



## Appendix Three: Community Impact Assessment – Checklist and Executive Summary

**Name of Proposal:** Future Model of Carers Services

**Project Sponsor:** Dr Richard Harling, Director for Health & Care

**Project Manager:** Taryn Poole, Commissioning Officer, AAD & Mental Health  
Commissioning Team

**Date:** 04/02/20

## 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.	✓	
It is clear what the decision is or what decision is being requested.	✓	In October 2019, Cabinet agreed the commencement of a detailed evidence-based options appraisal on the future delivery options for Staffordshire's All Age Carers Assessment and Support Service, including a six-week period of engagement with those who might be affected, with a return to Cabinet in February 2020. Cabinet are recommended to approve the recommended option for the future delivery of Staffordshire's All Age Carers Assessment and Support Service.
For decisions going to Cabinet, the CIA findings are reflected in the Cabinet Report and <b>potential impacts are clearly identified and mitigated for</b> (where possible).	✓	
The <b>aims, objectives and outcomes</b> of the policy, service or project have been clearly identified.	✓	As per the Strategic Vision and principles of The Care Act 2014 and Children & Families Act (2014) and in line with the Whole Life Disability Strategy and All Age Carers Strategy 'All Together for Carers'.
The <b>groups</b> who will be affected by the policy, service or project have been clearly identified.	✓	
The <b>communities</b> that are likely to be more adversely impacted than others have been clearly identified.	✓	
Engagement / consultation has been undertaken and is representative of the residents most likely to be affected.	✓	We have undertaken a period of consultation with carers, professionals and other impacted stakeholders through November and December 2019, continuing into early January 2020.
A range of people with the appropriate knowledge and expertise have contributed to the CIA.	✓	
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.	✓	Evidence used: <ul style="list-style-type: none"> <li>• Engagement feedback (from a range of key stakeholders)</li> <li>• Legislation and good practice guidance</li> <li>• National and local data</li> </ul>

Checklist	Action Completed	Comments/Actions
		<ul style="list-style-type: none"> <li>Performance data for SCC and relevant contractual arrangements.</li> </ul>
The CIA <b>evidences</b> 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.	✓	Please see relevant section
The next steps to deliver the project have been identified.	✓	New arrangements to commence from the 1 <sup>st</sup> October 2020 to align with the expiration of current contractual arrangements..

### 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
<b>PSED</b>	Disability	The recommission of Carers	We have undertaken a review of	We have undertaken a period of

<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>Age Impact on SCC staff</p>	<p>Assessment and Support Services is intended to support implementation of the Carers Strategy, the Strategy:</p> <ul style="list-style-type: none"> <li>- sets out our requirement to help those carers who have eligible assessed needs and provide support in times of crisis.</li> <li>- Commits SCC to review (and amend as necessary) our current self-directed support offer with a view to making our offer easier to navigate for both carers and professionals, enabling carers to express choice and control, as per the Care Act 2014, when selecting their support, but not at any cost.</li> <li>- Illustrates SCC's continued intention to protect young carers from inappropriate levels of caring so that they are afforded the same life and educational opportunities as any other child.</li> <li>- places the health and wellbeing of all carers as a priority, including SCC staff who have caring responsibilities.</li> </ul>	<p>our current commissioned support arrangements, in line with the natural end of the contract. As a result, carers may experience a change in their support provider.</p> <p>There may be a low risk of complaint and challenge from Citizens if they do not feel that their views have been taken into account when designing the future service.</p>	<p>consultation with carers, professionals and other impacted stakeholders through November and December 2019, continuing into early January 2020. Each proposed future delivery option has been evaluated against a series of drivers and tests, which includes how each option takes into account the feedback obtained through engagement with carers, professionals and other impacted stakeholders.</p> <p>To continue to work in partnership with Children's Commissioners and Operational colleagues to shape the strategy and future service delivery.</p> <p>TUPE may be applicable, thus providing the potential for continuity of staffing in particular circumstances. Support will be sought from Legal and HR as appropriate.</p> <p>As the service is based on an intervention and discharge approach, the likely impact due to a change in provider is likely to be less than traditional services where they may have had contact with one individual or team daily for an extended period. With young carers, there is more of a case management function in which the assessor maintains contact with the young person and family prior to discharge, so the impact may be slightly more than adult carers. However, we will work closely with the incumbent provider to ensure any transition for carers is managed sensitively, through an implementation phase.</p>
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**Health and Care**

Healthy Lifestyles

The recommissioning of Carers

SCC's carer self-directed

We have undertaken a period of

<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>Access to Social Care</p> <p>Independent Living</p> <p>Mental Health and Wellbeing</p> <p>Safeguarding</p>	<p>Assessment and Support Services is intended to support implementation of the Carers Strategy, the Strategy:</p> <ul style="list-style-type: none"> <li>- Outlines the foundations for carers physical health, mental health and emotional wellbeing to be supported by early identification, compliant assessments and good crisis prevention and intervention, within carers friendly communities.</li> <li>- sets out an aspiration to develop a society that is carer friendly, which values and supports carers to fulfil their caring role and maintain their health and wellbeing. Placing emphasis on prevention to avoid, reduce or delay dependency on health and care services by increasing the resilience of individuals and communities.</li> <li>- will have an indirect impact on the cared for, by supporting carers to care for as long as they are safely able to, at home with their family and in their communities, thus reducing the need for alternative long-term provision.</li> </ul> <p>We have undertaken a review of the carers pathway to ensure a clear point of contact and access which is equitable.</p> <p>Any new commissioned arrangements will have proportionate contractual arrangement which will include quality monitoring and a contractual requirement to adhere to all relevant safeguarding legislation and good practice guidance.</p>	<p>support offer will be reviewed (and amend as necessary) with a view to making the offer easier to navigate for both carers and professionals. The review will be undertaken with the aim of enabling carers to express choice and control, however the review could result in a change to the personalised support options available.</p> <p>We have undertaken a review of our current commissioned support arrangements, in line with the natural end of the contract. As a result, carers may experience a change in their support provider. Such change may negatively impact a carers mental health and emotional wellbeing, at least initially.</p>	<p>consultation with carers, professionals and other impacted stakeholders through November and December 2019, continuing into early January 2020. Each proposed future delivery option has been evaluated against a series of drivers and tests, which includes how each option takes into account the feedback obtained through engagement with carers, professionals and other impacted stakeholders.</p> <p>TUPE may be applicable, thus providing the potential for continuity of staffing in particular circumstances. Support will be sought from Legal and HR as appropriate.</p> <p>As the service is based on an intervention and discharge approach, the likely impact due to a change in provider is likely to be less than traditional services where they may have had contact with one individual or team daily for an extended period. With young carers, there is more of a case management function in which the assessor maintains contact with the young person and family prior to discharge, so the impact may be slightly more than adult carers. However, we will work closely with the incumbent provider to ensure any transition for carers is managed sensitively, through an implementation phase.</p> <p>The strategy reaffirms our commitment to working in partnership with carers, health and social care providers, communities and employers to support carers wellbeing and help carers to carry on caring.</p>
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<b>Economy</b>	Economic Growth	A number of the options being considered for the future of SCC's Carers Offer may provide the opportunity for Carer Support providers to potentially expand their existing presence in Staffordshire as well as encourage new Providers to the county. This is in line with the Strategy engagement feedback in which there was a general view that funding needs to be better spread amongst carer support organisations and across localities, avoiding duplication of support where possible	There may be a low risk of complaint and challenge from Citizens if they do not feel that their views have been taken into account when designing the future service.	We have undertaken a period of consultation with carers, professionals and other impacted stakeholders through November and December 2019, continuing into early January 2020. Each proposed future delivery option has been evaluated against a series of drivers and tests, which includes how each option takes into account the feedback obtained through engagement with carers, professionals and other impacted stakeholders.
How will the proposal impact on the economy of Staffordshire or impact on the income of Staffordshire's residents?	Poverty and Income  Workplace Health & Environments  Access to jobs/ Good Quality Jobs	The strategy outlines SCC's intention to signpost Carers who want more information about benefits, grants and financial management to relevant financial support and advice  In line with the department of Health's Carers Action Plan 2018 – 2020 the strategy sets out plans to develop carers friendly workplaces in order to encourage carers into and maintain employment.		
<b>Environment</b>	N/A			
How will the proposal impact on the physical environment of Staffordshire?				
<b>Localities / Communities</b>	Community	The recommissioning of Carers	There is a high level of demand	To continue to work in partnership

<p>How will the proposal impact on Staffordshire's communities?</p>	<p>Development/ Capacity</p> <p>Educational Attainment and Training</p> <p>Leisure &amp; Culture</p> <p>Volunteering</p> <p>Rural Communities</p>	<p>Assessment and Support Services is intended to support implementation of the Carers Strategy.</p> <p>The strategy supports an asset-based approach to drive the development of community capacity, so that carers have access to local support and services within their community.</p> <p>The strategy commits SCC to improve the way we work with schools and other agencies who come into contact with children and young people, to better identify young carers and help them to identify themselves, to enable swift access to support when required.</p> <p>The strategy affirms the rights of carers to enjoy a healthy lifestyle and promotes opportunities for 'a life outside of caring'. Subject to assessed eligible needs, a support plan may identify personalised outcomes, which may include access to a range of physical and/ or social resources within the community.</p> <p>The Strategy also commits SCC to review (and amend as necessary) our current self-directed support offer. This will provide greater opportunities for carers to access local social and leisure activities, pending this is in line with the carers assessed eligible needs.</p> <p>The current commissioned service utilised volunteers. A number of the options being considered for the future of SCC's Carers Offer may result in a commissioned service. SCC can specify within contractual Terms &amp; Conditions there is a requirement for</p>	<p>and expectation of the Community, with limited financial resource to support investment.</p> <p>Some communities may initially have more capacity than others in terms of support for carers. There is a challenge to establish what is available for in District.</p> <p>There is a risk that schools, as a key conduit for supporting the identification of young carers, will not actively engage due to competing priorities.</p> <p>We have undertaken a review of our current commissioned support arrangements, in line with the natural end of the contract. As a result, carers may experience a change in their support provider which currently engages the volunteers may change.</p>	<p>with Public Health as part of SCC's Supporting Communities Project and People Helping People Agenda to identify and raise awareness of community capacity as well as identify gaps.</p> <p>The recommission of Carers Assessment and Support Services is intended to support the implementation of the Carers Strategy. As such any resultant specification and tender evaluation will consider an approach to support schools to identify young carers., including arrangements to monitor its effectiveness.</p> <p>Arrangements such as TUPE will be explored in order to provide continuity for carers and volunteers where possible. Support will be sought from Legal and HR as appropriate.</p> <p>As the service is based on an intervention and discharge approach, the likely impact due to a change in provider is likely to be less than traditional services where they may have had contact with one individual or team daily for an extended period. With young carers, there is more of a case management function in which the assessor maintains contact with the young person and family prior to discharge, so the impact may be slightly more than adult carers. However, we will work closely with the incumbent provider to ensure any transition for carers is managed sensitively, through an implementation phase.</p>
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