



The North Midlands Regional Adoption & Permanency Partnership

Community Impact Assessment – Checklist and Executive Summary

Name of Proposal:

Regional Permanency Arrangement Development

Project Sponsors:

- 1) Helen Riley, Deputy Chief Executive & Director for Families & Communities, Staffordshire County Council
- 2) Mark Barrett, Interim Director of Children & Family Services, Stoke-on-Trent City Council
- 3) Karen Bradshaw, Director of Children's Services, Shropshire Council
- 4) Clive Jones, Director of Children & Adult Services, Telford & Wrekin Council

Project Manager (if applicable) or Lead:

Joseph Sullivan, Regional Commissioning & Development Lead

Date: January 2019 (Reviewed April 2019)

Checklist: –

Checklist	Action Completed (tick)	Comments/Actions
The project supports the Council's Business Plan, priorities and MTFS.	✓	The development of a Regional Permanency Arrangement supports the Business Plan, priorities and Medium Term Financial Strategy (MTFS) of Staffordshire County Council, Stoke on Trent City Council, Shropshire Council and Telford & Wrekin Council whilst also proposing financial and non-financial benefits.
It is clear what the decision is or what decision is being requested.	✓	The Community Impact Assessment (CIA) is being attached as an appendix to a Regional Cabinet Report and an Outline Business Case (OBC) which outlines recommendations for Cabinet to consider.
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).	✓	The CIA benefits, risks and then mitigations/recommendations are clearly identified and reflected in the Outline Business Case (OBC) for the approval of Cabinet.
The aims, objectives and outcomes of the policy, service or project have been clearly identified.	✓	The vision, mission, priorities and success measures are included in the OBC for the consideration of Cabinet.
The groups who will be affected by the policy, service or project have been clearly identified.	✓	All groups affected by the transformation have been clearly identified and the potential risks mitigated to the groups affected. This CIA will continue to be reviewed monthly.
The communities that are likely to be more adversely impacted than others have been clearly identified.	✓	The applicable communities that are most likely to be affected have been identified and mitigations will be taken to minimise any potential impact. This CIA will continue to be reviewed monthly.
Engagement / consultation has been undertaken and is representative of the residents most likely to be affected.	✓	<p>Effective stakeholder engagement is vital to driving the development of an outstanding Regional Permanency Arrangement. There has been a wide-ranging engagement programme to ensure stakeholders are being involved in shaping the proposed Regional Permanency Arrangement.</p> <p>The North Midlands Regional Adoption & Permanency Partnership is seeking to develop effective decisions and deliver services that reflect the needs and aspirations of our stakeholders, by putting them at the heart of what we do. Stakeholder engagement is one of the key providers of insight, which will be used to help understand the needs, views and expectations of stakeholders. However, good engagement is not only about providing insight, but also about empowering individuals. Effective stakeholder engagement is vital to driving the development of an outstanding Regional Permanency Arrangement. Our approach to engagement aims to give our stakeholders a greater influence over decision making, commissioning decisions and service delivery, through the use of more appropriate</p>

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
				(LET), wider Leadership Team (WLET) and Operational Management Team (OMT) of each Local Authority along with insight from Adopters, Carers, Connected Carers, Special Guardians and Looked After Children.
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.		✓		Extensive qualitative and quantitative research has taken place to develop the vision, mission, operating model, priorities and success measures, as detailed in the OBC. This extensive research will underpin the next phase in the transformation programme.
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.		✓		Due regard has been given to the Equality Act 2010 to the need to: eliminate discrimination, harassment, victimization or other prohibited conduct, to advance equality and to foster good relations between persons who share a relevant protected characteristic and those who do not share it.
The next steps to deliver the project have been identified.		✓		Once Cabinet approval has been received the project will continue into the design phase.

PSED – What are the impacts on residents with a protected characteristic under the Equality Act 2010? Highlight any concerns that have emerged because 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.

Adopters, Foster Carers, Connected Carers, Special Guardians, Looked After Children and other key stakeholders, including groups and individuals from, from different race, nationality, ethnic or national origins; with disabilities and complex needs; all religious and philosophical beliefs (including lack of belief); all types of sexual orientation; those in the process of gender reassignment, or who identify as Transgender.

There is a range of human and reputational non-financial benefits, but it is important to note that these benefits are only achievable long-term and are not anticipated to be achieved until the completion of Phase Three. The non-financial benefits are summarised below.

Increased numbers of children adopted because of a greater range of Adopters leading to long term improved outcomes for Looked After Children

Increased number of Looked After Children who achieve emotional (attachment), physical (stability) and legal permanence (in respect of who discharges parental responsibility) which gives our children a sense of security, continuity, commitment and identity.

Increased number of Looked After Children with “harder to place” characteristics achieve emotional (attachment), physical (stability) and legal permanence (in respect of who discharges parental responsibility) because of the opportunities to explore potential new ways of working through a regional

The Partnership’s Marketing & Recruitment Strategy does not recruit appropriate Foster Carers, and Adopters who reflect the cultural backgrounds of Looked After Children and the communities of the Partnership.

The Partnership has established a Community Impact Assessment (CIA) Workstream which includes representatives of Looked After Children, Birth Parents/Families, UASC’s, Foster Carers, Connected Carers, Adopters, Special Guardians, staff and organisations from across the voluntary, private and public sector who represent groups and individuals with a range of protected characteristics.

An intelligence function will be developed which includes insight (including trends) relevant to inform the Partnership’s commissioning and delivery which is understanding of, sensitive to and adapts to meet local culturally diverse populations.

The Partnership will ensure promotional activity targets under-represented groups to create a pool of potential Adopters and Foster Carers from a range of communities and backgrounds. The

		<p>arrangement.</p> <p>Increased numbers of children who achieve early permanence, supported through a regional approach. Improve the long-term outcomes of children by achieving emotional (attachment), physical (stability) and legal permanence (in respect of who dischargers parental responsibility).</p> <p>Reduced numbers of placement breakdowns because of the development of a regional approach to effective practice and the development of specialist, innovative and outcome focused models of practice and support only available through a regional operating model.</p> <p>Increased numbers of children achieving permanence, will better prepare Looked After Children for the transition to adulthood, leading to wider benefits to society, the economy and the public purse.</p> <p>Looked After Children, Adopters, Carers and Special Guardians will be able to</p>		<p>expectation is that larger delivery models should be able to pool resources and share best practice to better target the recruitment of prospective adopters. To further aid this, work surrounding the development of marketing and recruitment strategies, specialist training, learning and development programmes is currently being undertaken.</p> <p>The Partnership will ensure information, advice and guidance about Fostering and Adoption opportunities are made available for people of diverse ethnic backgrounds, are available in appropriate community languages and are culturally appropriate</p> <p>Throughout the design phase (before any final decisions are made by the four Local Authorities) all proposed changes will be explored through a CIA process.</p>
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		<p>access sustainable, specialist, intensive and quality services to support the achievement of permanency, which are available due to the regional scale.</p>		
<p>Health and Care – 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>Adopters, Foster Carers, Connected Carers, Special Guardians, Looked After Children and other key stakeholders, including groups and individuals from, from different race, nationality, ethnic or national origins; with disabilities and complex needs; all religious and philosophical beliefs (including lack of belief); all types of sexual orientation; those in the process of gender reassignment, or who identify as Transgender.</p>	<p>The Partnership aims to improve long-term outcomes for our children, including, healthy lifestyles, mental-health and wellbeing and resilience and independence.</p> <p>The transformational approach is intended to improve the outcomes of all Looked After Children and their family members by addressing the root causes at the earliest point in relation to their which mental health needs.</p>	<p>Failure to engage effectively with all groups affected in relation to health and social care services being offered.</p>	<p>As part of local asset mapping the Partnership will engage with public sector partners, voluntary organisations and community partners, sharing learning across the region in relation to health and social care.</p> <p>In forming our Partnership, we have facilitated informal conversations with the voluntary sector across our region to develop a deeper understanding of how we can most effectively engage voluntary sector partners in the development of our Partnership. We recognise that the voluntary sector would like to be a fundamental part of developing our delivery model at the earliest opportunity and we are therefore proposing to</p>

				<p>invite the voluntary sector across our region to form an “Alliance”. It is the intention of our Partnership to invite the alliance to be a strategic partner with our Partnership and to work in coproduction with our Partnership to develop our delivery model. This “Alliance” will become an essential part of our delivery model and will be developed in co-production with voluntary sector.</p> <p>Local Transformation Plans will consider the health and emotional wellbeing needs of Looked After Children and families with emphasis on ensuring that targeted support is available to those most vulnerable CYP who have more complex needs.</p>
<p>Economy – How will the proposal impact on the economy of the Region or impact on the income of the Region’s residents?</p>	<p>Adopters, Foster Carers, Connected Carers, Special Guardians, Looked After Children and other key stakeholders, including groups and individuals from, from different race,</p>	<p>The Partnership intends to improve outcomes for children and young people, this in turn creates better life chances e.g. education, jobs, wider career opportunities.</p>	<p>Impact of transformational change on the provider market, particularly the third sector.</p>	<p>In forming our Partnership, we have facilitated informal conversations with the voluntary sector across our region to develop a deeper understanding of how we can most effectively engage voluntary sector</p>

	<p>nationality, ethnic or national origins; with disabilities and complex needs; all religious and philosophical beliefs (including lack of belief); all types of sexual orientation; those in the process of gender reassignment, or who identify as Transgender.</p> <p>Local Businesses.</p>		<p>partners in the development of our Partnership. We recognise that the voluntary sector would like to be a fundamental part of developing our delivery model at the earliest opportunity and we are therefore proposing to invite the voluntary sector across our region to form an “Alliance”. It is the intention of our Partnership to invite the alliance to be a strategic partner with our Partnership and to work in coproduction with our Partnership to develop our delivery model. This “Alliance” will become an essential part of our delivery model and will be developed in coproduction with voluntary sector.</p> <p>Where appropriate we will seek to maximise joint commissioning opportunities across the Partnership to facilitate integrated models of provision and to make best use of limited resources.</p>
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<p>Environment – How will the proposal impact on the physical environment of the Region?</p>	<p>The Children’s Workforce undertaking functions in relation to Adoption, Fostering, Special Guardianship and Connected Persons.</p>	<p>The Partnership will create a sustainable permanency model which operates on a regional footprint. The Partnership does not intend to change locality-based teams across the Region, therefore avoiding an increased impact upon the environment locally.</p>	<p>The development of a Central Permanency Hub and a wider regional infrastructure may increase travel and the impact upon the environment.</p>	<p>Efficient use of pooling resources and utilising technology will aim to minimise the risk upon the wider environment.</p>
<p>Localities / Communities – How will the proposal impact on the region’s communities?</p>	<p>Adopters, Foster Carers, Connected Carers, Special Guardians, Looked After Children and other key stakeholders, including groups and individuals from, from different race, nationality, ethnic or national origins; with disabilities and complex needs; all religious and philosophical beliefs (including lack of belief); all types of sexual orientation; those in the process of gender reassignment, or who identify as Transgender.</p>	<p>As part of the local asset mapping, the Partnership intends to build and strengthen links within surrounding communities in each locality and maximise the benefits. The Partnership intends to achieve improved outcomes for Looked After Children requiring permanency giving them a sense of security, continuity, commitment and identity, in turn strengthening the sense of community and belonging</p>	<p>By joint-working, the Partnership must be mindful of the limited amount of resources in a local community which may lead them to have to limit capacity for other community members, groups and organisations.</p>	<p>In developing local service models, consideration should be given to developing community support mechanisms in rural settings which are accessible and respond to local needs. Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA and community capacity building, to promote collaboration.</p> <p>Through an arrangement which operates on a regional footprint, maximising resources, capacity and delivers flexibility, leading to potential reinvestment and improvements in specialist service and/or community-based projects.</p>

