



Staffordshire
County Council

Community Impact Assessment Checklist and Executive Summary

Name of Proposal:

Recommissioning of Home Care in Staffordshire

Project Sponsor:

Dr Richard Harling, Director for Health and Care

Commissioner:

Helen Trousdale, Lead Commissioner

Date Completed:

26/08/20

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 | |
| 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. | Yes | |
| A range of people with the appropriate knowledge and expertise have contributed to the CIA. | N/A | |
| 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> | All Client Groups | The proposal intends that individuals with a protected characteristic will receive better quality services, experience an increase in supply reducing the risk of not being able to access care in their own home and experience better value for money through reduced use of non-contracted provision. The inclusion of complex-care and live-in care within the proposal will help to ensure people with specialist care needs can have their assessed eligible needs met by quality providers. | <i>None identified</i> | Not applicable |
| <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> | All client Groups | <p>The proposal outlines our intentions to recommission Home Care in such a way that will continue to allow individuals to be supported to maintain their independence and remain living in their own homes.</p> <p>The inclusion of complex-care and live-in care within the proposal will help to ensure people with specialist care needs can have their assessed eligible needs met by quality providers.</p> <p>The inclusion of a secondary framework and option to award PPR rotas</p> | None Identified | Not applicable |

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|--|---------------------------------------|---|-----------------|--------------------------------------|
| | | will help to increase supply. | | |
| Economy How will the proposal impact on the economy of Staffordshire or impact on the income of Staffordshire's residents? | Job Seekers | Ongoing recruitment in the care market to maintain market stability will have a positive impact on people looking for work in Staffordshire. The continuation of the set hourly rate and proposal of an annual uplift or a fixed calculation for determining the annual uplift set at the outset of the contract will allow care providers the opportunity to improve the terms and conditions for people working in the care sector. Payment of commissioned hours will give providers greater certainty about income, and enable them to offer staff regular contracts with guaranteed pay rather than zero hours contracts and payment according to the hours they work. The ability for new companies to be appointed on the same terms and conditions will help support new market entrants to do business with the Council. | None identified | Not applicable |
| Environment How will the proposal impact on the physical environment of Staffordshire? Does this proposal have any Climate Change implications? | None identified | None identified | None identified | None identified |
| Localities / Communities How will the proposal impact on Staffordshire's communities? | All localities | The proposal for the recommissioning of home care will positively benefit all communities in that individuals will be able to remain living at home within their own communities for longer. Individuals that reside in | None identified | Not applicable |

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|--|---------------------------------------|---|--------------|--------------------------------------|
| | | <p>hard to serve areas will continue to be positively impacted by the continuation of the enhanced rate in these areas to mitigate against increased costs experienced by providers due to additional travel or harder to recruit areas, ensuring these individuals are not at risk of not receiving a service.</p> | | |