

## 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	18.08.22
Version 2	Chelé Zandra Howard	PO Commissioning	23.08.22

### 1. Details of the initiative

	<b>Title of the Initiative: Options for Trem Y Glyn Residential Care Home</b>
<b>1a</b>	<b>Service Area:</b> Adult Services
<b>1b</b>	<b>Directorate:</b> Social Services Health and Housing
<b>1c</b>	<b>Summary of the initiative:</b>  Following Officer discussions with Pobl regarding the feasibility of retaining Trem Y Glyn for a period of up to a further three years, a report was presented to Members on the 21 <sup>st</sup> October 2021 to consider the available options.  Subsequently, Cabinet approved the third option presented in the report:  <i>“Enter into a new contract with Pobl to retain Trem Y Glyn for a period up to 31<sup>st</sup> March 2023, with an option for a contract extension up to 31<sup>st</sup> 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”.</i>

	<p>A new funding arrangement for the ongoing operation of Trem Y Glyn post March 2022 was also agreed. This meant that the fees paid to Pobl by Neath Port Talbot County Borough Council (NPT CBC) would include funds to enable Pobl to maintain all repairs and maintenance liabilities of the Care Home.</p> <p>In order to take forward the continued operation of Trem Y Glyn post March 2022, delegated authority was provided to the Director of Social Care, Health and Housing to implement the chosen option.</p> <p>This IIA is to determine the impacts of the options for Trem Y Glyn post March 2023, which are:</p> <ul style="list-style-type: none"> <li>• Option 1: Do not extend the current contact with Pobl, resulting in Trem Y Glyn closing after 31st March 2023 (this is the default position).</li> <li>• Option 2: Enter into a Deed of Variation with Pobl to extend operations in Trem Y Glyn until 31st March 2024</li> <li>• Option 3: Enter into a Deed of Variation with Pobl to extend operations in Trem Y Glyn until 31st March 2025</li> </ul> <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 2023 or entering into a Deed of Variation with Pobl to extend operations in Trem Y Glyn for up to another 24 months. 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>
<b>1d</b>	<b>Is this a 'strategic decision'?</b> strategic and operational
<b>1e</b>	<p><b>Who will be directly affected by this initiative?</b></p> <ul style="list-style-type: none"> <li>• Residents of Trem Y Glyn</li> <li>• Families of Residents in Trem Y Glyn</li> <li>• People that may have wished to move into Trem Y Glyn in the next 12 to 24 months</li> <li>• Staff working in Trem Y Glyn</li> <li>• Wider Neath Port Talbot residents that may require social care services in the 12 to 24 months</li> </ul>
<b>1f</b>	<p><b>When and how were people consulted?</b></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 2023 or entering into a Deed of Variation with Pobl to extend operations in Trem Y Glyn for up to another 24 months. 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>

A six week public consultation process was undertaken between 5<sup>th</sup> August 2016 and 16<sup>th</sup> 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.

Details of this consultation and the outcome of the consultation was reported to Cabinet on 13<sup>th</sup> October 2016, the link to this document is: <http://moderngov.npt.gov.uk/ieListDocuments.aspx?CId=158&MID=6832#AI16666>

**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 Councils 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 who were formerly Council employees before 1st April 2012 will be offered any suitable vacant post in line with the Councils 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, 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, 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 two 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>
- Stats Wales <https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Estimates/Local-Authority/populationestimates-by-localauthority-year>
- Information from the original impact assessment that was presented to Cabinet on 13<sup>th</sup> October  
<http://moderngov.npt.gov.uk/ieListDocuments.aspx?CId=158&MID=6832#A116666>
- Information from impact assessment impact assessment that was presented to Cabinet in 21 October 2021  
<http://modgov.npt.gov.uk/documents/s73117/App%203%20-%20Future%20of%20Trem%20Y%20Glyn.pdf>
- Stats Wales <https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Estimates/Local-Authority/populationestimates-by-localauthority-year> and <https://statswales.wales.gov.uk/Catalogue/Equality-and-Diversity/Sexual-Identity/SexualIdentity-by-Area-IdentityStatus>
- ONS data from 2011 <https://www.ons.gov.uk/census>
- NPT CBC Adults Plan <https://www.npt.gov.uk/media/14700/plan-for-adult-social-care-2019-2022.pdf?v=20210914151908>
- 2021 Census information <https://www.ons.gov.uk/releases/initialfindingsfromthe2021censusinenglandandwales>
- National Social Care Data for Wales <https://www.socialcaredata.wales/>
- NPT CBC Market Stability Report (to be published)
- Client information on the Social Services database
- Numbers of people receiving and waiting for domiciliary care in Glynneath – please see cabinet report
- In total there are 3,233 adults in receipt of a social care service arranged by NPT CBC
- Within Glynneath are 63 adults in receipt of a social care service arranged by NPT CBC
- In total there are 2,480 adults over the age of 65 in receipt of a social care service arranged by NPT CBC
- Within Glynneath there are 55 adults over the age of 65 in receipt of a social care service arranged by NPT CBC

### 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><b>Existing Residents</b></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"> <li>• anxiety of moving to another home,</li> <li>• potential loss of friendships made in the home,</li> <li>• being further away from their local community networks,</li> <li>• being further away from family and friends that live in Glynneath,</li> <li>• having to re-establish relationships with other residents,</li> <li>• loss of continuity of staff and needing to develop new relationships with staff</li> <li>• not having familiar surroundings</li> </ul> <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 2024 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 2024-2025 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 31<sup>st</sup> March 2022, as such there is no reason to believe that a new closure date of 2024 or 2025 would have a</p>

			<p>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 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 relation to the uncertainty weather the Care Home will close in 2023, 2024 or 2025, making a decision on the closure date will help to give residents certainty in relation to this. Part of the service exit plan (weather this be delivered in 2023, 2024 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>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 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. 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 the closing date 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 31<sup>st</sup> March 2023, 31<sup>st</sup> March 2024 or 31<sup>st</sup> 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/24 Months</b></p>
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			<p>Any person that requires a Care Home placement in the next 12/24 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> <p>The closure of Trem Y Glyn in 2024 or 2025 would provide 12/24 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 2024 or March 2025 and as such this would only be a short term positive benefit.</p> <p>If Trem Y Glyn closes in 2023, the negative impacts for people in Glynneath that may have wanted to move into the Care Home in the next 12/24 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 Councils 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>
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			<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 period 2019-2021, 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 63 adults in the Glynneath area in receipt of a social care service arranged by NPT CBC, of these 55 are over the age of 65. A total of 31 people in Glynneath receive domiciliary care. Although the closure of Trem Y Glyn only affects a small number of people when considering the 2,480 adults over the age of 65 currently in receipt of a social care service arranged by NPT CBC, the current social care market in Neath Port Talbot is experiencing challenges, as the market has not regained its pre-pandemic stability and this is likely to last for another 12 months. There are ongoing issues with sufficiency of provision for both Care Homes and Domiciliary Care and local hospitals continue to face significant pressures in regards to the timely discharge of medically optimised patients. Closing Trem Y Glyn in March 2023 is likely to add to these pressures due to the loss of 27 Care Home beds, which in turn could have a negative impact on potential new residents, all of whom will have a protected characteristic due to their age.</p> <p>The disadvantages of not having a local provision in Glynneath for an additional 12/24 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</p>
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			<p>from the Social Services budget and would impact on the spend for other areas of priority. However, as noted above, due to the current pressures facing the social care market, which is expected to last a further 12 months, it is felt that this cost should be balanced with the need to support the wider market pressures at this point in time, especially since this pressure has a disproportionate impact on the older population.</p> <p><b>Friends and Family of Residents at Trem Y Glyn</b></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 2023, 31<sup>st</sup> March 2024 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>
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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 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Staff</b></p> <p>There is no available data to determine that this group would be disproportionately impacted due to their age.</p> <p>The three main impacts to staff would be:</p> <ul style="list-style-type: none"> <li>• potential loss of employment,</li> <li>• the need to retrain if redeployed/new employment is to a post not in another Care Home</li> <li>• the need to travel further to new employment if redeployed</li> </ul> <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 Councils Redeployment Policy. Staff will also be offered an opportunity to be interviewed for posts within the Community Wellbeing Team.</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 Councils 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</p>
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			<p>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 staff from Trem Y Glyn and that there may be a number of redundancies. However the redundancy process will be in line with relevant HR policies and legislation to ensure equitability of process between people with and without a 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 2023, 31<sup>st</sup> March 2024 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>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 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Wider Neath Port Talbot residents that may require social care services in the next 12/24 months</b></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%).</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 of 65 and 89,011 (61%) between the ages of 16-64.</p>
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			<p>Ordinarily the impact of closing Trem Y Glyn, a care home with 27 beds, would have minimal implications for the wider population of Neath Port Talbot. However, the current social care market in Neath Port Talbot is experiencing challenges, as the market has not regained its pre-pandemic stability and this is likely to last for another 12 months. There are ongoing issues with sufficiency of provision for both Care Homes and Domiciliary Care and local hospitals continue to face significant pressures in regards to the timely discharge of medically optimised patients. Closing Trem Y Glyn in March 2023 is likely to add to these pressures due to the loss of 27 Care Home beds, which in turn could have a negative impact on wider Neath Port Talbot residents that require a social care intervention, a significant number of whom will have a protected characteristic because of their age.</p> <p>The disadvantages of not having a local provision in Glynneath for an additional 12/24 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. However, due to the current pressures facing the social care market, which is expected to last a further 12 months, it is felt that this cost should be balanced with the need to support wider market pressures at this point in time and that the closure of the home in 2023 could have a disproportionate impact on the wider population of Neath Port Talbot, in particular those with a protected characteristic due to their age.</p>
Disability		x	<p><b>Existing Residents</b></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 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 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>
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			<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 2024 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 2023-2025 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 2024 or 2025 would have a negative impact on residents due to a deterioration of care. All Care Homes receive contract monitoring by the Councils Commissioning Team and are also inspected by 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>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 2023, 31<sup>st</sup> March 2024 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>
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			<p>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further two years only delays any negative impacts caused by closing the Care Home.</p> <p><b>New Residents that May Wish to Move Into Trem Y Glyn in the 12/24 Months</b></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 12/24 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 due to their disability.</p> <p>The closure of Trem Y Glyn in 2024 or 2025 would provide 12/24 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 2024 or March 2025 and as such this would only be a short term positive benefit.</p> <p>If Trem Y Glyn closes in 2023, the negative impacts for people in Glynneath that may have wanted to move into the Care Home in the next 12/24 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 (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 Councils Fairness in Provision Policy.</p>
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			<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> <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 period 2019-2021, 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 63 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 31 people in Glynneath receive domiciliary care. Although the closure of Trem Y Glyn only affects a small number of people when considering the 3,233 adults in receipt of a social care service arranged by NPT CBC (0.8%), the current social care market in Neath Port Talbot is experiencing challenges, as the market has not regained its pre-</p>
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			<p>pandemic stability and this is likely to last for another 12 months. There are ongoing issues with sufficiency of provision for both Care Homes and Domiciliary Care and local hospitals continue to face significant pressures in regards to the timely discharge of medically optimised patients. Closing Trem Y Glyn in March 2023 is likely to add to these pressures due to the loss of 27 Care Home beds, which in turn could have a negative impact on potential new residents, all of whom will have a disability.</p> <p>The disadvantages of not having a local provision in Glynneath for an additional 12/24 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. However, as noted above, due to the current pressures facing the social care market, which is expected to last a further 12 months, it is felt that this cost should be balanced with the need to support the wider market pressures at this point in time, especially since this pressure has a disproportionate impact on people with a disability.</p> <p><b>Friends and Family of Residents at Trem Y Glyn</b></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 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</p>
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			<p>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 2023, 31<sup>st</sup> March 2024 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>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 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Staff</b></p> <p>Data does not indicate that the decision to close Trem Y Glyn in 2023, 2024 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"> <li>• potential loss of employment</li> <li>• the need to retrain if redeployed/new employment is to a post not in another Care Home</li> <li>• the need to travel further to new employment if redeployed</li> </ul> <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 Councils Redeployment Policy. Staff will also be offered an opportunity to be interviewed for posts within the Community Wellbeing Team.</p>
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			<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 Councils 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 may be a number of redundancies. However the redundancy process will be in line with relevant HR policies and legislation to ensure equitability of process between disabled and non-disabled staff.</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 2023,</p>
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			<p>31<sup>st</sup> March 2024 or 31<sup>st</sup> 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>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 12/24 months and only delays any negative impacts caused by closing the Care Home.</p> <p><b>Wider Neath Port Talbot residents that may require social care services in the next 12/24 months</b></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. Stats Wales states that in 2017/18-2018/19 only 68% of people over the age of 16 in Neath Port Talbot reported as being in good or very good general health.</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>Ordinarily the impact of closing Trem Y Glyn, a care home with 27 beds, would have minimal implications for the wider population of Neath Port Talbot. However, the current social care market in Neath Port Talbot is experiencing challenges, as the market has not regained its pre-pandemic stability and this is likely to last for another</p>
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			<p>12 months. There are ongoing issues with sufficiency of provision for both Care Homes and Domiciliary Care and local hospitals continue to face significant pressures in regards to the timely discharge of medically optimised patients. Closing Trem Y Glyn in March 2023 is likely to add to these pressures due to the loss of 27 Care Home beds, which in turn could have a negative impact on wider Neath Port Talbot residents that require a social care intervention, most of whom will have a disability.</p> <p>The disadvantages of not having a local provision in Glynneath for an additional 12/24 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. However, as noted above, due to the current pressures facing the social care market, which is expected to last a further 12 months, it is felt that this cost should be balanced with the need to support the wider market pressures at this point in time and that the closure of the home in 2023 could have a disproportionate impact on the wider disabled population of Neath Port Talbot.</p>
Gender reassignment		x	<p><b>Existing Residents</b></p> <p>The available data does not indicate that existing residents would be more disproportionately impacted due to gender reassignment.</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 personalised needs are met in a new Care Home. There are a number of vacancies</p>

			<p>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 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 2023, 31<sup>st</sup> March 2024 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>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 12/24 months, it only delays any negative impacts caused by closing the Care Home.</p> <p><b>New Residents that May Wish to Move Into Trem Y Glyn in the 12/24 Months</b></p>
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			<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 to suggest that there would be a more disproportionate impact on potential new residents due to gender reassignment.</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 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 2023, 31<sup>st</sup> March 2024 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>
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			<p>The impacts identified with closing Trem Y Glyn for people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Friends and Family of Residents at Trem Y Glyn</b></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 a more disproportionate impact on this group of stakeholders due to their gender reassignment status.</p> <p>All Care Homes are bound by legislation not to discriminate based on gender reassignment and visitation would not be impacted by a person's 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 2023, 31st March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure</p>
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			<p>date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Staff</b></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> <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 polices in place for staff, which would apply to any Trem Y Glyn staff that were redeployed or employed by these organisations. In addition, any redundancy processes will also comply with relevant HR policies and legislation to ensure equitability of process between people with and without a 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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn for people with this protected characteristic are not significantly lessened or increased by the closure</p>
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			<p>date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Wider Neath Port Talbot residents that may require social care services in the next 12/24 months</b></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. It is estimated by the Governments Equalities Office in 2018 that 4,910 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 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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn for people with this protected characteristic is not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p>
Marriage & civil partnership		x	<b>Existing Residents</b>

			<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 travelling 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 2023, 31st March 2024 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>The negative impacts identified with closing Trem Y Glyn for people with this protected characteristic is not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/24 Months</b></p> <p>The closure of Trem Y Glyn in either 2024 or 2025 would provide an additional 12/24 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 2024 or March 2025 and as such this would only be a short term positive benefit.</p>
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			<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 2019-2021 period, 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 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 2023, 31st March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic is not significantly lessened or increased by the closure date, as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Friends and Family of Residents from Trem Y Glyn</b></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</p>
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			<p>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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Staff</b></p> <p>Data does not indicate that staff would be more significantly impacted due to marriage or civil partnership.</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 employers have a duty under the Equality Act 2010 to ensure staff are not disadvantaged or discriminated against due to their protected characteristics. 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. In addition, any redundancy processes will also comply with relevant HR policies and</p>
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			<p>legislation to ensure equitability of process between people with and without a 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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Wider Neath Port Talbot residents that may require social care services in the next 12/24 months</b></p> <p>There is no data available to estimate how many people in Neath Port Talbot may currently have a protected characteristic due to marriage/civil partnership. It is not anticipated that the closing of Trem Y Glyn in either 2023, 2024 or 2025 would have a detriment impact on the wider Neath Port Talbot population due to them having this protected characteristic.</p>
Pregnancy and maternity		x	<p><b>Existing Residents</b></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 2023, 2024 or 2025) a resident may develop this protected characteristic. However, there are not currently any known examples where a resident in a Neath Port Talbot Care Home has had this protected characteristic.</p>

			<p>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 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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/24 Months</b></p>
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			<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 had this protected characteristic.</p> <p>The closure of Trem Y Glyn in 2025 would provide an additional 12/24 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 2024 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 2023, 31<sup>st</sup> March 2024 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>
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			<p>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Friends and Family of Residents from Trem Y Glyn</b></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> <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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Staff</b></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 pregnancy or maternity status. It may be that between now and the closure date (either March 2023, March 2024 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. In addition, any redundancy processes will also comply with relevant HR policies and legislation to ensure equitability of process between people with and without a 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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Wider Neath Port Talbot residents that may require social care services in the next 12/24 months</b></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 detrimental 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</p>
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			<p>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 2023, 31st March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p>
Race		x	<p><b>Existing Residents</b></p> <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 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>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 2023, 31<sup>st</sup> March 2024 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>
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			<p>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/24 Months</b></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 2024 or 2025 would provide an additional 12/24 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 2024 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, 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</p>
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			<p>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> <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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Friends and Family of Residents from Trem Y Glyn</b></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>All Care Homes are bound by legislation not to discriminate based on race and visitation would not be impacted by a person's race.</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 2023, 31st March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic is not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Staff</b></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 polices in place for staff, which would apply to any Trem Y Glyn staff that were redeployed or employed by these organisations. In addition, any redundancy</p>
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process will be in line with relevant HR policies and legislation to ensure equitability of process between people with and without a protected characteristic

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 2023, 1st March 2024 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 on people with this protected characteristic is not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.

**Wider Neath Port Talbot residents that may require social care services in the next 12/24 months**

According to ONS data from 2011 the ethnic breakdown in NPT:

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
<b>Wales</b>	<b>95.6%</b>	<b>1.0%</b>	<b>2.3%</b>	<b>0.6%</b>	<b>0.5%</b>	<b>100%</b>	<b>3,063,456</b>

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 their race.

			<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 2023, 31st March 2024 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>Care Homes are required to meet a persons 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p>
Religion or belief		x	<p><b>Existing Residents</b></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. places of worship). There are vacancies within the Care Home sector at the moment and</p>

			<p>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 communal spaces and bathrooms in a Care Home to be fully accessible to residents</p>
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			<p>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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic is not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/24 Months</b></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 2024 or 2025 would provide an additional 12/24 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 2024 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, 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 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 religion/belief, 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.</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</p>
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			<p>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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Friends and Family of Residents from Trem Y Glyn</b></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> <p>All Care Homes are bound by legislation not to discriminate based on religion/belief and visitation would not be impacted by a person’s religion/belief.</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 2023, 31<sup>st</sup> March 2024 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>
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			<p>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Staff</b></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 polices in place for staff, which would apply to any Trem Y Glyn staff that were redeployed or employed by these organisations. In addition, any redundancy process will be in line with relevant HR policies and legislation to ensure equitability of process between people with and without a 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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home..</p> <p><b>Wider Neath Port Talbot residents that may require social care services in the next 12/24 months</b></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>
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			<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 characteristic.</p> <p>Care Homes are required to meet a persons 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 religion/belief, 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.</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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p>
Sex		x	<b>Existing Residents</b>

			<p>Data indicates that females will be more disproportionately impacted by the closure of Trem Y Glyn, as there are more females currently living in 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). There are 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 resident's 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>
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			<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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/24 Months</b></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 2024 or 2025 would provide an additional 12/24 months for those living in Glynneath to potentially benefit from living in a Care Home within their local area. The benefits of this additional two 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 2024 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, 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. 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 Councils Fairness in Provision Policy.</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 period 2019-2021, 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 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>
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			<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>Although the closure of Trem Y Glyn only affects a small number of people when considering the 2,480 adults over the age of 65 currently in receipt of a social care service arranged by NPT CBC, the current social care market in Neath Port Talbot is experiencing challenges, as the market has not regained its pre-pandemic stability and this is likely to last for another 12 months. There are ongoing issues with sufficiency of provision for both Care Homes and Domiciliary Care and local hospitals continue to face significant pressures in regards to the timely discharge of medically optimised patients. Closing Trem Y Glyn in March 2023 is likely to add to these pressures due to the loss of 27 Care Home beds, which in turn could have a negative impact on potential new residents, a number of whom will have a protected characteristic due to their sex.</p> <p>The disadvantages of not having a local provision in Glynneath for an additional 12/24 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. However, due to the current pressures facing the social care market, which is expected to last a further 12 months, it is felt that this cost should be balanced with the need to support wider market pressures at this point in time, especially since this pressure has a disproportionate impact on people with a protected characteristic.</p> <p><b>Friends and Family of Residents from Trem Y Glyn</b></p>
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			<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 around 66% 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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic are not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Staff</b></p> <p>Data indicates that the closure of Trem Y Glyn will have a disproportionate impact on females as the majority of the workforce are female.</p> <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</p>
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			<p>offered any suitable vacant post in line with the Councils Redeployment Policy. Staff will also be offered an opportunity to be interviewed for posts within the Community Wellbeing Team.</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> <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 may be a number of redundancies. However the redundancy process will be in line with relevant HR policies and legislation to ensure equitability of process between people with and without a protected characteristic</p>
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			<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 2023, 31st March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic is not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Wider Neath Port Talbot residents that may require social care services in the 12/24 months</b></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>Ordinarily the impact of closing Trem Y Glyn, a care home with 27 beds, would have minimal implications for the wider population of Neath Port Talbot, when considering that there are 3,233 adults currently in receipt of a social care service arranged by NPT CBC. However, the current social care market in Neath Port Talbot is experiencing challenges, as the market has not regained its pre-pandemic stability and this is likely to last for another 12 months. There are ongoing issues with sufficiency of provision for both Care Homes and Domiciliary Care and local hospitals continue to face significant pressures in regards to the timely discharge of medically optimised patients. Closing Trem Y Glyn in March 2023 is likely to add to these pressures due to the loss of 27 Care Home beds, which in turn could have a</p>
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			<p>negative impact on wider Neath Port Talbot residents that require a social care intervention, a significant number of whom will have a protected characteristic because of their sex.</p> <p>The disadvantages of not having a local provision in Glynneath for an additional 12/24 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. However, due to the current pressures facing the social care market, which is expected to last a further 12 months, it is felt that this cost should be balanced with the need to support wider market pressures at this point in time and that the closure of the home in 2023 could have a disproportionate impact on the wider population of Neath Port Talbot, in particular those with a protected characteristic due to their sex.</p>
Sexual orientation		x	<p><b>Existing Residents</b></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 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 individual needs relating to their sexual orientation 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</p>

			<p>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>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 2023, 31st March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic is not significantly lessened or increased by the closure date</p>
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			<p>as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>New Residents that May Wish to Move Into Trem Y Glyn in the Next 12/24 Months</b></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 2024 or 2025 would provide an additional 12/24 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 2024 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</p>
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			<p>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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic is not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Friends and Family of Residents</b></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>
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			<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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn with this protected characteristic is not significantly lessened or increased by the closure date as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Staff</b></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 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. The redundancy process will be in line with relevant HR policies and legislation to ensure equitability of process between people with and without a 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 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic is not significantly lessened or increased by the closure date</p>
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			<p>as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p><b>Wider Neath Port Talbot residents that may require social care services in the next 12/24 months</b></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 characteristic.</p> <p>Care Homes are required to meet a persons 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 relation to addressing the impacts of closing the Care Home by 31st March 2023, 31<sup>st</sup> March 2024 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>The negative impacts identified with closing Trem Y Glyn on people with this protected characteristic is not significantly lessened or increased by the closure date</p>
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				as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.
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<b>What action will be taken to improve positive or mitigate negative impacts?</b>
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**?

<b>Public Sector Equality Duty (PSED)</b>	<b>+</b>	<b>-</b>	<b>+/-</b>	<b>Why will it have this impact?</b>
To eliminate discrimination, harassment and victimisation			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>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 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>
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</p>

			<p>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>
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#### 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 undertake individual assessments 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	Ordinarily the impact of closing Trem Y Glyn, a care home with 27 beds, would have minimal implications for the wider population of Neath Port Talbot. However, the current social care market in Neath Port Talbot is experiencing challenges, as the market has not regained its

	<p>pre-pandemic stability and this is likely to last for another 12 months. There are ongoing issues with sufficiency of provision for both Care Homes and Domiciliary Care and local hospitals continue to face significant pressures in regards to the timely discharge of medically optimised patients. Closing Trem Y Glyn in March 2023 is likely to add to these pressures due to the loss of 27 Care Home beds, which in turn could have a negative impact on people most likely to be already at a socio-economic disadvantage (i.e. people with a disability and people that are assessed as requiring the Council to fund their social care services due to low income or no assets), conversely retaining Trem Y Glyn for a further 12/24 months would have a positive impact on the Councils socio-economic duties.</p> <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 12/24 months with the financial impact on the wider social services budget, as this would impact on the spend for other areas of priority. However, as noted above, due to the current pressures facing the social care market, which is expected to last a further 12 months, it is felt that this cost should be balanced with the need to manage the wider market pressures at this point in time. However once the market becomes more stabilised, the balance between investing in Trem Y Glyn, the wider social care budget and the impact on the Council meeting its socio-economic duties to local citizens would need to be re-considered.</p>
Negative/Disadvantage	<p>Glynneath is in an area that is classified as an area of deprivation and the loss of Trem Y Glyn will result in a loss of employment within the local area and may result in redundancies. However, both Pobl and NPT CBC will try to reduce redundancies arising from the closure of Trem Y Glyn.</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. 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 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> <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 12/24 months only delays these negative impacts caused by closing the Care Home.</p>
Neutral	There will be no implications on the Councils fairer charging policy.

### What action will be taken to reduce inequality of outcome

- Fund specific time-limited transport provision in proven cases of hardship
- 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 Councils Redeployment Policy
- Employees will be offered an interview to for posts within the Councils 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>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 2023, 31st March 2024 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>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 12/24 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 2023</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 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 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 2023, 31st March 2024 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>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 12/24 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 2023.</p>
Poverty		x	<p>The proposal is unlikely to impact finically 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 is likely to result in a loss of employment for some staff. This would have a negative impact on the financial situation of staff. Actions have been agreed to minimise job loss but there may be some redundancies.</p>



<p>What effect does the initiative have on:</p> <ul style="list-style-type: none"> <li>– people’s opportunities to use the Welsh language</li> </ul>			<p>x</p> <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"> <li>– treating the Welsh and English languages equally</li> </ul>			<p>x</p> <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	<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>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 2023, 31<sup>st</sup> March 2024 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>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 12/24 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 31<sup>st</sup> March 2023.</p>
<p>To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.</p>		<p>x</p>	<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>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 31<sup>st</sup> March 2023, 31<sup>st</sup> March 2024 or 31<sup>st</sup> 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>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 12/24 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 31<sup>st</sup> March 2023.</p>

**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?

<b>Ways of Working</b>	<b>Details</b>
i. <b>Long term</b> – 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 two years is likely to require a higher level of investment in maintenance and repairs.</p> <p>In normal circumstances, retaining Trem Y Glyn for a further 12/24 months would not be consistent with long term ways of working when considering the significant financial impact on the Social Services budget. 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.</p>

	<p>However, the current social care market in Neath Port Talbot is experiencing challenges, as the market has not regained its pre-pandemic stability and this is likely to last for another 12 months. There are ongoing issues with sufficiency of provision for both Care Homes and Domiciliary Care and local hospitals continue to face significant pressures in regards to the timely discharge of medically optimised patients. Closing Trem Y Glyn in March 2023 is likely to add to these pressures due to the loss of 27 Care Home beds. As such, in context of these pressures, retaining operations in Trem Y Glyn for a further 12/24 months would be consistent with long term ways of working when considering the wider impacts on those requiring social care services within Neath Port Talbot.</p>
<p>ii. <b>Prevention</b> – preventing problems occurring or getting worse</p>	<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 12/24 months would be sourced from the Social Services budget. If Trem Y Glyn closed in 2023 as originally planned, the money allocated to Trem Y Glyn could be reinvested in wider Social Service provision, including the development and purchasing of more preventative services.</p> <p>However, the current social care market in Neath Port Talbot is experiencing challenges, as the market has not regained its pre-pandemic stability and this is likely to last for another 12 months. There are ongoing issues with sufficiency of provision for both Care Homes and Domiciliary Care and local hospitals continue to face significant pressures in regards to the timely discharge of medically optimised patients. Closing Trem Y Glyn in March 2023 is likely to add to these pressures due to the loss of 27 Care Home beds. As such, in context of these pressures, retaining operations in Trem Y Glyn for a further 12/24 months would help prevent further pressures on the health and social care system.</p>
<p>iii. <b>Collaboration</b> – working with other services internal or external</p>	<p>Retaining Trem Y Glyn for up to a further two 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>

	Residents will have access to independent advocacy when the home closes.
iv. <b>Involvement</b> – 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 and the previous impact assessments.
v. <b>Integration</b> – making connections to maximise contribution to:	
<b>Council’s well-being objectives</b>	“To improve the well-being of all adults who live in the county” though the provision of social care services. Not entering into a Deed of Variation with Pobl to continue operations within Trem Y Glyn could negatively impact on this objective due to the closure adding further pressure to the current challenging situation facing the health and social care sector, which is expected to last for a further 12 months.
<b>Other public bodies objectives</b>	Extending the contract will support SB UHB in regards to the prompt discharge of medically optimised people, as closing the home will further reduce available social care interventions at a time in which there are significant pressures within the social care market.

## 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.

Detailed work is due to take place in relation to analysing and assessing demand and supply of older people services, so that the Council is well placed to meet the future needs and demands of Neath Port Talbot's older population. This work will also include a focused assessment of the Glynneath area due to the future closure of Trem Y Glyn.

## **10. Assessment Conclusions**

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

	<b>Conclusion</b>
<b>Equalities</b>	<p>There are a number of negative impacts identified with the closure on Trem Y Glyn for staff, those that may look to move into Trem Y Glyn in the next 12/24 months, residents and family and friends of residents. Furthermore, some people are likely to be more affected by the closure of Trem Y Glyn due to their protected characteristic(s). However in most cases the negative impacts identified with closing Trem Y Glyn on people with protected characteristics is not significantly lessened or increased by the closure date, as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p>Closing Trem Y Glyn in March 2023 is likely to add to current pressures facing the health and social care system, due to the loss of 27 Care Home beds. This additional pressure could have a negative impact on people who may require a social care service in the next 12 months, the majority of whom will have a protected characteristic due to their age and/or disability and/or sex. As such, entering into a Deed of Variation to continue operations in Trem Y Glyn will have a positive impact on people that require social care interventions with these protected characteristics.</p>
<b>Socio Economic Disadvantage</b>	<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 12/24 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 12/24 months only delays any negative impacts caused by closing the Care Home.</p> <p>Closing Trem Y Glyn in March 2023 is likely to add to current pressures facing the health and social care system, due to the loss of 27 Care Home beds. This additional pressure could have a negative impact on people most likely to be already at a socio-economic disadvantage (i.e. people with a disability and/or people that are assessed as requiring the Council to fund their social care services due to low income or having no assets). As such, entering into a Deed of Variation to continue operations in Trem Y Glyn will help support people that require social care interventions, who are also at a socio-economic disadvantage, at this time of predicted market instability.</p>

<p><b>Community Cohesion/ Social Exclusion/Poverty</b></p>	<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.</p> <p>The overall assessment is that the proposals will have a neutral impact as all identified negative impacts relate to the closing Trem Y Glyn and are not significantly lessened or increased by the closure date, as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p>
<p><b>Welsh</b></p>	<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>
<p><b>Biodiversity</b></p>	<p>The closing of Trem Y Glyn is likely to have a negative impact on biodiversity as 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.</p> <p>The overall assessment is that the proposals will have a neutral impact as all identified negative impacts relate to the closing Trem Y Glyn and are not significantly lessened or increased by the closure date, as keeping Trem Y Glyn open for a further 12/24 months only delays any negative impacts caused by closing the Care Home.</p>
<p><b>Well-being of Future Generations</b></p>	<p>In normal circumstances retaining Trem Y Glyn for a further 12/24 months would not be 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 services better supports long term wellbeing. However, the current social care market in Neath Port Talbot is experiencing challenges, as the market has not regained its pre-pandemic stability and this is likely to last for another 12 months. As such, entering into a Deed of Variation to continue operations in Trem Y Glyn will help prevent further pressures on the health and social care system, supporting long term ways of working by not acting in a way that could destabilise the health and social care system.</p>

## 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
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

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

The decision that Trem Y Glyn will close 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 16<sup>th</sup> October 2016  
<http://modern.gov.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 12/24 months is unlikely to have any significant long term positive 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 2023.

Due to significant challenges within the health and social care system, closing Trem Y Glyn by March 2023 is likely to add further pressure on social services and local hospitals. It is anticipated that the market will remain unstable for a further 12 months, as such the continued operation of Trem Y Glyn for a further 12/24 months will help reduce pressure on the health and social care system.

## 11. Actions

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

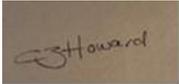
Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
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Service exit strategy to be developed 6 months before Trem Y Glyn closes	Pobl	September 2023/2024/2025	Clear and robust 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 2023/2024/2025	Completion of resident's assessments and care plans prior to move.
Identify suitable alternative Care Home provision	PO - Integrated Community Services	28 <sup>th</sup> February 2023 /2024/2025	All residents moved into suitable alternative Care Homes
Where possible, move friendships groups into the same Care Home	PO - Integrated Community Services	April 1 <sup>st</sup> 2023/2024/2025	Completion of resident's assessments and care plans prior to move
Identify couples that wish to move together	PO - Integrated Community Services	January 2023/2024/ 2025	Completion of resident's assessments and care plans prior to move
Develop and implement communication plan	PO - Integrated Community Services	September 2023/2024/2025	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 2023/2024/2025 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 <sup>st</sup> 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 <sup>th</sup> February 2023/2024/2025	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 2023/2024/2025	Redundancy is minimised
Staff that were formerly Council employees before 1st April 2012 will be offered any suitable vacant post in line with the Councils Redeployment Policy	NPT CBC HR department	April 1st 2023/2024/2025	Redundancy is minimised
Trem Y Glyn staff to be offered interviews in the Council's Community Wellbeing Team	PO - Direct Services And Direct Payments	April 1st 2023/2024/2025	Redundancy is minimised
New Care Home to support residents to make new connections in their new community.	PO - Integrated Community Services and PO - Commissioning	July 2023/2024/2025	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 2023/2024/2025	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 2023/2024/2025	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 2023/2024/2025	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		23.08.22
Signed off by	Angela Thomas	Head of Service	A.Thomas	23.08.22