are a number of vacancies within the Care Home sector at the moment and where possible the Council will try to accommodate resident's preferences for moving into homes with their friends.</p> <p>An independent advocate will be appointed to support residents with the closure, this will help to identify any issues involved in moving residents from Trem Y Glyn into a new care home and ensure that their individual rights are protected.</p>
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			<p>Some residents may be concerned that their cultural needs will not be met or may be concerned about being supported by unfamiliar staff. Individual assessments and discussions will take place with each resident and the Care Home that they move into will be able to meet their individual assessed needs. Although these residents are likely to be supported by new, unfamiliar staff, Care Home staff are well trained in welcoming new residents and making new residents feel part of their new community.</p> <p>The new Care Home will be required by legislation to ensure that there is no discrimination or harassment due to a person's race, such as the Equalities Act 2010 and the Human Rights Act 1998.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/36 Months</p> <p>There is no data available to be able to estimate the numbers of people that may have looked to reside in Trem Y Glyn that have this protected characteristic.</p> <p>The closure of Trem Y Glyn in either 2023 or 2025 would provide an additional 12/36 months for those living in Glynneath to potentially benefit from living in a Care Home within their local area. The benefits of these additional years of local provision needs to be balanced with the fact that all residents would need to move into alternative Care Homes by either March 2023 or March 2025 and as such this would only be a short term positive benefit.</p>
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				<p>As there are no alternative Care Homes in Glynneath, people requiring a Care Home will need to move out of the area and this could result in a loss of connection to local community networks, which may have more of an impact on someone due to their race. Alternative Care Homes will support the resident to integrate and connect with new local resources (e.g. leisure/social activities, libraries, places of worship). The assessment process will also establish what matters to the potential resident, including matters relating to their race and the Council would move a person to a Care Home that can support the resident to access community resources that are important to them.</p> <p>The Care Home that the person moves into would be required to meet their individualised needs. Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act and Regulations 43 and 44 requires all communal spaces and bathrooms in a Care Home to be fully accessible to residents in accordance with the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.</p> <p>Care Homes are required by legislation to ensure that there is no discrimination or harassment due to a person's race, such as the Equalities Act 2010 and the Human Rights Act 1998.</p> <p>There will be no change in the quality of care as all Care Homes are monitored against a Regional Quality Framework and have to deliver services in line with Statutory Regulations. All Care Homes have a complaints process and NPT CBCs contract monitoring team review complaints received by Care Homes, as well as their responses, as part of the monitoring process. The contract monitoring process also includes staff and resident feedback. This will allow the Council to pick up and address any issues relating to a person's experience, staff concerns/issues and concerns/issues of visitors to the Care Home.</p>
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			<p>Staff</p> <p>From information provided it is not anticipated that this proposal will have a disproportionate negative impact on staff due to a staff member's race.</p> <p>All employers have a duty under the Equality Act 2010 to ensure staff are not disadvantaged or discriminated against due to their race. Pobl and the Council have equality policies in place for staff, which would apply to any Trem Y Glyn staff that were redeployed or employed by these organisations.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 1st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home. However in relation to actions that can be taken to reduce instances of loss of employment, closing Trem Y Glyn in March 2022 would enable the Council to offer interviews for relevant staff to join the Community Wellbeing Team. The Council could not guarantee that they would be in a position to offer staff this opportunity if Trem Y Glyn closed in either 2023 or 2025.</p> <p>Wider Neath Port Talbot residents that may require social care services in the next 12/36 months</p> <p>According to ONS data from 2011 the ethnic breakdown in NPT:</p>
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				<table><tr><th>Region</th><th>White</th><th>Mixed / Multiple ethnic group</th><th>Asian / Asian British</th><th>Black / African / Caribbean / Black British</th><th>Other ethnic group</th><th>Total (%)</th><th>Total</th></tr><tr><td>Neath Port Talbot</td><td>98.1%</td><td>0.7%</td><td>1.0%</td><td>0.2%</td><td>0.1%</td><td>100%</td><td>139,812</td></tr><tr><td>Wales</td><td>95.6%</td><td>1.0%</td><td>2.3%</td><td>0.6%</td><td>0.5%</td><td>100%</td><td>3,063,456</td></tr></table>	Region	White	Mixed / Multiple ethnic group	Asian / Asian British	Black / African / Caribbean / Black British	Other ethnic group	Total (%)	Total	Neath Port Talbot	98.1%	0.7%	1.0%	0.2%	0.1%	100%	139,812	Wales	95.6%	1.0%	2.3%	0.6%	0.5%	100%	3,063,456
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Religion or belief			x	<p>Existing Residents</p> <p>As there are no alternative Care Homes in Glynneath, residents will need to move out of the area and this could result in a loss of connection to local community and religious networks, which may have more of an impact on someone due to their religion or belief. The new Care Home will support the residents to integrate and connect with new local resources. The assessment process will also establish what matters to each resident and move a person to a Care Home that can support the resident to access community resources that are important to them (e.g.</p>																								

			<p>leisure/social activities, libraries, places of worship). There are a number of vacancies within the Care Home sector at the moment and where possible the Council will try to accommodate resident's preferences for moving into homes with their friends.</p> <p>Some residents may be concerned that their religious/belief needs will not be met or may be concerned about being supported by unfamiliar staff. Individual assessments and discussions will take place with each resident and the Care Home that they move into will be able to meet their individual assessed needs. Although these residents are likely to be supported by new, unfamiliar staff, Care Home staff are well trained in welcoming new residents and making new residents feel part of their new community.</p> <p>An independent advocate will be appointed to support residents with the closure, this will help to identify any issues involved in moving residents from Trem Y Glyn into a new care home and ensure that their individual rights are protected.</p> <p>There will be no change in the quality of care as all Care Homes are monitored against a Regional Quality Framework and have to deliver services in line with Statutory Regulations. All Care Homes have a complaints process and NPT CBCs contract monitoring team review complaints received by Care Homes, as well as their responses, as part of the monitoring process. The contract monitoring process also includes staff and resident feedback. This will allow the Council to pick up and address any issues relating to a person's experience, staff concerns/issues and concerns/issues of visitors to the Care Home.</p> <p>All contracts for Care Homes require providers to ensure that resident's spiritual and religious beliefs are catered for. In addition Regulation 14, 15 and 18 of Statutory Care Home Regulations requires Care Homes to meet a person's religious requirements when accepting a placement. Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act and Regulations 43 and 44 requires all</p>
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			<p>communal spaces and bathrooms in a Care Home to be fully accessible to residents in accordance with the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.</p> <p>Care Homes are required by legislation to ensure that there is no discrimination or harassment due to a person's religion or belief, such as the Equalities Act 2010 and the Human Rights Act 1998.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/36 Months</p> <p>There is no data available to be able to estimate the numbers of people that may have looked to reside in Trem Y Glyn that have this protected characteristic.</p> <p>The closure of Trem Y Glyn in either 2023 or 2025 would provide an additional 12/36 months for those living in Glynneath to potentially benefit from living in a Care Home within their local area. The benefits of these additional years of local provision needs to be balanced with the fact that all residents would need to move into alternative Care Homes by either March 2023 or March 2025 and as such this would only be a short term positive benefit.</p> <p>As there are no alternative Care Homes in Glynneath, residents will need to move out of the area and this could result in a loss of connection to local community or religious networks, which may have more of an impact on someone due to their</p>
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			<p>religion or belief. Alternative Care Homes will support the resident to integrate and connect with new local resources. The assessment process will also establish what matters to the potential resident, including matters relating to their religion or belief and the Council would move a person to a Care Home that can support the resident to access community resources that are important to them.</p> <p>The Care Home that the person moves into would be required to meet their individualised needs. Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act and Regulations 43 and 44 requires all communal spaces and bathrooms in a Care Home to be fully accessible to residents in accordance with the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.</p> <p>Care Homes are required by legislation to ensure that there is no discrimination or harassment due to a person's race, such as the Equalities Act 2010 and the Human Rights Act 1998.</p> <p>All contracts for Care Homes require providers to ensure that resident's spiritual and religious beliefs are catered for. In addition Regulation 14, 15 and 18 of Statutory Care Home Regulations requires Care Homes to meet a person's religious requirements when accepting a placement. Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act and Regulations 43 and 44 requires all communal spaces and bathrooms in a Care Home to be fully accessible to residents in accordance with the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.</p> <p>There will be no change in the quality of care as all Care Homes are monitored against a Regional Quality Framework and have to deliver services in line with Statutory Regulations. All Care Homes have a complaints process and NPT CBCs contract monitoring team review complaints received by Care Homes, as well as</p>
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			<p>The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>Staff</p> <p>All employers have a duty under the Equality Act 2010 to ensure staff are not disadvantaged or discriminated against due to their religion or belief. Pobl and the Council have equality policies in place for staff, which would apply to any Trem Y Glyn staff that were redeployed or employed by these organisations.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home. However in relation to actions that can be taken to reduce instances of loss of employment, closing Trem Y Glyn in March 2022 would enable the Council to offer interviews for relevant staff to join the Community Wellbeing Team. The Council could not guarantee that they would be in a position to offer staff this opportunity if Trem Y Glyn closed in either 2023 or 2025.</p> <p>Wider Neath Port Talbot residents that may require social care services in the next 12/36 months</p> <p>According to ONS data from 2011 57.7% of people in Neath Port Talbot describe themselves as Christian, 0.2% Buddhist, 0.1% Hindu, 0% Jewish, 0.4% Muslim, 0.1% Sikh, 0.4% other and 33.8% no religion.</p> <p>It is not anticipated that the closing of Trem Y Glyn would have a detriment impact</p>
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			<p>on the wider Neath Port Talbot population due to them having this protected characteristic.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p>
Sex			<p>Existing Residents</p> <p>Data indicates that females will be more disproportionately impacted by the closure of Trem Y Glyn, as there are more females currently living this Care Home than males.</p> <p>As there are no alternative Care Homes in Glynneath, residents will need to move out of the area and this could result in a loss of connection to local community networks, which may have more of an impact on someone due to their sex. The new Care Home will support the residents to integrate and connect with new local resources. The assessment process will also establish what matters to each resident and move a person to a Care Home that can support the resident to access community resources that are important to them (e.g. leisure/social activities, libraries, places of worship). There are a number of vacancies within the Care Home sector at the moment and where possible the Council will try to accommodate resident's preferences for moving into homes with their friends.</p> <p>Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act and Regulations 43 and 44 requires all communal spaces and bathrooms in a Care Home to be fully accessible to residents in accordance with the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.</p>

			<p>Individual assessments and discussion will take place with each resident and the Care Home that they move into will be able to meet their individual assessed needs. Although these residents are likely to be supported by new, unfamiliar staff, Care Home staff are well trained in welcoming new residents and making new residents feel part of their new community.</p> <p>An independent advocate will be appointed to support residents with the closure, this will help to identify any issues involved in moving residents from Trem Y Glyn into a new care home and ensure that their individual rights are protected.</p> <p>There will be no change in the quality of care as all Care Homes are monitored against a Regional Quality Framework and have to deliver services in line with Statutory Regulations. All Care Homes have a complaints process and NPT CBCs contract monitoring team review complaints received by Care Homes, as well as their responses, as part of the monitoring process. The contract monitoring process also includes staff and resident feedback. This will allow the Council to pick up and address any issues relating to a person's experience, staff concerns/issues and concerns/issues of visitors to the Care Home.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/36 Months</p> <p>There is no data available to be able to estimate the numbers of people that may</p>
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			<p>have looked to reside in Trem Y Glyn that have this protected characteristic.</p> <p>The closure of Trem Y Glyn in either 2023 or 2025 would provide an additional 12/36 months for those living in Glynneath to potentially benefit from living in a Care Home within their local area. The benefits of this additional three years of local provision needs to be balanced with the fact that all residents would need to move into alternative Care Homes by either March 2023 or March 2025 and as such this would only be a short term positive benefit.</p> <p>As there are no alternative Care Homes in Glynneath, residents will need to move out of the area and this could result in a loss of connection to local community networks, which may have more of an impact on someone due to their sex. Alternative Care Homes will support the resident to integrate and connect with new local resources. The assessment process will also establish what matters to the potential resident, including matters relating to their sex and the Council would move a person to a Care Home that can support the resident to access community resources that are important to them.</p> <p>The Care Home that the person moves into would be required to meet their individualised needs. Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act and Regulations 43 and 44 requires all communal spaces and bathrooms in a Care Home to be fully accessible to residents in accordance with the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further</p>
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			<p>12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>Friends and Family of Residents from Trem Y Glyn</p> <p>There is no data available in order to estimate the numbers of people that may be more negatively impacted due to this protected characteristic. However we do know that 65.98% of unpaid carers known to NPT CBC social services are female. As such, it could be suggested that potentially more females may be impacted by the closure of Trem Y Glyn than males.</p> <p>There may be additional challenges for existing visitors due to their sex, in particular if they are an unpaid carer, as they would be required to travel further. A transport survey was developed in 2016 to better understand this impact, however none of the surveys were completed. The assessment process for residents that are moved into a new home will address transport issues, for example wherever possible moving a resident to an alternative Care Home that minimises the additional transport requirements of visitors. Furthermore, it was agreed that the Council would fund specific time-limited transport provision in proven cases of hardship.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>Staff</p> <p>Data indicates that the closure of Trem Y Glyn will have a disproportionate impact on females.</p>
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			<p>The three main impacts to staff would be:</p> <ul style="list-style-type: none"> • potential loss of employment, • the need to retrain if redeployed/new employment is to a post not in another Care Home • the need to travel further to new employment if redeployed <p>Where possible, Pobl will offer alternative employment within their organisation. In addition, staff that were formerly Council employees before 1st April 2012 will be offered any suitable vacant post in line with the Council's Redeployment Policy.</p> <p>A total of 73% of those working in Trem Y Glyn live within the local area. It is likely that anyone redeployed/employed into alternative Pobl or Council services would be required to travel outside of the Glynneath area.</p> <p>Although there may be some opportunities for staff to be redeployed into other Pobl Care Homes, it is likely that some redeployment or employment opportunities provided to staff would not be in a Care Home. This would require staff that are redeployed or employed in other care services to undergo retraining. In the case of staff moving into domiciliary care (for example the Council's Community Wellbeing Service), staff would need to become registered with Social Care Wales, which may require them to undertake an online course and assessment. It should be noted that Care Home staff will also be required to register with Social Care Wales from October 2022, which for some people will require completion of an online course and assessment. Staff redeployed into alternative Pobl services and staff employed into NPT CBC care services will be given an induction, including a training needs assessment to ensure that they receive the necessary support to transition into new roles.</p> <p>In addition, both Pobl and the Council are required to comply with the Equalities Act 2010 and have staff policies and procedures, which would apply to any Trem Y Glyn staff that were redeployed or employed by these organisations.</p>
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			<p>It should also be acknowledged that it may not be possible to redeploy or employ all staff from Trem Y Glyn and that there is likely to be a number of redundancies.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home. However in relation to actions that can be taken to reduce instances of loss of employment, closing Trem Y Glyn in March 2022 would enable the Council to offer interviews for relevant staff to join the Community Wellbeing Team. The Council could not guarantee that they would be in a position to offer staff this opportunity if Trem Y Glyn closed in either 2023 or 2025.</p> <p>Wider Neath Port Talbot residents that may require social care services in the 12/36 months</p> <p>According to Stats Wales, there were approximately 144,386 residents in Neath Port Talbot in 2020. Of these 73,186 are female and 71,200 male. There are approximately 30,254 residents believed to be over the age of 65, of which 13,836 are male and 16,418 female. Of the 89,011 people between the ages of 16-64, 44,564 are believed to be male and 44,447 female.</p> <p>Data from 2019 indicated that 69% of people in receipt of a service arranged by NPT Social Services were female.</p> <p>The impact of closing Trem Y Glyn, a care home with 27 beds, is likely to have a minimal impact on the wider population of Neath Port Talbot. There is sufficient availability of Care Home beds in Neath Port Talbot, so transferring these residents</p>
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			<p>into other Care Homes should not disadvantage other residents of Neath Port Talbot by significantly reducing availability or choice.</p> <p>Retaining Trem Y Glyn for up to a further three years would cost between £1,368,564 and £1,271,056 per year and would need to come from the Social Services budget. It could be argued that retaining Trem Y Glyn until either 2023 or 2025 could have a disproportionate impact on females within the wider population of Neath Port Talbot as it would reduce the ability for the NPT CBC to reinvest this money into alternative provision that could support a wider range of people.</p>
Sexual orientation			<p>Existing Residents</p> <p>As there are no alternative Care Homes in Glynneath, residents will need to move out of the area and this could result in a loss of connection to local community networks, which may have more of an impact on someone due to their sexual orientation. The new Care Home will support the residents to integrate and connect with new local resources. The assessment process will also establish what matters to each resident and move a person to a Care Home that can support the resident to access community resources that are important to them (e.g. leisure/social activities, libraries, places of worship). There are a number of vacancies within the Care Home sector at the moment and where possible the Council will try to accommodate resident's preferences for moving into homes with their friends.</p> <p>Some residents may be concerned that their sexual orientation needs will not be met or may be concerned about being supported by unfamiliar staff. Individual assessments and discussions will take place with each resident and the Care Home that they move into will be able to meet their individual assessed needs. Although these residents are likely to be supported by new, unfamiliar staff, Care Home staff are well trained in welcoming new residents and making new residents feel part of their new community.</p> <p>An independent advocate will be appointed to support residents with the closure, this</p>

			<p>will help to identify any issues involved in moving residents from Trem Y Glyn into a new care home and ensure that their individual rights are protected.</p> <p>There will be no change in the quality of care as all Care Homes are monitored against a Regional Quality Framework and have to deliver services in line with Statutory Regulations. All Care Homes have a complaints process and NPT CBCs contract monitoring team review complaints received by Care Homes, as well as their responses, as part of the monitoring process. The contract monitoring process also includes staff and resident feedback. This will allow the Council to pick up and address any issues relating to a person's experience, staff concerns/issues and concerns/issues of visitors to the Care Home.</p> <p>Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.</p> <p>Care Homes are required by legislation to ensure that there is no discrimination or harassment due to a person's sexual orientation such as the Equalities Act 2010 and the Human Rights Act 1998.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/36 Months</p> <p>There is no data available to be able to estimate the numbers of people that may</p>
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			<p>have looked to reside in Trem Y Glyn that have this protected characteristic.</p> <p>The closure of Trem Y Glyn in either 2023 or 2025 would provide an additional 12/36 months for those living in Glynneath to potentially benefit from living in a Care Home within their local area. The benefits of these additional years of local provision needs to be balanced with the fact that all residents would need to move into alternative Care Homes by either March 2023 or March 2025 and as such this would only be a short term positive benefit.</p> <p>The closure of Trem Y Glyn will mean that Glynneath residents would not be able to access a Care Home in their local area.</p> <p>As there are no alternative Care Homes in Glynneath, residents will need to move out of the area and this could result in a loss of connection to local community networks, which may have more of an impact on someone due to their sexual orientation. Alternative Care Homes will support the resident to integrate and connect with new local resources. The assessment process will also establish what matters to the potential resident, including matters relating to their sexual orientation and the Council would move a person to a Care Home that can support the resident to access community resources that are important to them.</p> <p>The Care Home that the person moves into would be required to meet their individualised needs. Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.</p> <p>Care Homes are required by legislation to ensure that there is no discrimination or harassment due to a person's sexual orientation, such as the Equalities Act 2010 and the Human Rights Act 1998.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in</p>
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			<p>relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>Friends and Family of Residents</p> <p>There is no data available to with regards to assessing the number of friends or family of Trem Y Glyn residents that may have this protected characteristic.</p> <p>All Care Homes are bound by legislation not to discriminate based on sexual orientation and visitation would not be impacted by a person's sexual orientation.</p> <p>All Care Homes have a complaints process and NPT CBCs contract monitoring team review complaints received by Care Homes, as well as their responses, as part of the monitoring process. The contract monitoring process also includes staff and resident feedback. This will allow the Council to pick up and address any issues relating to a person's experience, staff concerns/issues and concerns/issues of visitors to the Care Home.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>Staff</p>
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			<p>From information provided it is not anticipated that this proposal will have a disproportionate negative impact on staff with regards to a staff member's sexual orientation.</p> <p>All employers have a duty under the Equality Act 2010 to ensure staff are not disadvantaged or discriminated against due to their sexual orientation. Pobl and the Council have equality policies in place for staff, which would apply to any Trem Y Glyn staff that were redeployed or employed by these organisations.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home. However in relation to actions that can be taken to reduce instances of loss of employment, closing Trem Y Glyn in March 2022 would enable the Council to offer interviews for relevant staff to join the Community Wellbeing Team. The Council could not guarantee that they would be in a position to offer staff this opportunity if Trem Y Glyn closed in either 2023 or 2025.</p> <p>Wider Neath Port Talbot residents that may require social care services in the next 12/36 months</p> <p>According to the Integrated Household Survey 2012, 1% of people in Neath Port Talbot classed themselves as being Lesbian, gay or bisexual and 95% as heterosexual.</p> <p>It is not anticipated that the closing of Trem Y Glyn would have a detriment impact on the wider Neath Port Talbot population due to them having this protected</p>
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			<p>characteristic.</p> <p>The decision to close Trem Y Glyn was made in 2016, this impact assessment is in relation to addressing the impacts of closing the Care Home by 31st March 2022, 31st March 2023 or 31st March 2025, it does not look into the decision to close the Care Home as this has previously been assessed and a decision agreed in 2016. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p>
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What action will be taken to improve positive or mitigate negative impacts?
Details have been included under for each stakeholder group within the section ' <i>why will it have this impact</i> ' in 3a of this assessment document above

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation			x	The Care Home that the person moves into would be required to meet their individualised needs. Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.

			<p>All Care Homes have a complaints process and NPT CBCs contract monitoring team review complaints received by Care Homes, as well as their responses, as part of the monitoring process. The contract monitoring process also includes staff and resident feedback. This will allow the Council to pick up and address any issues relating to a person's experience, staff concerns/issues and concerns/issues of visitors to the Care Home.</p> <p>Care Home staff are well trained in welcoming new residents and making new residents feel part of their new community, which will help with community cohesion. In addition, there will be no change in the quality of care as all Care Homes are monitored against a Regional Quality Framework and have to deliver services in line with Statutory Regulations.</p> <p>Care Homes are required by legislation to ensure that there is no discrimination or harassment, such as the Equalities Act 2010 and the Human Rights Act 1998.</p>
To advance equality of opportunity between different groups		x	<p>The Care Home that the person moves into would be required to meet their individualised needs. Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.</p> <p>Care Homes are required by legislation to ensure that there is no discrimination or harassment, such as the Equalities Act 2010 and the Human Rights Act 1998.</p> <p>As there are no alternative Care Homes in Glynneath, residents will need to move out of the area and this could result in a loss of connection to local community networks. Alternative Care Homes will support the resident to integrate and connect with new local resources. The assessment process will also establish what matters</p>

				to the potential resident and the Council would move a person to a Care Home that can support the resident to access community resources that are important to them.
To foster good relations between different groups			x	<p>The Care Home that the person moves into would be required to meet their individualised needs. Regulation 25 of Statutory Guidance for Care Homes requires Care Homes to have regards to a residents protected characteristics under the Equalities Act. Compliance with these Regulations are monitored by Care Inspectorate Wales.</p> <p>Care Homes are required by legislation to ensure that there is no discrimination or harassment, such as the Equalities Act 2010 and the Human Rights Act 1998.</p> <p>As there are no alternative Care Homes in Glynneath, residents will need to move out of the area and this could result in a loss of connection to local community networks. Alternative Care Homes will support the resident to integrate and connect with new local resources. The assessment process will also establish what matters to the potential resident and the Council would move a person to a Care Home that can support the resident to access community resources that are important to them.</p>

What action will be taken to improve positive or mitigate negative impacts?

- Commissioning team to monitor care homes through the yearly contract monitoring process to ensure compliance with relevant legislation and guidance
- Commissioning team to monitor safeguarding referrals and complaints regarding Care Homes
- Reviewing and network teams to undertaken individual assessment to determine what matters to the person
- Reviewing and network teams to identify new Care Homes that can meet a persons individualised needs
- Commissioning team to appoint an advocate to support residents in expressing what matters to them and to advocate for their interests

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	<p>Glynneath is not the only area within Neath Port Talbot that is classified as being an area of deprivation and there is a need to balance the significant investment involved with keeping Trem Y Glyn open for a further 12/36 months with the financial impact on the wider social services budget. Retaining Trem Y Glyn after March 2022 would cost between £1,368,564 and £1,271,056 per year and would need to come from the Social Services budget. There is an opportunity for NPT CBC to reinvest this money into alternative provision that could support a wider range of people across the county borough.</p> <p>The impact of closing Trem Y Glyn, a care home with 27 beds, is likely to have a minimal impact on the wider population of Neath Port Talbot. There is sufficient availability of Care Home beds in Neath Port Talbot, so transferring these residents into other Care Homes should not disadvantage other residents of Neath Port Talbot by significantly reducing availability or choice.</p>
Negative/Disadvantage	<p>Glynneath is in an area that is classified as an area of deprivation the loss of Trem Y Glyn will result in a loss of employment within the local area and is likely to result in redundancies. As discussed both Pobl and NPT CBC will try to reduce redundancies arising from the closure of Trem Y Glyn but it is anticipated that there will be some redundancies.</p> <p>There may be concerns with the affordability of being able to visit former Trem Y Glyn residents once they move out of the area due to increased travel costs.</p> <p>The closing of Trem Y Glyn is likely to have a negative impact on the valley community of Glynneath as it would result in no provision in that area.</p>

	The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.
Neutral	Once built, the new housing development by Pobl in Glynneath that includes later living options will help to mitigate the impact for people in the area who require care as there will be additional support options available in the community. This scheme is not related to the closing of Trem Y Glyn so cannot be seen as a positive, just a mitigation for the future (be that post March 2022, March 2023 or March 2025).

What action will be taken to reduce inequality of outcome	
	<ul style="list-style-type: none"> • Fund specific time-limited transport provision in proven cases of hardship • Once built, the new housing development by Pobl in Glynneath that includes later living options will help to mitigate the impact for people in the area who require care as there will be additional support options available in the community • Where possible Pobl will offer alternative employment within their organisation • Staff that were formerly Council employees before 1st April 2012 will be offered any suitable vacant post in line with the Council's Redeployment Policy • If Trem Y Glyn closes on 31st March 2022, relevant employees will be offered an interview to for posts within the Council's Community Wellbeing Team.

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion		x		Existing residents and those that live in Glynneath that may require a Care Home placement in the future, will not have a local resource and would need to be placed in a Care Home outside their local area. This is likely to result in a loss of local community connections. The assessment process will also establish what matters to each resident and move a person to a Care Home that can support the resident to access community resources that are important to them

			<p>Once built, the new housing development by Pobl in Glynneath that includes later living options will help to mitigate the impact for people in the area who require care as there will be additional support options available in the community. This scheme is not related to the closing of Trem Y Glyn so cannot be seen as a positive, just a mitigation for the future (be that post March 2022, March 2023 or March 2025).</p> <p>As all options result in the closing of Trem Y Glyn, the impacts will relate to all options equality. Although retaining Trem Y Glyn for a further 12/36 months delays this negative impact, this delay is not significant enough to have any real additional positive impact over the option to close Trem Y Glyn by 31st March 2022</p>
Social Exclusion		x	<p>Existing residents may have created friendships in Trem Y Glyn, which may be disrupted if residents move into different Care Homes. The assessment process will also establish what matters to each resident and move a person to a Care Home that can support the resident to access social networks that are important to them. Where possible people that wish to move into a new Care Home together will be accommodated.</p> <p>As identified in the community cohesion impact, existing residents and those that live in Glynneath that may require a Care Home placement in the future, will not have a local resource and would need to be placed in a Care Home outside their local area. This is likely to result in a social exclusion from local social activities as it would be difficult to retain existing social networks. However the new Care Home will support residents in developing new social networks.</p> <p>As there are no alternative Care Homes in Glynneath, visitors to residents will need to travel further and this would be an additional cost. This additional cost will disproportionately impact on those that are classed as being in poverty. This is due to the additional financial burden of increased costs that visitors will face and also may have a negative impact on residents as they may not be able benefit from as</p>

			<p>many visits due to this increased cost. In 2016 it was agreed that the Council would fund specific time-limited transport provision in proven cases of hardship. This will help to mitigate this negative impact.</p> <p>Once built, the new housing development by Pobl in Glynneath that includes later living options will help to mitigate the impact for people in the area who require care as there will be additional support options available in the community. This scheme is not related to the closing of Trem Y Glyn so cannot be seen as a positive, just a mitigation for the future (be that post March 2022, March 2023 or March 2025).</p> <p>As all options result in the closing of Trem Y Glyn, the impacts will relate to all options equality. Although retaining Trem Y Glyn for a further 12/36 months delays this negative impact, this delay is not significant enough to have any real additional positive impact over the option to close Trem Y Glyn by 31st March 2022</p>
Poverty		x	<p>The proposal is unlikely to impact financially on existing or prospective future Care Home residents as the contribution to the care fees is determined by a financial assessment. Some Care Homes do require a third party top up, in which the resident or family member makes an additional payment to a Care Home for additional services that are not part of the residents assessed needs. However, this is optional and there is sufficient supply of Care Homes in Neath Port Talbot that do not implement an additional charge.</p> <p>As there are no alternative Care Homes in Glynneath, visitors to residents will need to travel further and this would be an additional cost. This additional cost will disproportionately impact on those that are classed as being in poverty. This is due to the additional financial burden of increased costs that visitors will face and also may have a negative impact on residents as they may not be able benefit from as many visits due to this increased cost. In 2016 it was agreed that the Council would fund specific time-limited transport provision in proven cases of hardship. This will help to mitigate this negative impact.</p>

				<p>The closure of Trem Y Glyn will result in a loss of employment. This would have a negative impact on the financial situation of staff. Actions have been agreed to minimise job loss but it is likely that there will be a number of redundancies. There is an additional action that may help to reduce redundancy if Trem Y Glyn closes by 31st March 2022. Due to the current high demand for domiciliary care, the Council will offer relevant employees and interview for posts within the Community Wellbeing Team.</p> <p>As all options result in the closing of Trem Y Glyn, the impacts will relate to all options equality. Although retaining Trem Y Glyn for a further 12/36 months delays this negative impact, this delay is not significant enough to have any real additional positive impact over the option to close Trem Y Glyn by 31st March 2022.</p>
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What action will be taken to improve positive or mitigate negative impacts?

- New Care Home to support residents to make new connections in their new community
- New Care Home to support residents in developing new social networks
- Where possible people that wish to move into a new Care Home together will be accommodated
- Fund specific time-limited transport provision in proven cases of hardship
- Once built, the new housing development by Pobl in Glynneath that includes later living options will help to mitigate the impact for people in the area who require care as there will be additional support options available in the community
- Where possible Pobl will offer alternative employment within their organisation
- Staff that were formerly Council employees before 1st April 2012 will be offered any suitable vacant post in line with the Council's Redeployment Policy
- If Trem Y Glyn closes on 31st March 2022, relevant employees will be offered an interview to for posts within the Council's Community Wellbeing Team.

6. Welsh

	+	-	+/-	Why will it have this effect?
<p>What effect does the initiative have on:</p> <ul style="list-style-type: none"> – people's opportunities to use the Welsh language 			x	<p>There will be an individual assessment of needs for residents that are to move from Trem Y Glyn and their Welsh Language needs, and that of their families, will be taken into account.</p> <p>The closure of Trem Y Glyn is unlikely to have a negative impact on the ability for people in the future to access a Care Home that supports their Welsh Language needs as a person's language needs forms part of their assessment and they would be offered a placement in a Care Home that met these needs.</p> <p>This will be the case regardless of the closure date for Trem Y Glyn.</p>
<ul style="list-style-type: none"> – treating the Welsh and English languages equally 			x	<p>There will be an individual assessment of needs for residents that are to move from Trem Y Glyn and their Welsh Language needs, and that of their families, will be taken into account.</p> <p>The closure of Trem Y Glyn is unlikely to have a negative impact on the ability for people in the future to access a Care Home that supports their Welsh Language needs as a person's language needs forms part of their assessment and they would be offered a placement in a Care Home that met these needs.</p> <p>This will be the case regardless of the closure date for Trem Y Glyn.</p>

What action will be taken to improve positive or mitigate negative impacts?

- Individual assessments of a person needs will include Welsh Language requirements
- Contract monitoring of Care Homes to ensure compliance with Welsh Language requirements

7. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity			x	Not applicable
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		x		<p>In the future there will be no Care Home provision in Glynneath, as such people that require a Care Home placement will be relocated outside the area. This means that those visiting residents will be required to travel further, which is likely to result in increased motor vehicle use.</p> <p>A significant number of Trem Y Glyn staff live in Glynneath, as such any staff that is redeployed within Pobl would have increased travel. It is likely that anyone offered employment within the Council would also require staff to travel outside of Glynneath. This is likely to result in increased motor vehicle use.</p> <p>Increased motor vehicle use has a negative impact on the wider environment and air quality.</p> <p>As all options result in the closing of Trem Y Glyn, the impacts will relate to all options equality. Although retaining Trem Y Glyn for a further 12/36 months delays</p>

				this negative impact, this delay is not significant enough to have any real additional positive impact over the option to close Trem Y Glyn by 31 st March 2022.
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What action will be taken to improve positive or mitigate negative impacts?
It is unlikely that there would be any realistic action that could be taken to mitigate negative impacts other than to encourage the use of public transport and cycling. However this is not always practical, in particular for staff working in care as their shift patterns may not align with public transport timetables.

8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. Long term – looking at least 10 years (and up to 25 years) ahead	<p>The Trem Y Glyn building is reaching the end of its operational life and will not be practical to continue operating services from after 2025 at the latest. Keeping the Care Home open for up to an additional three years is likely to require a higher level of investment in maintenance and repairs.</p> <p>Retaining Trem Y Glyn for a further 12/36 months is not consistent with long term ways of working when considering the significant financial impact on the Social Services budget.</p>

	Investing this funding into other social care services, such as preventative services, would be more in line with long term ways of working as these types of service better supports long term wellbeing.
ii. Prevention – preventing problems occurring or getting worse	<p>Care Home services are not preventative services and are normally provided to people when it is no longer possible for them to live safely within their own home. There are few alternatives to Care Homes when people have this level of need and Care Homes are necessary to support people with more complex and multiple needs.</p> <p>The funding that would need to be allocated in keeping Trem Y Glyn open for a further 12/36 months would be sourced from the Social Services budget. If Trem Y Glyn closed in 2022 as originally planned, the money allocated to Trem Y Glyn could be reinvested in wider Social Service provision, including more preventative services.</p>
iii. Collaboration – working with other services internal or external	<p>Retaining Trem Y Glyn for up to a further three years involves a collaboration with Pobl, who are the support provider. The closing of Trem Y Glyn will involve Pobl and NPT CBC working together to support the transfer of residents into new homes.</p> <p>Residents will have access to independent advocacy when the home closes.</p>
iv. Involvement – involving people, ensuring they reflect the diversity of the population	A consultation exercise was undertaken in 2016, the majority of people that responded to this consultation were opposed to Trem Y Glyn closing. However this needs to be balanced with the needs of the wider Neath Port Talbot population, as explored within this assessment document.
v. Integration – making connections to maximise contribution to:	
Council's well-being objectives	<p>To improve the well-being of all adults who live in the county – though the provision of social care services. This objective would not be impacted due to the closure of Trem Y Glyn as we would continue to meet all residents eligible care needs.</p> <p>The funding that would need to be allocated in keeping Trem Y Glyn open for a further 12/36 months would be sourced from the Social Services budget. If Trem Y Glyn closed in 2022 as</p>

	originally planned, the money allocated to Trem Y Glyn could be reinvested in wider Social Service provision, including more preventative services.
Other public bodies objectives	N/A

9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

The commissioning team contract monitor all Care Homes using the Regional Quality Framework, this will allow the Council to identify and address any issues relating to this impact assessment in terms of service provision. Furthermore, the commissioning team undertake an analysis of safeguarding referrals, which can help to identify any trends or issues that need to be addressed with Care Home providers. There is an established process in place for the Council to manage any Care Home performance that is below the required levels of quality.

All Care Homes have a complaints process and the contract monitoring process looks at complaints to the Care Home and how they were resolved. The contract monitoring process also includes staff and resident feedback. This will allow the Council to identify and address any issues relating to this impact assessment in terms of a person's experience, staff concerns/issues and concerns/issues of visitors to the Care Home. In addition Care Home residents are able to access independent advocacy, this will further help to ensure that any issues that individual residents face can be identified and resolved.

The Social Services reviewing team and network social work teams undertake regular reviews of a person's care needs, this includes achievement of outcomes and assessing any changes to their care needs. This will allow the Council to identify and address any issues relating to this impact assessment that may affect residents on an individual level. These teams will assess residents before any move and will undertake a follow up review with each resident to understand how they have settled into their new Care Home.

Pobl will present a service exit plan six months before the agreed closure date and the Council will appoint a dedicated senior officer to work with Pobl in the implementation of this exit strategy. This will allow the Council to pick up and address any issues relating to this impact assessment in terms of moving residents into new Care Homes.

An independent advocate will be appointed to support residents with the closure, this will help to identify any issues involved in moving residents from Trem Y Glyn into a new care home and ensure that their individual rights are protected.

10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	Conclusion
Equalities	<p>Closing Trem Y Glyn is likely to have a negative impact on residents, those that may look to move into Trem Y Glyn in the next 12/36 months and friends and family of residents. However, the negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date, as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>The Closure of Trem Y Glyn is likely to have a negative impact on staff working in the Care Home. However, the negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date, as keeping Trem Y Glyn open for a further 12/23 months only delays any negative impacts caused by closing the Care Home. In relation to actions that can be taken to reduce instances of loss of employment, closing Trem Y Glyn in March 2022 would enable the Council to offer interviews for relevant staff to join the Community Wellbeing Team. The Council could not guarantee that they would be in a position to offer staff this opportunity if Trem Y Glyn closed in rather 2023 or 2025.</p> <p>Wider Neath Port Talbot residents that may require social care services in the next 12/36 months are likely to be more negatively impacted if a decision is made to retain Trem Y Glyn for up to a further</p>

	<p>three years. This is because of the costs associated with the continued operation of Trem Y Glyn if the Care Home closed in 2022 rather than 2023 or 2025. The extended operational time would only affect a small number of people when considering there are 2,886 adults currently in receipt of a social care service arranged by NPT CBC. To put this into context, if Trem Y Glyn was at full occupancy then 27 residents represents 0.94% of adults supported by NPT CBC and 29% of adults in Glynneath supported by NPT CBC.</p>
Socio Economic Disadvantage	<p>The closing of Trem Y Glyn is likely to have a negative socio-economic impact on staff, those that may look to move into Trem Y Glyn in the next 12/36 months, residents and family and friends of residents. However, the negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date as, keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p> <p>The closing of Trem Y Glyn in 2022 is likely to have a more positive socio-economic impact on wider Neath Port Talbot residents that may require social services in the next 12/36 months, due to the costs associated with retaining Trem Y Glyn for up to a further three years. The yearly cost of retaining Trem Y Glyn post March 2022 will be around £1,368,564 to £1,271,056 and would need to come from the Social Services budget. There is an opportunity for NPT CBC to reinvest this money into alternative provision that could support a wider range of people across the county borough.</p>
Community Cohesion/ Social Exclusion/Poverty	<p>The closing of Trem Y Glyn is likely to have a negative impact on community cohesion, social exclusion and poverty. However there are actions that can help minimise this impact. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date, as keeping Trem Y Glyn open for a further 12/36 months only delays any negative impacts caused by closing the Care Home.</p>
Welsh	<p>The closing of Trem Y Glyn will have a neutral impact on a person's ability to use the Welsh Language as there will be an individual assessment of needs for residents that are to move from Trem Y Glyn, which will take into account their Welsh Language needs. This will be the case regardless of the closure date.</p>
Biodiversity	<p>The loss of a local Care Home is likely to result in increased motor vehicle use for those visiting the former Trem Y Glyn residents and Trem Y Glyn staff that are redeployed/employed outside of Glynneath. This will have a negative impact on the wider environment and air quality. The negative impacts identified with closing Trem Y Glyn are not significantly lessened or increased by the closure date, as keeping Trem Y Glyn open for a 12/36 months years only delays any negative impacts</p>

	caused by closing the Care Home.
Well-being of Future Generations	Retaining Trem Y Glyn for a further 12/36 months is not consistent with long term ways of working or prevention, when considering the significant financial impact on the Social Services budget. Investing this funding into other social care services, such as early intervention services, would be more in line with long term ways of working as these types of service better supports long term wellbeing.

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised ☐
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions ☐
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities x
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified ☐

The decision that Trem Y Glyn will close by 31st March 2022 has already been made, the details around how this decision was made and the impact assessment relating to this decision can be found in the Cabinet report dated 16th October 2016
<http://moderngov.npt.gov.uk/ieListDocuments.aspx?CId=158&MID=6832#A116666>

As all the negative impacts relate to the closing of Trem Y Glyn, any decision to retain Trem Y Glyn for a further 12/36 months is unlikely to have any significant long term positive equality impact on those that are affected by this proposal. All this option is likely to do is delay the impacts identified with closing Trem Y Glyn by 31st March 2022.

A decision to retain Trem Y Glyn for up to a further three years would ensure continued employment for staff for an extended period of time. The continued employment in Trem Y Glyn for up to a further three years may need to be balanced with the inability to guarantee that relevant staff would be offered a job interview to be employed by the NPT CBCs Community Wellbeing Team in 2025. In all situations, it is likely that there will be redundancies.

Since the previous Impact Assessment, Pobl have indicated their intention of commencing a new housing development in Glynneath. This development includes a number of homes where older people can live independently, but with access to shared facilities and support. This type of development is in line with the increasing preference for community based support and should

help to reduce some of the negative impacts of having no Care Home in the area. It should be noted that this development is not a replacement for Care Home provision and is not connected to a decision on what year Trem Y Glyn will close, however will help mitigate some of the longer term negative impacts associated with Trem Y Glyn closing.

Entering into a new contract to retain Trem Y Glyn for a further 12/36 months will have a negative financial impact on the Social Services budget and requires additional funding that has not been budgeted for. This is likely to have a negative impact on the wider Neath Port Talbot population, specifically those that will require Social Services support in the next 12/36 months. The reason for this is that the money allocated to retaining Trem Y Glyn would result in less investment in other areas of priority.

Please provide details of the overall conclusion reached in relation to the initiative

11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Service exit Strategy to be developed 6 months before Trem Y Glyn closes	Pobl	September 2022/2023/2025	Clear and robust plans in place to close Trem Y Glyn
Undertake individual assessments of each resident in Trem Y Glyn and address any impact of home closure	PO - Integrated Community Services	January 2022/2023/2025	Completion of resident's assessments and care plans prior to move.
Identify suitable alternative Care Home provision	PO - Integrated Community Services	28 th February 2022 /2023/2025	All residents moved into suitable alternative Care Homes
Where possible, move friendships groups into the same Care Home	PO - Integrated Community Services	April 1 st 2022/ 2023/2025	Numbers of residents able to move into new Care Homes with friendship groups
Identify couples that wish to move together	PO - Integrated Community Services	January 2022/ 2023/ 2025	Completion of resident's assessments and care plans prior to move

Develop and implement communication plan	PO - Integrated Community Services	September 2022/ 2023/2025	Stakeholders have clear and transparent information
Appoint independent advocate to support residents when the Care Home closes and to support the move into an alternate Care Home	PO - Commissioning	From January 2022/2023/2025 until move	Care Home residents are able to communicate what is important to them
Commissioning team to monitor care homes through the yearly contract monitoring process to ensure compliance with relevant legislation and guidance	PO - Commissioning	31 st March of each year	Monitoring reports for each Care Home NPT CBC has a clear understanding of quality of provision and resident experience
Commissioning Team to monitor safeguarding referrals and complaints regarding Care Homes	PO - Commissioning	Ongoing	NPT CBC has a clear understanding of quality of provision and resident experience
Fund specific time-limited transport provision in proven cases of hardship	Head of Adult Services	28 th February 2022/ 2023/2025	Those that require financial support will be enabled to continue visitation to new Care Home
Where possible Pobl will offer alternative employment within their organisation	Pobl	April 1st 2022/2023/2025	Redundancy is minimised
Staff that were formerly Council employees before 1st April 2012 will be offered any suitable vacant post in line with the Council's Redeployment Policy	NPT CBC HR department	April 1st 2022/2023/2025	Redundancy is minimised
If Trem Y Glyn closes in 2022 relevant staff to be offered interviews in the Council's	PO - Direct Services And Direct Payments	April 1st 2022	Redundancy is minimised

Community Wellbeing Team			
New Care Home to support residents to make new connections in their new community.	PO - Integrated Community Services and PO - Commissioning	July 2022/2023/2025	Residents have formed new connections in their new community and have their social wellbeing needs met
New Care Home to support residents in developing new social networks.	PO - Integrated Community Services and PO - Commissioning	July 2022/2023/2025	Residents have developed new social networks and have their social wellbeing needs met
Individual assessments of a person needs will include Welsh Language requirements	PO - Integrated Community Services	January 2022/2023/2025	Completion of resident's assessments and care plans prior to move.
Contract monitoring of Care Homes to ensure compliance with Welsh Language requirements	PO - Commissioning	31st March of each year	Monitoring reports for each Care Home NPT CBC has a clear understanding of quality of provision and resident experience
Engage with Swansea Bay University Health Boards dementia outreach team, to ensure that processes are put in place to minimise any additional distress to residents that is caused by their dementia.	PO - Integrated Community Services	28th February 2022/2023/2025	That residents with dementia are appropriately supported in adjusting to their new Care Home

12. Sign off

	Name	Position	Signature	Date
Completed by	Chelé Zandra Howard	PO Commissioning	C.Z.Howard	08.10.21

Signed off by	Andrew Jarrett	Director	A Jarrett	08.10.21
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