

# EQUALITY IMPACT AND NEEDS ANALYSIS

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|--|---|
| <b>Directorate</b>   | Adult Social Care and Public Health   |
| <b>Service Area</b>  | Commissioning   |
| <b>Service/policy/function being assessed</b>  | Richmond Care Homes Re-Procurement (Service EINA)   |
| <b>Which borough (s) does the service/policy apply to</b>  | Richmond  |
| <b>Staff involved in developing this EINA</b>  | <ul style="list-style-type: none"> <li>• Di Manning, Assistant Director Commissioning (Market Shaping)</li> <li>• Dawn Patrick, Commissioning Officers – Policy and Projects</li> <li>• Abdul Muktedir, Policy and Projects Officer, Commissioning</li> <li>• Trudy Jones, Interim Programme Manager</li> </ul> |
| <b>Date approved by Directorate Equality Group (if applicable)</b>   | Tuesday 22 <sup>nd</sup> October 2024   |
| <b>Date approved by Policy and Review Manager</b><br>All EINAs must be signed off by the Policy and Review Manager | Monday 18 <sup>th</sup> November 2024   |
| <b>Date submitted to Directors' Board</b>  | Thursday 14 <sup>th</sup> November 2024   |

## 1. Summary

### Background

This report and associated enclosure provides information on the development of Adult Social Care and Public Health's residential, nursing and dementia care Commissioning and Procurement strategy, which aims to provide long-term quality, accessible and sustainable care home provision for Richmond residents with residential, nursing and dementia needs. Care UK, a national care operator, is the incumbent provider, contracted by the Council to manage all 3 care homes on behalf of the Council. When the PFI contract expires on 31st March 2026 (extended to 30 June 2026) the homes will revert to the Council and care and facility maintenance services will cease to be provided by the incumbent provider.

This change is unavoidable - there is a priority need for members to take a decision now so that officers can implement the necessary commissioning and procurement actions to protect these important services.

This EINA will be continuously reviewed and updated throughout the programme's lifecycle via an Implementation Action Plan, which will include equalities monitoring and performance setting undertaken by the relevant Commissioning Team.

### Summary findings

- The PFI care homes cater specifically for older people aged 65 and above. There is a larger proportion of current service users within the care homes that are 85 and above (59%), compared to the population of those who are 85 and above in Richmond (13%). Therefore, service users require the specific care associated with residential and nursing care.
- All service users have limiting conditions, such as dementia and physical support needs. Therefore, any new service contract will need to ensure that these specific conditions are supported.
- 61% of PFI care home residents are female, which closely reflects the same proportion as of the 85+ population of Richmond.

- There are significant data gaps in terms of religion and sexual orientation. Currently 75% of care home residents' religion and 55% of their sexual orientation is unknown. Current work with providers and the future service design is working on improving recording and monitoring of these protected characteristics to ensure that services are personalised and best suit individual needs.

## 2. Evidence gathering and engagement

### a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand

| Evidence                                  | Source      |
|---|-------------|
| Service use data                          | Mosaic      |
| Local population data, ONS Census, 2021   | ONS         |
| Immigration system statistics data tables | Home Office |
| Richmond JSNA 2021                        | DataRich    |

### b. Who have you engaged and consulted with as part of your assessment?

| Individuals/Groups  | Consultation/Engagement results | Date          | What changed as a result of the consultation   |
|---|---------------------------------|---------------|--|
| Care Home residents and their relatives - a joint Communication and Engagement Strategy and Plan between Richmond Council and, the incumbent provider Care UK, has been approved and will be implemented mid-November. No direct communications are being undertaken prior to this date as agreed by the partners, to ensure stability of the workforce and protect home residents. Monthly meetings between Council officers and the 3 home managers have been set up as a forum to share updates on the re-procurement process and answer any questions arising. Our Coproduction group consisting of members with Lived Experience of Care Homes and carers and the voluntary sector are engaged | To follow                       | November 2024 | To follow but it is anticipated that the engagement will be 'low-key' - residents and relatives are reassured their care will not be impacted in any way. The key message is that the residents will experience continuity of high quality care and any future physical upgrades to the fabric/design of the homes will be completed with minimal disruption to support their needs. |

|   |  |                       |  |
|---|--|-----------------------|--|
| and will continue to support the journey to the new contracting arrangement.  |  |                       |  |
| <p>Internal stakeholders – engagement through the PFI Expiry Programme Board and associated project workstreams and ‘task and finish’ groups.</p> <p>Elected Member Sponsor Board</p> | <p>Operational teams including social workers, front door staff, commissioning, referral team, Public Health, Property Services, and Communications and Engagement teams are all engaged, and representation on the PFI Expiry Programme Board is balanced.</p> <p>Effective engagement in the future service specifications is in place.</p>  | January 2024 onwards  | <p>The results of the engagement has ensured those with a vested interest in care home services are kept informed and aware of progress. Given that this is a re-procurement of care home provision, the relevant experts are involved from finance, procurement, legal and property services. T) Complex modelling and commercial insight to the market and future requirements for these services have been applied to ensure a sound basis is proposed for the recontracted services.</p> |
| External stakeholders – statutory health and care partners  | <p>At this stage of the re-procurement external stakeholder engagement is limited to statutory health and care partners. Informative briefings have been given to the Richmond Co-Production Group (people with lived experience) and to the Richmond Place-Based Partnership (LA, NHS and Voluntary and Community Sector).</p> <p>The joint Communication and Engagement Strategy sets out a timeline for wider engagement which will take place in 2025/26 in the time leading up to contract commencement. After contract commencement the key stakeholders will be the Council and the provider.</p> | February 2025 onwards | To follow but anticipated that this will be with statutory health and care partners who will work closely with the incoming provider.  |

### 3. Analysis of need

**Potential impact on this group of residents and actions taken to mitigate impact and advance equality, diversity and inclusion**

Where figures are asterisked (\*), they are small numbers (below 5), or are totals that contain sections that have figures below 5

| Protected group   | Findings  |   |           |           |        |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|---|---|---|-----------|-----------|--------|--------|--|--|--|--|--|-----------------|----------|----------|----------|----|------------------|--------|----------|----------|----|---------------------|---------|----------|----------|----|----------------------|--------|----------|----------|----|--------|----------|----------|-----------|-----|--|--|--|--|--|-----------------|----------|----------|----------|----|------------------|----------|----------|----------|-----|---------------------|----------|----------|----------|----|----------------------|---------|----------|----------|-----|--------|----------|-----------|-----------|-----|--|--|--|--|--|-----------------|-----|-----|-----|-----|------------------|-----|-----|-----|-----|---------------------|-----|-----|-----|-----|----------------------|-----|-----|-----|-----|--------|-----|-----|-----|-----|--|--|--|--|--|-------------------|-----|-----|-----|--|
| Age   | <b>Data</b>   |   |           |           |        |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | <i>Table 1: Care home residents aged 65+ by age group, April 2022 - July 2024</i>   |   |           |           |        |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | <table><tr><th></th><th>65-74</th><th>75-84</th><th>85+</th><th>Totals</th></tr><tr><td colspan="5"><i>Numbers of Richmond residents in PFI care homes</i></td></tr><tr><td>Nursing general</td><td>11 (17%)</td><td>21 (33%)</td><td>34 (54%)</td><td>63</td></tr><tr><td>Nursing dementia</td><td>5 (9%)</td><td>20 (37%)</td><td>32 (59%)</td><td>54</td></tr><tr><td>Residential general</td><td>9 (15%)</td><td>20 (33%)</td><td>34 (57%)</td><td>60</td></tr><tr><td>Residential dementia</td><td>5 (5%)</td><td>35 (38%)</td><td>54 (59%)</td><td>91</td></tr><tr><td>Totals</td><td>26 (11%)</td><td>86 (35%)</td><td>143 (59%)</td><td>243</td></tr><tr><td colspan="5"><i>Numbers of Richmond residents in other care home placements</i></td></tr><tr><td>Nursing general</td><td>10 (13%)</td><td>29 (37%)</td><td>41 (52%)</td><td>79</td></tr><tr><td>Nursing dementia</td><td>16 (11%)</td><td>58 (39%)</td><td>82 (55%)</td><td>150</td></tr><tr><td>Residential general</td><td>25 (35%)</td><td>19 (27%)</td><td>30 (42%)</td><td>71</td></tr><tr><td>Residential dementia</td><td>13 (8%)</td><td>58 (35%)</td><td>99 (60%)</td><td>164</td></tr><tr><td>Totals</td><td>60 (14%)</td><td>157 (36%)</td><td>239 (54%)</td><td>440</td></tr><tr><td colspan="5"><i>Percentage of placements in PFI homes</i></td></tr><tr><td>Nursing general</td><td>52%</td><td>42%</td><td>45%</td><td>44%</td></tr><tr><td>Nursing dementia</td><td>24%</td><td>26%</td><td>28%</td><td>26%</td></tr><tr><td>Residential general</td><td>26%</td><td>51%</td><td>53%</td><td>46%</td></tr><tr><td>Residential dementia</td><td>28%</td><td>38%</td><td>35%</td><td>36%</td></tr><tr><td>Totals</td><td>30%</td><td>35%</td><td>37%</td><td>36%</td></tr><tr><td colspan="5"><i>Percentage of all older Richmond residents by age</i></td></tr><tr><td>Census 2021 (65+)</td><td>54%</td><td>33%</td><td>13%</td><td></td></tr></table> |   | 65-74     | 75-84     | 85+    | Totals | <i>Numbers of Richmond residents in PFI care homes</i> |  |  |  |  | Nursing general | 11 (17%) | 21 (33%) | 34 (54%) | 63 | Nursing dementia | 5 (9%) | 20 (37%) | 32 (59%) | 54 | Residential general | 9 (15%) | 20 (33%) | 34 (57%) | 60 | Residential dementia | 5 (5%) | 35 (38%) | 54 (59%) | 91 | Totals | 26 (11%) | 86 (35%) | 143 (59%) | 243 | <i>Numbers of Richmond residents in other care home placements</i> |  |  |  |  | Nursing general | 10 (13%) | 29 (37%) | 41 (52%) | 79 | Nursing dementia | 16 (11%) | 58 (39%) | 82 (55%) | 150 | Residential general | 25 (35%) | 19 (27%) | 30 (42%) | 71 | Residential dementia | 13 (8%) | 58 (35%) | 99 (60%) | 164 | Totals | 60 (14%) | 157 (36%) | 239 (54%) | 440 | <i>Percentage of placements in PFI homes</i> |  |  |  |  | Nursing general | 52% | 42% | 45% | 44% | Nursing dementia | 24% | 26% | 28% | 26% | Residential general | 26% | 51% | 53% | 46% | Residential dementia | 28% | 38% | 35% | 36% | Totals | 30% | 35% | 37% | 36% | <i>Percentage of all older Richmond residents by age</i> |  |  |  |  | Census 2021 (65+) | 54% | 33% | 13% |  |
|   |   | 65-74   | 75-84     | 85+       | Totals |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | <i>Numbers of Richmond residents in PFI care homes</i>  |   |           |           |        |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Nursing general   | 11 (17%)  | 21 (33%)  | 34 (54%)  | 63     |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Nursing dementia  | 5 (9%)  | 20 (37%)  | 32 (59%)  | 54     |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Residential general   | 9 (15%)   | 20 (33%)  | 34 (57%)  | 60     |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Residential dementia  | 5 (5%)  | 35 (38%)  | 54 (59%)  | 91     |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Totals  | 26 (11%)  | 86 (35%)  | 143 (59%) | 243    |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | <i>Numbers of Richmond residents in other care home placements</i>  |   |           |           |        |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Nursing general   | 10 (13%)  | 29 (37%)  | 41 (52%)  | 79     |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Nursing dementia  | 16 (11%)  | 58 (39%)  | 82 (55%)  | 150    |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Residential general   | 25 (35%)  | 19 (27%)  | 30 (42%)  | 71     |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Residential dementia  | 13 (8%)   | 58 (35%)  | 99 (60%)  | 164    |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Totals  | 60 (14%)  | 157 (36%) | 239 (54%) | 440    |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | <i>Percentage of placements in PFI homes</i>  |   |           |           |        |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Nursing general   | 52%   | 42%       | 45%       | 44%    |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Nursing dementia  | 24%   | 26%       | 28%       | 26%    |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Residential general   | 26%   | 51%       | 53%       | 46%    |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Residential dementia  | 28%   | 38%       | 35%       | 36%    |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Totals  | 30%   | 35%       | 37%       | 36%    |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | <i>Percentage of all older Richmond residents by age</i>  |   |           |           |        |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Census 2021 (65+)   | 54%   | 33%       | 13%       |        |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Disability  | <b>Key findings</b>   |           |           |        |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   |   | <ul style="list-style-type: none"><li>• The focus of this service is older people aged 65+ so this is the demographic looked at in this report.</li><li>• 36% of care home placements of Richmond residents are in the PFI care homes, however this varies over time. The key variable factor is more likely to be type of placement than age, the variances seen in the 65-74 age group are due to the lower numbers of placements of people in those groups (e.g. in general residential care, only 26% of the placements are in the PFI homes, however this equates to just 9 people and is therefore not statistically significant).</li><li>• Over half the residents of the PFI homes (59%) are aged 85 plus or over which is directly inverse to the general Richmond population where 54% are aged 65-74. However, it is consistent with placements in other homes where 54% are 85+.</li></ul> |           |           |        |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
|   | Disability  | <b>Implications for the new service</b>   |           |           |        |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
| <ul style="list-style-type: none"><li>• For future service, the reprovisioning will benefit older people because it will be designed to meet future needs – forecasting shows a rise in 65+ year olds in Richmond borough between 2028 and 2038 is forecasted by the ONS to be 38%. The rise in 85+ year olds in Richmond borough between 2028 and 2038 is forecasted by the ONS to be 46%).</li><li>• An improved process of recording key indicators will be built into the new contract, including closer management and monitoring processes so the service can consistently report on positive and negative impacts on each protected characteristic, and be ready to address any gaps in support.</li></ul> |   |   |           |           |        |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |
| Disability  | <b>Data</b>   |   |           |           |        |        |  |  |  |  |  |                 |          |          |          |    |                  |        |          |          |    |                     |         |          |          |    |                      |        |          |          |    |        |          |          |           |     |  |  |  |  |  |                 |          |          |          |    |                  |          |          |          |     |                     |          |          |          |    |                      |         |          |          |     |        |          |           |           |     |  |  |  |  |  |                 |     |     |     |     |                  |     |     |     |     |                     |     |     |     |     |                      |     |     |     |     |        |     |     |     |     |  |  |  |  |  |                   |     |     |     |  |

| Protected group  | Findings  |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|--|---|--------------------|---------------|------------------|-----------------|----------------|--------|--------------------|---------------|------------------|-----------------|----------------|--------|---|--|--|--|--|--|-----------------|--|---|----------|--|--|---|------------------|----------|--|----------|--|--|----|---------------------|--|---|----------|--|--|----|----------------------|----------|--|----------|--|---|---|--------|-----------|---|-----------|--|---|-----|---|--|--|--|--|--|-----------------|--|--------|----------|---|---|---|------------------|-----------|--------|----------|---|---|---|---------------------|--|----------|----------|---|--|---|----------------------|-----------|--------|----------|---|---|---|--------|-----------|----------|-----------|--------|---|---|---------------------------------------|--|--|--|--|--|-----------------|--|-----|-----|----|----|-----|------------------|-----|----|-----|----|----|-----|---------------------|--|----|-----|----|--|-----|----------------------|-----|----|-----|----|-----|-----|--------|-----|----|-----|----|-----|-----|
|  | Table 2: Care home residents aged 65+ by primary need category, April 2022 - July 2024  |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | <table><tr><th></th><th>Memory &amp; Cognition</th><th>Mental Health</th><th>Physical Support</th><th>Sensory Support</th><th>Social Support</th><th>Totals</th></tr><tr><td colspan="6">Numbers of Richmond residents in PFI care homes</td></tr><tr><td>Nursing general</td><td></td><td>*</td><td>62 (98%)</td><td></td><td></td><td>*</td></tr><tr><td>Nursing dementia</td><td>45 (83%)</td><td></td><td>24 (44%)</td><td></td><td></td><td>54</td></tr><tr><td>Residential general</td><td></td><td>*</td><td>59 (98%)</td><td></td><td></td><td>60</td></tr><tr><td>Residential dementia</td><td>71 (78%)</td><td></td><td>46 (51%)</td><td></td><td>*</td><td>*</td></tr><tr><td>Totals</td><td>110 (45%)</td><td>*</td><td>175 (72%)</td><td></td><td>*</td><td>243</td></tr><tr><td colspan="6">Numbers of Richmond residents in other care home placements</td></tr><tr><td>Nursing general</td><td></td><td>6 (8%)</td><td>72 (91%)</td><td>*</td><td>*</td><td>*</td></tr><tr><td>Nursing dementia</td><td>126 (84%)</td><td>5 (3%)</td><td>60 (40%)</td><td>*</td><td>*</td><td>*</td></tr><tr><td>Residential general</td><td></td><td>24 (34%)</td><td>45 (63%)</td><td>*</td><td></td><td>*</td></tr><tr><td>Residential dementia</td><td>134 (82%)</td><td>9 (5%)</td><td>76 (46%)</td><td>*</td><td>*</td><td>*</td></tr><tr><td>Totals</td><td>252 (57%)</td><td>43 (10%)</td><td>245 (56%)</td><td>5 (1%)</td><td>*</td><td>*</td></tr><tr><td colspan="6">Percentage of placements in PFI homes</td></tr><tr><td>Nursing general</td><td></td><td>14%</td><td>46%</td><td>0%</td><td>0%</td><td>44%</td></tr><tr><td>Nursing dementia</td><td>26%</td><td>0%</td><td>29%</td><td>0%</td><td>0%</td><td>26%</td></tr><tr><td>Residential general</td><td></td><td>4%</td><td>57%</td><td>0%</td><td></td><td>46%</td></tr><tr><td>Residential dementia</td><td>35%</td><td>0%</td><td>38%</td><td>0%</td><td>50%</td><td>36%</td></tr><tr><td>Totals</td><td>30%</td><td>4%</td><td>42%</td><td>0%</td><td>20%</td><td>36%</td></tr></table> |                    |               |                  |                 |                |        | Memory & Cognition | Mental Health | Physical Support | Sensory Support | Social Support | Totals | Numbers of Richmond residents in PFI care homes |  |  |  |  |  | Nursing general |  | * | 62 (98%) |  |  | * | Nursing dementia | 45 (83%) |  | 24 (44%) |  |  | 54 | Residential general |  | * | 59 (98%) |  |  | 60 | Residential dementia | 71 (78%) |  | 46 (51%) |  | * | * | Totals | 110 (45%) | * | 175 (72%) |  | * | 243 | Numbers of Richmond residents in other care home placements |  |  |  |  |  | Nursing general |  | 6 (8%) | 72 (91%) | * | * | * | Nursing dementia | 126 (84%) | 5 (3%) | 60 (40%) | * | * | * | Residential general |  | 24 (34%) | 45 (63%) | * |  | * | Residential dementia | 134 (82%) | 9 (5%) | 76 (46%) | * | * | * | Totals | 252 (57%) | 43 (10%) | 245 (56%) | 5 (1%) | * | * | Percentage of placements in PFI homes |  |  |  |  |  | Nursing general |  | 14% | 46% | 0% | 0% | 44% | Nursing dementia | 26% | 0% | 29% | 0% | 0% | 26% | Residential general |  | 4% | 57% | 0% |  | 46% | Residential dementia | 35% | 0% | 38% | 0% | 50% | 36% | Totals | 30% | 4% | 42% | 0% | 20% | 36% |
|  |   | Memory & Cognition | Mental Health | Physical Support | Sensory Support | Social Support | Totals |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Numbers of Richmond residents in PFI care homes   |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Nursing general   |                    | *             | 62 (98%)         |                 |                | *      |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Nursing dementia  | 45 (83%)           |               | 24 (44%)         |                 |                | 54     |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Residential general   |                    | *             | 59 (98%)         |                 |                | 60     |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Residential dementia  | 71 (78%)           |               | 46 (51%)         |                 | *              | *      |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Totals  | 110 (45%)          | *             | 175 (72%)        |                 | *              | 243    |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Numbers of Richmond residents in other care home placements   |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Nursing general   |                    | 6 (8%)        | 72 (91%)         | *               | *              | *      |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Nursing dementia  | 126 (84%)          | 5 (3%)        | 60 (40%)         | *               | *              | *      |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Residential general   |                    | 24 (34%)      | 45 (63%)         | *               |                | *      |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Residential dementia  | 134 (82%)          | 9 (5%)        | 76 (46%)         | *               | *              | *      |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Totals  | 252 (57%)          | 43 (10%)      | 245 (56%)        | 5 (1%)          | *              | *      |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Percentage of placements in PFI homes   |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Nursing general   |                    | 14%           | 46%              | 0%              | 0%             | 44%    |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Nursing dementia  | 26%                | 0%            | 29%              | 0%              | 0%             | 26%    |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Residential general   |                    | 4%            | 57%              | 0%              |                | 46%    |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Residential dementia  | 35%                | 0%            | 38%              | 0%              | 50%            | 36%    |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | Totals  | 30%                | 4%            | 42%              | 0%              | 20%            | 36%    |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | <b>Key findings</b>   |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | All service users are receiving the service because of the limiting effect of their long-term condition(s) so would be counted as disabled under the Equalities Act.  |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | <b>Memory and cognition</b>   |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | <ul style="list-style-type: none"><li>Memory and cognition is the primary support reason (PSR) for 45% of all PFI care home placements and 57% of all Richmond residents placed elsewhere.</li><li>All residents with a PSR of memory and cognition are in residential or nursing dementia placements. 30% of these are in the PFI care homes, less than the average 36% of all placements.</li></ul>   |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | <b>Physical disability</b>  |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
|  | <ul style="list-style-type: none"><li>In the PFI care homes, 175 people (72% of placements) have a PSR of physical support. In the general residential or nursing placements this percentage increases to 98% in is the norm that general care home placements are designed to cater for</li><li>70 people in dementia placements in the PFI care homes have a PSR of physical disability. While these people will also have some form of dementia, this means that their physical needs are the main reason for their placement.</li></ul>   |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
| <b>Mental health</b>   |   |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
| <ul style="list-style-type: none"><li>None of the PFI care homes are registered to provide services to people placed under section 117 of the Mental Health Act 1983</li><li>All 3 of the PFI care homes are registered to provide services for people with mental health needs but there have been only 2 residents in the PFI care homes whose PSR is mental health, and 43 residents placed outside the PFI contract.</li><li>There may be other residents who have mental health needs on top of their physical health need but the data records primary support reason.</li></ul> |   |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
| <b>Sensory support</b>   |   |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |
| <ul style="list-style-type: none"><li>During the period data was supplied (as above) the 5 people whose PSR was sensory support were placed in homes outside the PFI contract and none in the PFI care homes.</li><li>National prevalence rates show:<ul style="list-style-type: none"><li>Moderate to severe visual impairment<ul style="list-style-type: none"><li>Aged 65-74: 5.6%</li><li>Aged 75+: 12.4%</li></ul></li><li>Some hearing loss / Severe hearing loss</li></ul></li></ul>  |   |                    |               |                  |                 |                |        |                    |               |                  |                 |                |        |   |  |  |  |  |  |                 |  |   |          |  |  |   |                  |          |  |          |  |  |    |                     |  |   |          |  |  |    |                      |          |  |          |  |   |   |        |           |   |           |  |   |     |   |  |  |  |  |  |                 |  |        |          |   |   |   |                  |           |        |          |   |   |   |                     |  |          |          |   |  |   |                      |           |        |          |   |   |   |        |           |          |           |        |   |   |                                       |  |  |  |  |  |                 |  |     |     |    |    |     |                  |     |    |     |    |    |     |                     |  |    |     |    |  |     |                      |     |    |     |    |     |     |        |     |    |     |    |     |     |

| Protected group | Findings   |
|-----------------|--|
|                 | <ul style="list-style-type: none"> <li>▪ Aged 65-70: 36.8%/2.3%</li> <li>▪ Aged 71-80: 60.3%/4.0%</li> <li>▪ Aged 80+: 93.4%/22.3%</li> </ul> <ul style="list-style-type: none"> <li>• It is likely, therefore, that many of the care home residents have some sensory impairment as well as their physical support and/or memory and cognition needs.</li> </ul> <p><b>Social support</b></p> <ul style="list-style-type: none"> <li>• There were only 5 people with a PSR of social support in care home placements during the period, and only 1 was in the PFI care homes.</li> <li>• However, as with sensory support (above) social support is often seen as an additional need for older people, with 1.4 million older people nationally estimated to be socially isolated<sup>1</sup>.</li> </ul> <p><b>Autism</b></p> <ul style="list-style-type: none"> <li>• There is no record on Mosaic of whether residents have a diagnosis of autism.</li> <li>• National estimates suggest that the number of people with autism living in Richmond in 2020 was approximately 1,530 (0.98% of the population)<sup>2</sup>. Estimates suggest this will increase by 1.8% by 2030. However, the proportion of the population decreases with age. This is due to: <ul style="list-style-type: none"> <li>○ An increase in diagnosis in childhood over time, either due to an increased prevalence of the condition or better diagnostic criteria now compared to the 20th century</li> <li>○ Lower life expectancy of people with autism</li> <li>○ The difficulty older adults face getting a diagnosis of autism.</li> </ul> </li> <li>• People with Autism may have specific difficulties that may impact on their experience in a care home setting. These include: <ul style="list-style-type: none"> <li>○ Communication</li> <li>○ Sensory difficulties</li> <li>○ Patterns of behaviour</li> <li>○ Social isolation</li> </ul> </li> </ul> <p>Some other conditions, e.g. learning disabilities, some physical or mental health conditions do have a higher co-morbidity rate with autism than that of neurotypical people.</p> <ul style="list-style-type: none"> <li>• Data on autism is not currently recorded on Mosaic so the number of care home residents with autism is unknown. However, prevalence rates would suggest that there are likely to be some people with autism in all our care homes at some point.</li> </ul> <p><b>Implications for the new service</b></p> <ul style="list-style-type: none"> <li>• Forecasting shows a rise in older disabled people – the re-provisioning of the 3 residential care homes in Richmond will benefit older people because it will be designed to meet future demand.</li> <li>• People are now living longer with life limiting health conditions, it is therefore estimated that older age groups, while only a small part of Richmond's population overall, will be increasing at a higher rate than the rest of the population<sup>3</sup>. Since the prevalence for dementia increases with age, this will have a significant impact on the number of people in Richmond who are living with dementia<sup>4</sup>. It is estimated that there will be an increase of 40% in the number of older residents (65+) living with dementia by 2040<sup>5</sup>.</li> <li>• An improved process of recording key indicators will be built into the new contract, including closer management and monitoring processes so the service can consistently report on positive and negative impacts on each protected characteristic, and be ready to address any gaps in support.</li> </ul> |
| Sex             | Data   |

<sup>1</sup> [Loneliness research and impact | Age UK](#)

<sup>2</sup> [Richmond JSNA 2021](#)

<sup>3</sup> GLA population projections

<sup>4</sup> Dementia UK: Update (2014) prepared by King's College London and the London School of Economics for the Alzheimer's Society

<sup>5</sup> GLA projections & Dementia UK: Update (2014) prepared by King's College London and the London School of Economics for the Alzheimer's Society

| Protected group   | Findings  |           |         |        |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
|---|---|-----------|---------|--------|---------|--------|---|--|--|--|--|-----------------|----------|----------|--|----|------------------|----------|----------|--|----|---------------------|----------|----------|--|----|----------------------|----------|----------|--|----|--------|-----------|----------|--|-----|---|--|--|--|--|-----------------|----------|----------|---|---|------------------|----------|----------|---|---|---------------------|----------|----------|---|---|----------------------|-----------|----------|---|---|--------|-----------|-----------|---|---|---------------------------------------|--|--|--|--|-----------------|-----|-----|--|-----|------------------|-----|-----|--|-----|---------------------|-----|-----|--|-----|----------------------|-----|-----|--|-----|--------|-----|-----|--|-----|---|--|--|--|--|------------------------|-----|-----|--|--|------------------------|-----|-----|--|--|----------------------|-----|-----|--|--|
|   | <div><div>Table 3: Care home residents aged 65+ by gender, April 2022 - July 2024</div><table><tr><th></th><th>Female</th><th>Male</th><th>Unknown</th><th>Totals</th></tr><tr><td colspan="5">Numbers of Richmond residents in PFI care homes</td></tr><tr><td>Nursing general</td><td>37 (59%)</td><td>26 (41%)</td><td></td><td>63</td></tr><tr><td>Nursing dementia</td><td>32 (59%)</td><td>22 (41%)</td><td></td><td>54</td></tr><tr><td>Residential general</td><td>35 (58%)</td><td>25 (42%)</td><td></td><td>60</td></tr><tr><td>Residential dementia</td><td>56 (62%)</td><td>35 (38%)</td><td></td><td>91</td></tr><tr><td>Totals</td><td>148 (61%)</td><td>95 (39%)</td><td></td><td>243</td></tr><tr><td colspan="5">Numbers of Richmond residents in other care home placements</td></tr><tr><td>Nursing general</td><td>53 (67%)</td><td>25 (32%)</td><td>*</td><td>*</td></tr><tr><td>Nursing dementia</td><td>81 (54%)</td><td>69 (46%)</td><td>*</td><td>*</td></tr><tr><td>Residential general</td><td>42 (59%)</td><td>29 (41%)</td><td>*</td><td>*</td></tr><tr><td>Residential dementia</td><td>114 (70%)</td><td>50 (30%)</td><td>*</td><td>*</td></tr><tr><td>Totals</td><td>276 (63%)</td><td>163 (37%)</td><td>*</td><td>*</td></tr><tr><td colspan="5">Percentage of placements in PFI homes</td></tr><tr><td>Nursing general</td><td>41%</td><td>51%</td><td></td><td>44%</td></tr><tr><td>Nursing dementia</td><td>28%</td><td>24%</td><td></td><td>26%</td></tr><tr><td>Residential general</td><td>45%</td><td>46%</td><td></td><td>46%</td></tr><tr><td>Residential dementia</td><td>33%</td><td>41%</td><td></td><td>36%</td></tr><tr><td>Totals</td><td>35%</td><td>37%</td><td></td><td>36%</td></tr><tr><td colspan="5">Percentage of all older Richmond residents by age</td></tr><tr><td>Census 2021 aged 65-74</td><td>53%</td><td>47%</td><td></td><td></td></tr><tr><td>Census 2021 aged 75-84</td><td>55%</td><td>45%</td><td></td><td></td></tr><tr><td>Census 2021 aged 85+</td><td>63%</td><td>37%</td><td></td><td></td></tr></table></div> <div><div>Key findings</div><ul style="list-style-type: none"><li>61% of PFI care home residents and 63% of other care home residents are female. This closely reflects the 85+ population of Richmond that makes up more than half of the older care home population.</li></ul><div>Implications for the new service</div><ul style="list-style-type: none"><li>There will be an impact for this protected characteristic as most of the home residents are female.</li><li>An improved process of recording key indicators will be built into the new contract, including closer management and monitoring processes so the service can consistently report on positive and negative impacts on each protected characteristic, and be ready to address any gaps in support.</li></ul></div> |           | Female  | Male   | Unknown | Totals | Numbers of Richmond residents in PFI care homes |  |  |  |  | Nursing general | 37 (59%) | 26 (41%) |  | 63 | Nursing dementia | 32 (59%) | 22 (41%) |  | 54 | Residential general | 35 (58%) | 25 (42%) |  | 60 | Residential dementia | 56 (62%) | 35 (38%) |  | 91 | Totals | 148 (61%) | 95 (39%) |  | 243 | Numbers of Richmond residents in other care home placements |  |  |  |  | Nursing general | 53 (67%) | 25 (32%) | * | * | Nursing dementia | 81 (54%) | 69 (46%) | * | * | Residential general | 42 (59%) | 29 (41%) | * | * | Residential dementia | 114 (70%) | 50 (30%) | * | * | Totals | 276 (63%) | 163 (37%) | * | * | Percentage of placements in PFI homes |  |  |  |  | Nursing general | 41% | 51% |  | 44% | Nursing dementia | 28% | 24% |  | 26% | Residential general | 45% | 46% |  | 46% | Residential dementia | 33% | 41% |  | 36% | Totals | 35% | 37% |  | 36% | Percentage of all older Richmond residents by age |  |  |  |  | Census 2021 aged 65-74 | 53% | 47% |  |  | Census 2021 aged 75-84 | 55% | 45% |  |  | Census 2021 aged 85+ | 63% | 37% |  |  |
|   | Female  | Male      | Unknown | Totals |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Numbers of Richmond residents in PFI care homes             |   |           |         |        |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Nursing general   | 37 (59%)  | 26 (41%)  |         | 63     |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Nursing dementia  | 32 (59%)  | 22 (41%)  |         | 54     |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Residential general   | 35 (58%)  | 25 (42%)  |         | 60     |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Residential dementia  | 56 (62%)  | 35 (38%)  |         | 91     |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Totals  | 148 (61%)   | 95 (39%)  |         | 243    |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Numbers of Richmond residents in other care home placements |   |           |         |        |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Nursing general   | 53 (67%)  | 25 (32%)  | *       | *      |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Nursing dementia  | 81 (54%)  | 69 (46%)  | *       | *      |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Residential general   | 42 (59%)  | 29 (41%)  | *       | *      |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Residential dementia  | 114 (70%)   | 50 (30%)  | *       | *      |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Totals  | 276 (63%)   | 163 (37%) | *       | *      |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Percentage of placements in PFI homes                       |   |           |         |        |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Nursing general   | 41%   | 51%       |         | 44%    |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Nursing dementia  | 28%   | 24%       |         | 26%    |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Residential general   | 45%   | 46%       |         | 46%    |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Residential dementia  | 33%   | 41%       |         | 36%    |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Totals  | 35%   | 37%       |         | 36%    |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Percentage of all older Richmond residents by age           |   |           |         |        |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Census 2021 aged 65-74                                      | 53%   | 47%       |         |        |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Census 2021 aged 75-84                                      | 55%   | 45%       |         |        |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Census 2021 aged 85+  | 63%   | 37%       |         |        |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |
| Gender reassignment   | <div><div>Data</div><div>There is currently no data available on the trans or non-binary status of care home residents.</div></div> <div><div>Key findings</div><div>Equalities Act</div><ul style="list-style-type: none"><li>The Equality Act 2010 says that you must not be discriminated against because of gender reassignment. You can be at any stage in the transition process, from proposing to reassign your sex, undergoing a process of reassignment, or having completed it. It does not matter whether you have applied for or obtained a Gender Recognition Certificate, which is the document that confirms the change of a person's legal sex. However, some people identify as trans without falling under the legal definition of gender reassignment. This section looks at all those who identify as trans.</li></ul><div>Richmond</div></div>  |           |         |        |         |        |   |  |  |  |  |                 |          |          |  |    |                  |          |          |  |    |                     |          |          |  |    |                      |          |          |  |    |        |           |          |  |     |   |  |  |  |  |                 |          |          |   |   |                  |          |          |   |   |                     |          |          |   |   |                      |           |          |   |   |        |           |           |   |   |                                       |  |  |  |  |                 |     |     |  |     |                  |     |     |  |     |                     |     |     |  |     |                      |     |     |  |     |        |     |     |  |     |   |  |  |  |  |                        |     |     |  |  |                        |     |     |  |  |                      |     |     |  |  |

| Protected group | Findings   |
|-----------------|--|
|                 | <ul style="list-style-type: none"> <li>• According the 2021 census, In Richmond, 0.39% of the population identify as a different gender to that they were assigned at birth. This is lower than England and Wales in general (0.55%) and the London (0.91%) and outer London (0.85%) averages. However an additional 5.6% in Richmond (7.7% in outer London, 7.9% in London as a whole and 6.0% in England) did not answer the question.</li> <li>• While these are relatively small numbers, they are not a negligible percentage and it is possible that past, current or future care home residents may identify with a gender that had not been assigned at birth.</li> </ul> <p><b>Specific needs<sup>6</sup></b></p> <ul style="list-style-type: none"> <li>• There is no relevant routine national monitoring data for gender reassignment status by local authority.</li> <li>• There are legal protections which prevent anyone with knowledge of someone's trans status to "out" them without permission.</li> <li>• Trans people face discrimination, harassment, social exclusion, increased risk of facing violence or hate crimes, regular attacks by the media and greater health inequalities.</li> <li>• Older people may have concerns about disclosing their trans status. <ul style="list-style-type: none"> <li>○ Coming out as trans may disrupt existing relationships and social networks.</li> <li>○ Trans people often report past experiences of discrimination.</li> </ul> </li> <li>• Some people transition in later life, this may be due to increased freedom and acceptance, retirement or the death of a partner or spouse.</li> <li>• There are still unanswered questions about what later life and health are like for the first generation of trans people in their 60s and over who have taken hormone therapy for 40 years or more. Many trans people may be living with gender reassignment surgeries performed using different techniques of the 1960s and 70s and knowledge of any impact of this as people age is still in the early stages.</li> <li>• There are health and care issues that specifically affect older trans people, some of these are recently known as the first generation of people who have been through hormone therapy and possible surgery age. <ul style="list-style-type: none"> <li>○ Both trans men and trans women may have health issues relating to long-term hormone treatment, to organs relating to their birth gender and to prosthetics or implants.</li> <li>○ Both trans men and trans women may also have body issues that impact on the provision of personal care. These may be psychological, emotional or physical and may be related to whether or not they have had any surgery.</li> <li>○ There are some issues around the process of aging that trans people may find especially challenging. Particular issues may be of concern over the loss of identity associated with dementia.</li> <li>○ Trans people may have concerns about respect for identity as they age (e.g. being called by the correct name or dressed in appropriate clothing) and for respectful provision of personal care.</li> </ul> </li> <li>• The transition process can take many years and someone who starts the process in later life may have not completed the transition process on entry to a care home.</li> </ul> <p><b>Implications for the new service</b></p> <ul style="list-style-type: none"> <li>• An improved process of recording key indicators will be built into the new contract, including closer management and monitoring processes so the service can consistently report on positive and negative impacts on each protected characteristic, and be ready to address any gaps in support.</li> </ul> |
|                 | <b>Data</b>  |

<sup>6</sup> [Trans issues and later life \(ageuk.org.uk\)](https://ageuk.org.uk), [Ensuring trans people in Wales receive dignified and inclusive health and social care in later life: The Trans Ageing and Care \(TrAC\) project, 2016-18 | PolicyBristol | University of Bristol](#) & [Working with older trans people pt web.pdf \(researchinpractice.org.uk\)](#)



| Protected group   | Findings   |  |                        |           |                     |           |         |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|---|--|--|------------------------|-----------|---------------------|-----------|---------|------------------------|--|-----------------------|---------------------|--------|---------|-------|---|--|--|--|--|--|--|-----------------|----------|---------|----------|----------|----------|---------|------------------|------------------|---------|----------|----------|----------|----------|---------------------|----------|---------|----------|----------|----------|----|----------------------|----------|--------|----------|----------|----------|----|--------|----------|----------|----------|----------|----------|-----|---|--|--|--|--|--|--|-----------------|----------|---------|----------|----------|----------|----|------------------|----------|---------|----------|----------|----------|-----|---------------------|---------|----------|----------|----------|----------|----|----------------------|----------|----------|----------|----------|----------|-----|--------|----------|----------|-----------|-----------|-----------|-----|---------------------------------------|--|--|--|--|--|--|-----------------|-----|-----|-----|-----|-----|-----|------------------|-----|-----|-----|-----|-----|-----|---------------------|-----|-----|-----|-----|-----|-----|----------------------|-----|-----|-----|-----|-----|-----|--------|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|--|-------------------|-----|-----|-----|-----|--|--|
| Marriage and civil partnership  | Table 4: Care home residents aged 65+ by marital status, April 2022 - July 2024  |  |                        |           |                     |           |         |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | <table><tr><th></th><th>Married, civil partnership or cohabiting</th><th>Separated or divorced</th><th>Widowed</th><th>Single</th><th>Unknown</th><th>Total</th></tr><tr><td colspan="7">Numbers of Richmond residents in PFI care homes</td></tr><tr><td>Nursing general</td><td>11 (17%)</td><td>9 (14%)</td><td>20 (32%)</td><td>13 (21%)</td><td>18 (29%)</td><td>63</td></tr><tr><td>Nursing dementia</td><td>12 (22%)</td><td>6 (11%)</td><td>13 (24%)</td><td>14 (26%)</td><td>14 (26%)</td><td>54</td></tr><tr><td>Residential general</td><td>13 (22%)</td><td>6 (10%)</td><td>21 (35%)</td><td>13 (22%)</td><td>15 (25%)</td><td>60</td></tr><tr><td>Residential dementia</td><td>21 (23%)</td><td>7 (8%)</td><td>34 (37%)</td><td>19 (21%)</td><td>23 (25%)</td><td>91</td></tr><tr><td>Totals</td><td>50 (21%)</td><td>25 (10%)</td><td>84 (35%)</td><td>52 (21%)</td><td>66 (27%)</td><td>243</td></tr><tr><td colspan="7">Numbers of Richmond residents in other care home placements</td></tr><tr><td>Nursing general</td><td>14 (18%)</td><td>8 (10%)</td><td>21 (27%)</td><td>21 (27%)</td><td>22 (28%)</td><td>79</td></tr><tr><td>Nursing dementia</td><td>46 (31%)</td><td>14 (9%)</td><td>35 (23%)</td><td>32 (21%)</td><td>43 (29%)</td><td>150</td></tr><tr><td>Residential general</td><td>7 (10%)</td><td>10 (14%)</td><td>18 (25%)</td><td>28 (39%)</td><td>24 (34%)</td><td>71</td></tr><tr><td>Residential dementia</td><td>29 (18%)</td><td>26 (16%)</td><td>56 (34%)</td><td>29 (18%)</td><td>48 (29%)</td><td>164</td></tr><tr><td>Totals</td><td>91 (21%)</td><td>55 (13%)</td><td>125 (28%)</td><td>104 (24%)</td><td>132 (30%)</td><td>440</td></tr><tr><td colspan="7">Percentage of placements in PFI homes</td></tr><tr><td>Nursing general</td><td>44%</td><td>53%</td><td>49%</td><td>38%</td><td>45%</td><td>44%</td></tr><tr><td>Nursing dementia</td><td>21%</td><td>30%</td><td>27%</td><td>30%</td><td>25%</td><td>26%</td></tr><tr><td>Residential general</td><td>65%</td><td>38%</td><td>54%</td><td>32%</td><td>38%</td><td>46%</td></tr><tr><td>Residential dementia</td><td>42%</td><td>21%</td><td>38%</td><td>40%</td><td>32%</td><td>36%</td></tr><tr><td>Totals</td><td>35%</td><td>31%</td><td>40%</td><td>33%</td><td>33%</td><td>36%</td></tr><tr><td colspan="7">Percentage of all older Richmond residents</td></tr><tr><td>Census 2021 (65+)</td><td>54%</td><td>16%</td><td>20%</td><td>11%</td><td></td><td></td></tr></table> |  |                        |           |                     |           |         |                        | Married, civil partnership or cohabiting | Separated or divorced | Widowed             | Single | Unknown | Total | Numbers of Richmond residents in PFI care homes |  |  |  |  |  |  | Nursing general | 11 (17%) | 9 (14%) | 20 (32%) | 13 (21%) | 18 (29%) | 63      | Nursing dementia | 12 (22%)         | 6 (11%) | 13 (24%) | 14 (26%) | 14 (26%) | 54       | Residential general | 13 (22%) | 6 (10%) | 21 (35%) | 13 (22%) | 15 (25%) | 60 | Residential dementia | 21 (23%) | 7 (8%) | 34 (37%) | 19 (21%) | 23 (25%) | 91 | Totals | 50 (21%) | 25 (10%) | 84 (35%) | 52 (21%) | 66 (27%) | 243 | Numbers of Richmond residents in other care home placements |  |  |  |  |  |  | Nursing general | 14 (18%) | 8 (10%) | 21 (27%) | 21 (27%) | 22 (28%) | 79 | Nursing dementia | 46 (31%) | 14 (9%) | 35 (23%) | 32 (21%) | 43 (29%) | 150 | Residential general | 7 (10%) | 10 (14%) | 18 (25%) | 28 (39%) | 24 (34%) | 71 | Residential dementia | 29 (18%) | 26 (16%) | 56 (34%) | 29 (18%) | 48 (29%) | 164 | Totals | 91 (21%) | 55 (13%) | 125 (28%) | 104 (24%) | 132 (30%) | 440 | Percentage of placements in PFI homes |  |  |  |  |  |  | Nursing general | 44% | 53% | 49% | 38% | 45% | 44% | Nursing dementia | 21% | 30% | 27% | 30% | 25% | 26% | Residential general | 65% | 38% | 54% | 32% | 38% | 46% | Residential dementia | 42% | 21% | 38% | 40% | 32% | 36% | Totals | 35% | 31% | 40% | 33% | 33% | 36% | Percentage of all older Richmond residents |  |  |  |  |  |  | Census 2021 (65+) | 54% | 16% | 20% | 11% |  |  |
|   |  | Married, civil partnership or cohabiting   | Separated or divorced  | Widowed   | Single              | Unknown   | Total   |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Numbers of Richmond residents in PFI care homes  |  |                        |           |                     |           |         |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Nursing general  | 11 (17%)   | 9 (14%)                | 20 (32%)  | 13 (21%)            | 18 (29%)  | 63      |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Nursing dementia   | 12 (22%)   | 6 (11%)                | 13 (24%)  | 14 (26%)            | 14 (26%)  | 54      |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Residential general  | 13 (22%)   | 6 (10%)                | 21 (35%)  | 13 (22%)            | 15 (25%)  | 60      |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Residential dementia   | 21 (23%)   | 7 (8%)                 | 34 (37%)  | 19 (21%)            | 23 (25%)  | 91      |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Totals   | 50 (21%)   | 25 (10%)               | 84 (35%)  | 52 (21%)            | 66 (27%)  | 243     |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Numbers of Richmond residents in other care home placements  |  |                        |           |                     |           |         |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Nursing general  | 14 (18%)   | 8 (10%)                | 21 (27%)  | 21 (27%)            | 22 (28%)  | 79      |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Nursing dementia   | 46 (31%)   | 14 (9%)                | 35 (23%)  | 32 (21%)            | 43 (29%)  | 150     |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Residential general  | 7 (10%)  | 10 (14%)               | 18 (25%)  | 28 (39%)            | 24 (34%)  | 71      |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Residential dementia   | 29 (18%)   | 26 (16%)               | 56 (34%)  | 29 (18%)            | 48 (29%)  | 164     |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Totals   | 91 (21%)   | 55 (13%)               | 125 (28%) | 104 (24%)           | 132 (30%) | 440     |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Percentage of placements in PFI homes  |  |                        |           |                     |           |         |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Nursing general  | 44%  | 53%                    | 49%       | 38%                 | 45%       | 44%     |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Nursing dementia   | 21%  | 30%                    | 27%       | 30%                 | 25%       | 26%     |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Residential general  | 65%  | 38%                    | 54%       | 32%                 | 38%       | 46%     |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Residential dementia   | 42%  | 21%                    | 38%       | 40%                 | 32%       | 36%     |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Totals   | 35%  | 31%                    | 40%       | 33%                 | 33%       | 36%     |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Percentage of all older Richmond residents   |  |                        |           |                     |           |         |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Census 2021 (65+)  | 54%  | 16%                    | 20%       | 11%                 |           |         |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | <b>Key findings</b> <ul style="list-style-type: none"><li>29% of people with a care home placement have no marital status recorded on Mosaic.</li><li>Care home residents are less likely to be married, in a civil partnership or cohabiting than Richmond older residents and more likely to be single or widowed.</li></ul>   |  |                        |           |                     |           |         |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | <b>Implications for the new service</b> <ul style="list-style-type: none"><li>An improved process of recording key indicators will be built into the new contract, including closer management and monitoring processes so the service can consistently report on positive and negative impacts on each protected characteristic, and be ready to address any gaps in support.</li></ul>   |  |                        |           |                     |           |         |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Pregnancy and maternity  | At 65+ most female residents will be over child-bearing age and this category is not relevant when considering this service. |                        |           |                     |           |         |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   | Race/ethnicity   | Data   |                        |           |                     |           |         |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
| Table 5: Care home residents aged 65+ by ethnicity, April 2022 - July 2024  |  |  |                        |           |                     |           |         |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
| <table><tr><th></th><th>Asian or Asian British</th><th>Black or black British</th><th>Mixed</th><th>Other ethnic groups</th><th>White</th><th>Unknown</th><th>Total</th></tr><tr><td colspan="7">Numbers of Richmond residents in PFI care homes</td></tr><tr><td>Nursing general</td><td>*</td><td>*</td><td>*</td><td>*</td><td>55 (87%)</td><td>8 (13%)</td><td>*</td></tr><tr><td>Nursing dementia</td><td></td><td>*</td><td></td><td>*</td><td>50 (93%)</td><td>6 (11%)</td><td>*</td></tr></table> |  |  |                        |           |                     |           |         | Asian or Asian British | Black or black British                   | Mixed                 | Other ethnic groups | White  | Unknown | Total | Numbers of Richmond residents in PFI care homes |  |  |  |  |  |  | Nursing general | *        | *       | *        | *        | 55 (87%) | 8 (13%) | *                | Nursing dementia |         | *        |          | *        | 50 (93%) | 6 (11%)             | *        |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
|   |  | Asian or Asian British   | Black or black British | Mixed     | Other ethnic groups | White     | Unknown | Total                  |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
| Numbers of Richmond residents in PFI care homes   |  |  |                        |           |                     |           |         |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
| Nursing general   | *  | *  | *                      | *         | 55 (87%)            | 8 (13%)   | *       |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |
| Nursing dementia  |  | *  |                        | *         | 50 (93%)            | 6 (11%)   | *       |                        |  |                       |                     |        |         |       |   |  |  |  |  |  |  |                 |          |         |          |          |          |         |                  |                  |         |          |          |          |          |                     |          |         |          |          |          |    |                      |          |        |          |          |          |    |        |          |          |          |          |          |     |   |  |  |  |  |  |  |                 |          |         |          |          |          |    |                  |          |         |          |          |          |     |                     |         |          |          |          |          |    |                      |          |          |          |          |          |     |        |          |          |           |           |           |     |                                       |  |  |  |  |  |  |                 |     |     |     |     |     |     |                  |     |     |     |     |     |     |                     |     |     |     |     |     |     |                      |     |     |     |     |     |     |        |     |     |     |     |     |     |  |  |  |  |  |  |  |                   |     |     |     |     |  |  |

| Protected group                           | Findings  |          |           |             |           |           |          |     |  |
|---|---|----------|-----------|-------------|-----------|-----------|----------|-----|--|
|   | Residential general   | *        | *         | *           |           | 55 (92%)  | 6 (10%)  | *   |  |
|   | Residential dementia  | *        | *         |             | *         | 82 (90%)  | 10 (11%) | *   |  |
|   | Totals  | 7 (3%)   | *         | *           | 5 (2%)    | 220 (91%) | 28 (12%) | *   |  |
|   | Numbers of Richmond residents in other care home placements   |          |           |             |           |           |          |     |  |
|   | Nursing general   | *        |           |             | *         | 73 (92%)  | 5 (6%)   | *   |  |
|   | Nursing dementia  | *        | *         | 5 (3%)      |           | 135 (90%) | 14 (9%)  | *   |  |
|   | Residential general   | *        | *         |             | *         | 61 (86%)  | 11 (15%) | *   |  |
|   | Residential dementia  | 6 (4%)   | *         | *           | 5 (3%)    | 147 (90%) | 25 (15%) | *   |  |
|   | Totals  | 16 (4%)  | 5 (1%)    | *           | 12 (3%)   | 393 (89%) | 52 (12%) | *   |  |
|   | Percentage of placements in PFI homes   |          |           |             |           |           |          |     |  |
|   | Nursing general   | 50%      | 100%      | 100%        | 50%       | 43%       | 62%      | 44% |  |
|   | Nursing dementia  | 0%       | 40%       | 0%          | 100%      | 27%       | 30%      | 26% |  |
|   | Residential general   | 33%      | 50%       | 100%        | 0%        | 47%       | 35%      | 46% |  |
|   | Residential dementia  | 40%      | 33%       | 0%          | 17%       | 36%       | 29%      | 36% |  |
|   | Totals  | 30%      | 44%       | 67%         | 29%       | 36%       | 35%      | 36% |  |
|   | Percentage of all older Richmond residents  |          |           |             |           |           |          |     |  |
|   | Census 2021 (65+)   | 6%       | 1%        | 1%          | 2%        | 91%       |          |     |  |
|   | <b>Key findings</b>   |          |           |             |           |           |          |     |  |
|   | <ul style="list-style-type: none"><li>A slightly higher percentage of care home residents are from Black, Asian, and Minority Ethnic groups than in the population (12% of those where ethnicity is recorded compared to 9% in the population).</li><li>Older people from Asian or Asian British groups are slightly underrepresented compared to the older population (3% compared to 6%).</li></ul>                           |          |           |             |           |           |          |     |  |
|   | <b>Implications for the new service</b>   |          |           |             |           |           |          |     |  |
|   | <ul style="list-style-type: none"><li>Culturally appropriate provision will be embedded in the new contract.</li><li>An improved process of recording key indicators will be built into the new contract, including closer management and monitoring processes so the service can consistently report on positive and negative impacts on each protected characteristic, and be ready to address any gaps in support.</li></ul> |          |           |             |           |           |          |     |  |
| Religion and belief, including non-belief | <b>Data</b>   |          |           |             |           |           |          |     |  |
|   | Table 6: Care home residents aged 65+ by religion, April 2022 - July 2024   |          |           |             |           |           |          |     |  |
|   | (a)   | Buddhist | Christian | Hindu       | Jewish    | Muslim    |          |     |  |
|   | PFI care homes  | *        | 51 (21%)  | *           | *         | *         |          |     |  |
|   | Other care home placements  |          | 111 (25%) | *           | *         | *         |          |     |  |
|   | Census 2021 (65+)   | 1%       | 62%       | 2%          | 1%        | 2%        |          |     |  |
|   | (b)   | Sikh     | Other     | No religion | Unknown   | Total     |          |     |  |
|   | PFI care homes  |          | *         | 18 (7%)     | 183 (75%) | *         |          |     |  |
|   | Other care home placements  | *        | *         | 26 (6%)     | 327 (74%) | *         |          |     |  |
|   | Census 2021 (65+)   | 1%       | 1%        | 25%         | 6%        |           |          |     |  |
|   | Table 7: Religions belief in Richmond by age band   |          |           |             |           |           |          |     |  |

| Protected group   | Findings   |   |   |                         |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
|---|--|---|---|-------------------------|-------|-----------|-------|----------|----------------|-------------------------|-------|---------|-------|----------------|-----|-----|-----------|-------|-----------|-----|----------------------------|-------|-----|-----------|----|-----------|-----|-------------------|------|------|-------|------|------|--|
|   | <table><tr><th>Age band</th><th>% in Richmond with known religion (Census 2021)</th><th>Christian</th><th>Other</th></tr><tr><td>16-24</td><td>44%</td><td>34%</td><td>10%</td></tr><tr><td>25-34</td><td>41%</td><td>31%</td><td>10%</td></tr><tr><td>35-49</td><td>54%</td><td>42%</td><td>12%</td></tr><tr><td>50-64</td><td>59%</td><td>51%</td><td>8%</td></tr><tr><td>65-74</td><td>65%</td><td>58%</td><td>7%</td></tr><tr><td>75-84</td><td>72%</td><td>66%</td><td>6%</td></tr><tr><td>85+</td><td>76%</td><td>70%</td><td>6%</td></tr></table>   | Age band  | % in Richmond with known religion (Census 2021) | Christian               | Other | 16-24     | 44%   | 34%      | 10%            | 25-34                   | 41%   | 31%     | 10%   | 35-49          | 54% | 42% | 12%       | 50-64 | 59%       | 51% | 8%                         | 65-74 | 65% | 58%       | 7% | 75-84     | 72% | 66%               | 6%   | 85+  | 76%   | 70%  | 6%   |  |
|   | Age band   | % in Richmond with known religion (Census 2021) | Christian                                       | Other                   |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
|   | 16-24  | 44%   | 34%   | 10%                     |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
|   | 25-34  | 41%   | 31%   | 10%                     |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
|   | 35-49  | 54%   | 42%   | 12%                     |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
|   | 50-64  | 59%   | 51%   | 8%                      |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
|   | 65-74  | 65%   | 58%   | 7%                      |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
|   | 75-84  | 72%   | 66%   | 6%                      |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
|   | 85+  | 76%   | 70%   | 6%                      |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
|   | <b>Key findings</b> <ul style="list-style-type: none"><li>69% of care home residents have religion unknown recorded on their record. This makes analysis of the figures uncertain and only total figures are included in the table above.</li><li>Census data show that older people in Richmond are more likely to have religious beliefs than those under 65, particularly those aged 75 and older, however this largely reflects the Christian population as the number of people reporting they are members of other religions decreases with age from 50+.</li><li>Religion can affect multiple aspects of a person’s life, e.g. dietary restrictions (that may change during certain times of the year), grooming and dress needs, religious holidays and the need for space and time to pray. Supporting people to maintain any religious observation they wish is vital to dignity in older age. This may particularly affect those with dementia.</li><li>CQC provides some guidance for best practice in care homes<sup>7</sup>.</li></ul> |   |   |                         |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
| <b>Implications for new service</b> <ul style="list-style-type: none"><li>An improved process of recording key indicators will be built into the new contract, including closer management and monitoring processes so the service can consistently report on positive and negative impacts on each protected characteristic, and be ready to address any gaps in support.</li></ul>  |  |   |   |                         |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
| <b>Sexual orientation</b>   | <b>Data</b>  |   |   |                         |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
|   | Table 8: Care home residents aged 65+ by sexual orientation, April 2022 - July 2024  |   |   |                         |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
|   | <table><tr><th></th><th>Bisexual</th><th>Gay or lesbian</th><th>Straight / heterosexual</th><th>Other</th><th>Unknown</th><th>Total</th></tr><tr><td>PFI care homes</td><td></td><td></td><td>117 (48%)</td><td></td><td>134 (55%)</td><td>243</td></tr><tr><td>Other care home placements</td><td></td><td>*</td><td>216 (49%)</td><td></td><td>234 (53%)</td><td>*</td></tr><tr><td>Census 2021 (16+)</td><td>1.2%</td><td>1.9%</td><td>89.0%</td><td>0.3%</td><td>7.6%</td><td></td></tr></table>   |   |   |                         |       |           |       | Bisexual | Gay or lesbian | Straight / heterosexual | Other | Unknown | Total | PFI care homes |     |     | 117 (48%) |       | 134 (55%) | 243 | Other care home placements |       | *   | 216 (49%) |    | 234 (53%) | *   | Census 2021 (16+) | 1.2% | 1.9% | 89.0% | 0.3% | 7.6% |  |
|   |  | Bisexual  | Gay or lesbian                                  | Straight / heterosexual | Other | Unknown   | Total |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
|   | PFI care homes   |   |   | 117 (48%)               |       | 134 (55%) | 243   |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
|   | Other care home placements   |   | *   | 216 (49%)               |       | 234 (53%) | *     |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
| Census 2021 (16+)   | 1.2%   | 1.9%  | 89.0%   | 0.3%                    | 7.6%  |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |
| <b>Key findings</b> <ul style="list-style-type: none"><li>53% of people in care home placements do not have their sexual identity recorded. This makes analysis of the figures uncertain and only total figures are included in the table above.</li><li>Census breakdowns are for all people aged 16+ in Richmond as there is no breakdown by age available.</li><li>Data show that LGBTQ+ people aged 55+ are more likely to be single and less likely to have regular contact with family members<sup>8</sup>. Lack of support from conventional family can therefore lead to greater reliance on statutory care services.</li><li>There is an assumption sometimes made that that sexual identity and relationships are no longer important to older people; alternatively, that a person’s sexual identity is none of the business of care</li></ul> |  |   |   |                         |       |           |       |          |                |                         |       |         |       |                |     |     |           |       |           |     |                            |       |     |           |    |           |     |                   |      |      |       |      |      |  |

<sup>7</sup> Examples of culturally appropriate care - Care Quality Commission (cqc.org.uk)

<sup>8</sup> Safe to be me.pdf (ageuk.org.uk)

| Protected group | Findings  |
|-----------------|---|
|                 | <p>providers. However, sexual identity can also impact a person's interests and attitudes which is a key part of providing support to people to retain their independence as far as possible<sup>9</sup>.</p> <p><b>Implications for new service</b></p> <ul style="list-style-type: none"> <li>An improved process of recording key indicators will be built into the new contract, including closer management and monitoring processes so the service can consistently report on positive and negative impacts on each protected characteristic, and be ready to address any gaps in support.</li> </ul> |

|  |   |
|--|---|
| <p><b>Across groups i.e. older LGBT service users or Black, Asian &amp; Minority Ethnic young men.</b></p> | <p><b>Data, key findings and implications for the new service</b></p> <ul style="list-style-type: none"> <li>Data across the groups has been examined in the previous section where available.</li> </ul> |
|--|---|

| <div>Socio-economic status<br/>(to be treated as a protected characteristic under Section 1 of the Equality Act 2010)</div> <div>Include the following groups:</div> <ul style="list-style-type: none"><li>Deprivation (measured by the 2019 English Indices of Deprivation)</li><li>Low-income groups &amp; employment</li><li>Carers</li><li>Care experienced people</li><li>Single parents</li><li>Health inequalities</li></ul> | <div>Data</div> <div>Deprivation, low income groups and employment</div> <p>All service users are financially assessed and placements will be nil cost, contribution or full cost. The table below is a snapshot of residents (August 2024) and splits contributions at below or above £200. Contributions depend on the financial assessment and not on the placement cost.</p>   |          |                    |                     |                     |           |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|---|--|----------|--------------------|---------------------|---------------------|-----------|-------|---|--|--|--|--|--|-----------------|---|---------|---------|---------|---|------------------|---------|---------|---------|---|----|---------------------|---|---------|---------|---|---|----------------------|---|----------|----------|---|---|--------|----------|----------|----------|----------|-----|---|--|--|--|--|--|-----------------|---|----------|----------|---|---|------------------|----------|----------|----------|---------|----|---------------------|---------|----------|---------|---|---|----------------------|----------|----------|----------|---|---|--------|----------|----------|----------|---------|-----|---------------------------------------|--|--|--|--|--|-----------------|-----|-----|-----|-----|-----|------------------|-----|-----|-----|-----|-----|---------------------|-----|-----|-----|-----|-----|----------------------|-----|-----|-----|-----|-----|--------|-----|-----|-----|-----|-----|
|   | <table><tr><th></th><th>Nil cost</th><th>Contribution &lt;£200</th><th>Contribution &gt;=£200</th><th>Full cost</th><th>Total</th></tr><tr><td colspan="6">Numbers of Richmond residents in PFI care homes</td></tr><tr><td>Nursing general</td><td>*</td><td>8 (35%)</td><td>8 (35%)</td><td>6 (26%)</td><td>*</td></tr><tr><td>Nursing dementia</td><td>5 (20%)</td><td>9 (36%)</td><td>9 (36%)</td><td>*</td><td>25</td></tr><tr><td>Residential general</td><td>*</td><td>6 (32%)</td><td>9 (47%)</td><td>*</td><td>*</td></tr><tr><td>Residential dementia</td><td>*</td><td>14 (36%)</td><td>20 (51%)</td><td>*</td><td>*</td></tr><tr><td>Totals</td><td>11 (10%)</td><td>37 (35%)</td><td>46 (43%)</td><td>12 (11%)</td><td>106</td></tr><tr><td colspan="6">Numbers of Richmond residents in other care home placements</td></tr><tr><td>Nursing general</td><td>*</td><td>15 (43%)</td><td>15 (43%)</td><td>*</td><td>*</td></tr><tr><td>Nursing dementia</td><td>13 (18%)</td><td>21 (29%)</td><td>30 (42%)</td><td>8 (11%)</td><td>72</td></tr><tr><td>Residential general</td><td>9 (21%)</td><td>27 (63%)</td><td>5 (12%)</td><td>*</td><td>*</td></tr><tr><td>Residential dementia</td><td>15 (18%)</td><td>22 (27%)</td><td>42 (51%)</td><td>*</td><td>*</td></tr><tr><td>Totals</td><td>39 (17%)</td><td>85 (36%)</td><td>92 (39%)</td><td>17 (7%)</td><td>233</td></tr><tr><td colspan="6">Percentage of placements in PFI homes</td></tr><tr><td>Nursing general</td><td>33%</td><td>35%</td><td>35%</td><td>67%</td><td>40%</td></tr><tr><td>Nursing dementia</td><td>28%</td><td>30%</td><td>23%</td><td>20%</td><td>26%</td></tr><tr><td>Residential general</td><td>25%</td><td>18%</td><td>64%</td><td>33%</td><td>31%</td></tr><tr><td>Residential dementia</td><td>12%</td><td>39%</td><td>32%</td><td>43%</td><td>32%</td></tr><tr><td>Totals</td><td>22%</td><td>30%</td><td>33%</td><td>41%</td><td>31%</td></tr></table> |          | Nil cost           | Contribution <£200  | Contribution >=£200 | Full cost | Total | Numbers of Richmond residents in PFI care homes |  |  |  |  |  | Nursing general | * | 8 (35%) | 8 (35%) | 6 (26%) | * | Nursing dementia | 5 (20%) | 9 (36%) | 9 (36%) | * | 25 | Residential general | * | 6 (32%) | 9 (47%) | * | * | Residential dementia | * | 14 (36%) | 20 (51%) | * | * | Totals | 11 (10%) | 37 (35%) | 46 (43%) | 12 (11%) | 106 | Numbers of Richmond residents in other care home placements |  |  |  |  |  | Nursing general | * | 15 (43%) | 15 (43%) | * | * | Nursing dementia | 13 (18%) | 21 (29%) | 30 (42%) | 8 (11%) | 72 | Residential general | 9 (21%) | 27 (63%) | 5 (12%) | * | * | Residential dementia | 15 (18%) | 22 (27%) | 42 (51%) | * | * | Totals | 39 (17%) | 85 (36%) | 92 (39%) | 17 (7%) | 233 | Percentage of placements in PFI homes |  |  |  |  |  | Nursing general | 33% | 35% | 35% | 67% | 40% | Nursing dementia | 28% | 30% | 23% | 20% | 26% | Residential general | 25% | 18% | 64% | 33% | 31% | Residential dementia | 12% | 39% | 32% | 43% | 32% | Totals | 22% | 30% | 33% | 41% | 31% |
|   |  | Nil cost | Contribution <£200 | Contribution >=£200 | Full cost           | Total     |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Numbers of Richmond residents in PFI care homes  |          |                    |                     |                     |           |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Nursing general  | *        | 8 (35%)            | 8 (35%)             | 6 (26%)             | *         |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Nursing dementia   | 5 (20%)  | 9 (36%)            | 9 (36%)             | *                   | 25        |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Residential general  | *        | 6 (32%)            | 9 (47%)             | *                   | *         |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Residential dementia   | *        | 14 (36%)           | 20 (51%)            | *                   | *         |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Totals   | 11 (10%) | 37 (35%)           | 46 (43%)            | 12 (11%)            | 106       |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Numbers of Richmond residents in other care home placements  |          |                    |                     |                     |           |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Nursing general  | *        | 15 (43%)           | 15 (43%)            | *                   | *         |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Nursing dementia   | 13 (18%) | 21 (29%)           | 30 (42%)            | 8 (11%)             | 72        |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Residential general  | 9 (21%)  | 27 (63%)           | 5 (12%)             | *                   | *         |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Residential dementia   | 15 (18%) | 22 (27%)           | 42 (51%)            | *                   | *         |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Totals   | 39 (17%) | 85 (36%)           | 92 (39%)            | 17 (7%)             | 233       |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Percentage of placements in PFI homes  |          |                    |                     |                     |           |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Nursing general  | 33%      | 35%                | 35%                 | 67%                 | 40%       |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Nursing dementia   | 28%      | 30%                | 23%                 | 20%                 | 26%       |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Residential general  | 25%      | 18%                | 64%                 | 33%                 | 31%       |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
|   | Residential dementia   | 12%      | 39%                | 32%                 | 43%                 | 32%       |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |
| Totals  | 22%  | 30%      | 33%                | 41%                 | 31%                 |           |       |   |  |  |  |  |  |                 |   |         |         |         |   |                  |         |         |         |   |    |                     |   |         |         |   |   |                      |   |          |          |   |   |        |          |          |          |          |     |   |  |  |  |  |  |                 |   |          |          |   |   |                  |          |          |          |         |    |                     |         |          |         |   |   |                      |          |          |          |   |   |        |          |          |          |         |     |                                       |  |  |  |  |  |                 |     |     |     |     |     |                  |     |     |     |     |     |                     |     |     |     |     |     |                      |     |     |     |     |     |        |     |     |     |     |     |

- Carers  
No date available however this group will be impacted.
- Care experienced people  
No data available however this group may be impacted.
- Single parents

<sup>9</sup> [IBID](#)

- **Refugee status**

Not applicable to care home residents.

- **Health inequalities**

Data available but to be assessed - this group will be impacted.

- **Refugee status**

|  | Richmond upon Thames <sup>10</sup> |
|--|------------------------------------|
| <b>Homes for Ukraine - not including super sponsors (arrivals)</b> | 873                                |
| <b>Afghan Resettlement Programme (total) (population)</b>          | 26                                 |
| interim  | 0                                  |
| settled in LA housing  | 18                                 |
| settled in PRS housing   | 8                                  |
| <b>Supported Asylum (total) (population)</b>                       | 22                                 |
| Initial Accommodation  | 0                                  |
| Dispersed Accommodation  | 11                                 |
| Contingency Accommodation  | 0                                  |
| Other Accommodation  | 0                                  |
| Subsistence only   | 11                                 |
| <b>All 3 pathways (total)</b>                                      | 921                                |
| <b>Borough population</b>  | 195,232                            |
| <b>Per capita (%)</b>  | 0.47%                              |

## Key findings

### Deprivation, low income groups and employment

- There is no Mosaic data on socio-economic status of the care home residents. However, all people placed in care homes by Richmond have undertaken a financial assessment which may result in contributions towards their care.
- 10% of people in the PFI care home placements and 17% of people in other care home placements have no contribution meaning that their financial assessment shows their income and assets below the contribution threshold (August 2024.)
- The Indices of Multiple Deprivation shows that the 3 care homes are located in areas of varying deprivation (with rankings of around 5 IMD<sup>11</sup>) – however residents access the homes from different areas and are not necessarily local residents to either of the care homes.

### Carers

- There are many people in Richmond who have unpaid caring responsibilities – estimated to be at 7.2% of the population (an estimated 14,054 residents)<sup>12</sup>.
- A key aim of the re-procurement is to ensure that carers and families of people living in care homes are supported throughout the process.

### Care experienced people

- There is no Mosaic data on whether Care Home residents are also care experienced people.
- Most of the research and evidence relating to care experienced people focusses on people aged 25 or under and there is little evidence about later life.

### Single parents

- No care home resident will be the sole carer for minor children.

### Refugee status

<sup>10</sup> [Home Office - Immigration system statistics data tables](#)

<sup>11</sup> <https://data.cdrc.ac.uk/dataset/index-multiple-deprivation-imd>, ONS Census 2021

<sup>12</sup> ONS Census 2021

- There is no specific data on Mosaic on the refugee status of care home residents. However, Richmond is a borough of sanctuary and is committed to supporting refugees and victims of violence. 0.47% of the borough's population is supported through the Homes for Ukraine, Afghan Resettlement Programme and Supported Asylum Programme which may include care home residents.

#### Implications for new service

- To be confirmed

#### Data gaps

| Data gap(s)   | How will this be addressed?   |
|---|---|
| Gender reassignment: no data on Mosaic  | Improved monitoring wherever possible and strive to be a responsive service |
| Autism: no data on Mosaic   | Improved monitoring wherever possible and strive to be a responsive service |
| Additional support and care needs as well as the primary support reason: no data on Mosaic  | Improved monitoring wherever possible and strive to be a responsive service |
| Marriage and civil partnership: incomplete data on Mosaic                                   | Improved monitoring wherever possible and strive to be a responsive service |
| Religion: incomplete data on Mosaic   | Improved monitoring wherever possible and strive to be a responsive service |
| Sexual orientation: incomplete data on Mosaic   | Improved monitoring wherever possible and strive to be a responsive service |
| Socio-economic status: all groups may be impacted but there is no available data to analyse | Improved monitoring wherever possible and strive to be a responsive service |

#### 4. Impact

The 25-year PFI contract with the incumbent provider managing the 3 care homes in Richmond expires in March 2026. The Council must commission a new provider – this is an opportunity for the Council to do things differently and modernise the contract terms and how it will manage the contract in the future. Future services must meet people's needs – we know the older population as a whole, and the older population with disabilities, is set to increase by 34% by 2039<sup>13</sup>. Barriers to access Council's care home provision and address under-representation will be reviewed as part of the service re-procurement phase.

Any gaps in our equalities assessment will be addressed during the next stage of the programme. As mentioned above, as part of the re-procurement for the 3 care homes in Richmond an improved process of recording key indicators for equalities and diversity will be introduced, including a new equalities monitoring processes so that the service can proactively respond to changing trends and be ready to address any gaps in support. Following a positive response from Adult Social Services Health and Housing Committee in December, a comprehensive Action Plan for phased improvement works to the care homes will be implementation in partnership with the new provider.

<sup>13</sup> Emerson & Hatton, Estimating Future Need/Demand for Supports for Adults with Learning Disabilities in England, June 2004 - national prevalence rates and GLA Population Projections

There are no negative impacts arising from this equalities impact assessment – the re-procurement of the 3 care homes in Richmond is required but is an opportunity to review and redesign care home provision after 25 years of the PFI contract being in place – care home provision for people requiring resident, nursing and dementia care will be impacted positively on all the protected groups because it is an *improvement* programme, aimed to increase connectivity and encourage collaboration. The future service will ensure that all requirements of the Equality Act of 2010 will be upheld, ensuring that the commissioning strategy will protect residents from discrimination and promote positive outcomes regardless of a service user's background.

| Protected group   | Positive  | Negative                |
|---|---|-------------------------|
| <b>Age</b>  | Improving access to care home provision in Richmond for <b>older</b> adults with residential, nursing and dementia needs        | <b>NONE</b>             |
| <b>Disability</b>   | Improving access to care home provision in Richmond for older adults with residential, nursing and dementia needs               | <b>NONE</b>             |
| <b>Sex</b>  | Improving access to care home provision for men   | <b>NONE</b>             |
| <b>Gender reassignment</b>  | Improving access to care home provision in Richmond for everyone  | <b>NONE</b>             |
| <b>Marriage and civil partnership</b>   | Improving access to respite support and short breaks in Richmond for individuals who have their partner residing in a care home | <b>NONE</b>             |
| <b>Pregnancy and maternity</b>  | N/A   | <b>N/A</b>              |
| <b>Race/ethnicity</b>   | Improving access to care home provision in Richmond by increasing purposeful and culturally appropriate activities              | <b>NONE</b>             |
| <b>Religion and belief, including non-belief</b>  | Improving access to care home provision in Richmond by increasing purposeful and culturally appropriate activities              | <b>NONE</b>             |
| <b>Sexual orientation</b>   | Improving access to care home provision in Richmond by increasing purposeful activities   | <b>NONE</b>             |
| <b>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010)</b><br>Include the following groups: <ul style="list-style-type: none"> <li>• Deprivation (measured by the</li> </ul> | Improving access to care home provision by increasing support to unpaid carers  | <b>TO BE DETERMINED</b> |

|  |  |  |
|--|--|--|
| <b>2019 English Indices of Deprivation)</b> <ul style="list-style-type: none"> <li>• Low-income groups &amp; employment</li> <li>• Carers</li> <li>• Care experienced people</li> <li>• Single parents</li> <li>• Health inequalities</li> <li>• Refugee status</li> </ul> |  |  |
|--|--|--|

### 5. Actions to advance equality, diversity and inclusion

| Action  | Lead Officer | Deadline   |
|---|--------------|--|
| Richmond Care Homes Re-Procurement Action Plan with a section on equalities and diversity monitoring – to be developed to monitor the specific positive and negative impacts during the programme’s lifecycle.  | Di Manning   | Current  |
| Baseline data for all protected characteristics where available will be used to inform service improvements and improvements made to the data collection will be done as part of the wider Mosaic work. The aim is to improve access to care home services for all relevant groups with a need for bedded care provision.   | Di Manning   | Wherever available   |
| Key performance targets have not yet been set; these are being developed as part of the contract specification documentation (building/ FM and care) and will be signed off in December 2024 for inclusion in the contract Invitation to Tender pack which will be issued in February 2025. Mitigation factors for the impacts outlined above in the specification for the new service. | Di Manning   | From December 2024 and by the start of the service reprovisioning (March 2026) |

### 6. Further Engagement

| Engagement planned   | Date of engagement                              |
|--|---|
| Internal and external engagement and communications activities with key stakeholders will continue throughout the programme lifecycle, for example, residents and their relatives will be periodically communicated with at key stages of the re-procurement exercise and beyond mobilisation post contract award in 2026. The incumbent provider is fully onboard with their plans to ensure residents and relatives are reassured. The Procurement Team will lead on the procurement activities with the Commissioning Team and there will be a requirement to retain subject experts on the programme from Finance, Legal and Property Services. Internal and external engagement with key frontline teams and statutory and voluntary community sector will continue. Wider comms with the general public will be considered in 2025. This EINA will be kept in review and be updated following any relevant discussions from future communication or engagement sessions. | Early 2025 through to 2026 post contract award. |