



Staffordshire
County Council

Community Impact Assessment Checklist and Executive Summary

Name of Proposal:

Staffordshire County Council's iCare Campaign

Project Sponsor:

Darryl Eyers, Director for Economy, Infrastructure and Skills

Project Manager:

Andrew Jepps, Assistant Director, Care Commissioning

Date Completed:

07/04/20

Final Checklist

Prior to submitting your Community Impact Assessment (CIA), please ensure that the actions on the checklist below have been completed, to reassure yourself / SLT / Cabinet that the CIA process has been undertaken appropriately.

Checklist	Action Completed	Comments/Actions
The project supports the Council's Business Plan, priorities and MTFS.	Yes	The priorities are the short-term ones set out in the Council's response to coronavirus Covid-19
It is clear what the decision is or what decision is being requested.	Yes	
For decisions going to Cabinet, the CIA findings are reflected in the Cabinet Report and potential impacts are clearly identified and mitigated for (where possible).	Yes	
The aims, objectives and outcomes of the policy, service or project have been clearly identified.	Yes	
The groups who will be affected by the policy, service or project have been clearly identified.	Yes	
The communities that are likely to be more adversely impacted than others have been clearly identified.	Yes	
Engagement / consultation has been undertaken and is representative of the residents most likely to be affected.	No	Due to the nature of the coronavirus covid-19 epidemic and the speed with which the Council has developed its response, this CIA has not been informed by widespread consultation and engagement.
A range of people with the appropriate knowledge and expertise have contributed to the CIA.	Yes	The iCare project has been supported by HR, health and safety, legal and other colleagues.
Appropriate evidence has been provided and used to inform the development and design of the policy, service or project. This includes data, research, engagement/consultation, case studies and local knowledge.	Yes	
The CIA evidences how the Council has considered its statutory duties under the Equality Act 2010 and how it has considered the impacts of any change on people with protected characteristics.	Yes	
The next steps to deliver the project have been identified.	Yes	

Executive Summary

The Executive Summary is intended to be a collation of the key issues and findings from the CIA and other research undertaken. This should be completed after the CIA and research has been completed. Please structure the summary using the headings on the left that relate to the sections in the CIA template. Where no major impacts have been identified, please state N/A.

	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
<p>PSED</p> <p>What are the impacts on residents with a protected characteristic under the Equality Act 2010? Highlight any concerns that have emerged as a result of the equality analysis on any of the protected groups and how these will be mitigated. It is important that Elected Members are fully aware of the equality duties so that they can make an informed decision, and this can be supported with robust evidence.</p>	<p>The iCare campaign is a project to temporarily increase the workforce for adult social care, including personal care in service users' own homes, in the event of existing adult social care providers being unable to meet care needs despite implementation of their own individual Business Continuity Plans. It is a contingency plan in the unprecedented circumstances of the coronavirus outbreak, and therefore it involves a considerable degree of uncertainty.</p> <p>The adult social care provision commissioned by the Council (and potentially supported via this project) meets the needs of older people, people with a physical or learning disability, autism, or mental health needs.</p> <p>Home care services are most likely to require support from this additional emergency response</p>	<p>The project will increase the workforce able to support the delivery of care services to older people who have an assessed care need if existing services begin to fail</p>	<p>The emergency response needs to be delivered at pace in a changing environment (including changes to certain normal regulations due to coronavirus)</p>	<p>The iCare project team includes HR and legal advice to ensure that recruitment, training and deployment risks are appropriately mitigated while still enabling the emergency response workforce to be created at a fast enough pace to respond to the potential risks in the wider provider market</p>

	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
	<p>workforce. Nearly 70% of home care provision commissioned by the Council is for people aged 75 and over</p> <p>Approximately 66% of people receiving home care commissioned by the Council are female.</p> <p>Over 95% of people receiving home care commissioned by the Council are White British.</p> <p>These protected characteristics are influenced by the high numbers of older people who use the services.</p> <p>In care home settings, approximately 70% of placements commissioned by the Council are for people aged 75 and over. Approximately 64% of Council placements are for female residents. Approximately 96% are White British.</p>			
<p>Health and Care</p> <p>How will the proposal impact on residents' health? How will the proposal impact on demand for or access to social care or health services?</p>	<p>The emergency care response, where utilised, will support the most vulnerable adults with assessed care needs in Staffordshire, in circumstances where existing provision is at risk of failing. It therefore is a contingency to reduce the risk of necessary social care services not being provided.</p>	<p>The emergency care response, where utilised, will support the most vulnerable adults with assessed care needs in Staffordshire, and thereby mitigate the potential of reducing access to social care services; reducing the</p>	<p>The emergency response needs to be delivered at pace in a changing environment (including changes to certain normal regulations due to coronavirus)</p>	<p>The iCare project team includes HR and legal advice to ensure that recruitment, training and deployment risks are appropriately mitigated while still enabling the emergency response workforce to be created at a fast enough pace to respond to the potential risks in the wider provider market</p>

	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
		risk of distress caused if care for urgent and serious needs could not be provided; reducing risk of falls; and increasing the potential for maintaining independent living and safeguarding.		
Economy How will the proposal impact on the economy of Staffordshire or impact on the income of Staffordshire's residents?	Workplace health and environments	There is no specific benefit for the workforce through this project except for the sense gained that those involved in the project have played a key role in safeguarding and supporting vulnerable people.	The emergency response needs to be delivered at pace in a changing environment (including changes to certain normal regulations due to coronavirus)	The iCare project team includes HR and legal advice to ensure that recruitment, training and deployment risks are appropriately mitigated while still enabling the emergency response workforce to be created at a fast enough pace to respond to the potential risks in the wider provider market. For example, the Council undertakes to ensure that this emergency response workforce is issued with appropriate Personal Protective Equipment.
Environment How will the proposal impact on the physical environment of Staffordshire? Does this proposal have any Climate Change implications?	None	Not applicable	Not applicable	Not applicable
Localities / Communities How will the proposal impact on Staffordshire's communities?	The project will increase volunteering opportunities and community capacity during the period of high impact from coronavirus Covid-19	The iCare campaign asks members of the Staffordshire community to give their time to carry out social care and personal care tasks, even if they would not	The emergency response needs to be delivered at pace in a changing environment (including changes to certain normal regulations due to	The iCare project team includes HR and legal advice to ensure that recruitment, training and deployment risks are appropriately mitigated while still enabling the emergency response workforce to be created at a fast enough pace to respond to the potential risks in the

	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
		<p>normally do so, as part of their public-spirited response to coronavirus Covid-19. Therefore this creates new opportunities for volunteering, although they are anticipated to be time-limited in nature. By creating this community response, the project also strengthens community capacity.</p>	<p>coronavirus)</p>	<p>wider provider market</p>