

Community Impact Assessment Checklist and Executive Summary

Name of Proposal:

Adult Learning Disability Residential Care in Lichfield –
Investing in Hawthorn House

Project Sponsor:

Richard Harling – Director of Health and Care

Project Manager:

Kelly Gray – Care Services Lead

Date Completed:

31/08/21

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 | Provider Services strategic plan 2021 - 2024 |
| It is clear what the decision is or what decision is being requested. | YES | Provider Services strategic plan 2021 - 2024 |
| 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 | Included in Cabinet report. |
| The aims, objectives and outcomes of the policy, service or project have been clearly identified. | YES | Provider Services strategic plan 2021 - 2024 |
| The groups who will be affected by the policy, service or project have been clearly identified. | YES | Current residents of Hawthorn Close, Lichfield and Hawthorn House. Staff who work at Hawthorn House. |
| The communities that are likely to be more adversely impacted than others have been clearly identified. | YES | Current residents of Hawthorn Close, Lichfield and Hawthorn House. |
| Engagement / consultation has been undertaken and is representative of the residents most likely to be affected. | YES | Staff and family engagement completed on 19 th August 2021, all happy with the proposal and excited about the prospect of a new building. |
| A range of people with the appropriate knowledge and expertise have contributed to the CIA. | YES | Content of the CIA was considered from the options appraisal process which included Provider Services, commissioning, property, and finance officers. |
| 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 | Gathered and considered through options appraisal process, completed July 2021. |

| Checklist | Action Completed | Comments/Actions |
|--|------------------|--|
| 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 | Evidenced in the CIA and by the building option recommended to reduce the impact on current residents. |
| The next steps to deliver the project have been identified. | YES | Feasibility estimates and plans provided by Entrust which detail high level plans. Further plans will need to be completed once Cabinet approval to proceed. |

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>Adults with learning disabilities and autism who currently reside at Hawthorn House, and their parents/carers</p> | <p>Provides a new, modern, and homely environment</p> <p>Individuals will receive high quality support to meet their assessed and eligible care and support needs, which are both sustainable and demonstrate value for money</p> | <p>Disruption to ten residents while their new home is being constructed</p> | <p>Phased construction schedule to minimise the disruption to residents</p> <p>The Council will ensure adherence to the Care Act regarding assessed eligible care and support needs</p> <p>Continued engagement with all key stakeholders to design the building and understand the impact</p> |
| | <p>Current and future staff of Hawthorn House</p> | <p>A new building will provide a modern and well-designed work environment for staff</p> <p>Having appropriate facilities and amenities will make components of their role easier and more enjoyable</p> <p>The Council will continue to</p> | <p>Risk of redundancies from a review of staffing ratios once construction is complete</p> | <p>Regular and meaningful engagement and communications about the progress of the project, the outcomes and the impact.</p> <p>Staff (and representative Trade Unions) will be consulted about the potential impact on their employment, and appropriate HR processes and protocols adhered</p> |

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|--|---|---|---|---|
| | | employ a skilled and trained workforce | | to. |
| 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? | People with a primary need: learning disability and/or autism, and associated needs | Residents will receive appropriate support to meet their eligible care and support needs. | | |
| | Current and future residents of Hawthorn House | The service and staff will be required to promote and enable people to live a healthy lifestyle, through the provision of appropriate care and support, as per their assessed care and support needs. | | |
| | | Accommodation will be accessible and adapted to meet the needs of the people using the service – positively impacting people who use services and staff who support them | The development of alternative accommodation will take 12-24 months to come into fruition, meaning continued occupation of buildings deemed not wholly suitable to meet needs | Schedules of planned repairs and maintenance will continue for the duration of occupation in the current accommodation – with reactive repairs and maintenance as required. Services carry out routine Health & safety Inspections / Audits, for the purpose of regulatory requirements |

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|---|---|---|--------------|--------------------------------------|
| | | <p>The Council will continue to meet assessed eligible care and support needs, through the provision of sustainable services.</p> <p>Ways of working align with The Care Act (inclusive of Choice Policy) and Whole Life Disability Strategy</p> | | |
| | | <p>The Council will continue to provide residential care, enabling people to remain living in their chosen local community.</p> | | |
| <p>Economy</p> <p>How will the proposal impact on the economy of Staffordshire or impact on the income of Staffordshire's residents?</p> | <p>Current and future residents of the Lichfield area</p> | <p>The Council has clearly specified its market position in respect to residential care services – thus supporting provider intelligence and planning of services in the future.</p> <p>The Council maintaining a position in the marketplace will promote competition.</p> | | |

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|--|--|--|--|--|
| | | Entrust (on behalf of the Council) will undertake a competitive process to appoint for contractor for the required building works | | |
| | Current and future staff of Hawthorn House | Staff will be providing care and support in purpose-built accommodation with access to required aids and equipment, positively impacting on the risk of injuries sustained in the workplace. | The development of alternative accommodation will take 12-24 months to come into fruition, meaning continued occupation of buildings deemed not wholly suitable to meet needs. | Schedules of planned repairs and maintenance will continue for the duration of occupation – with reactive repairs and maintenance as required. Services carry out routine Health & safety Inspections / Audits, for the purpose of regulatory requirements |
| | | The Council will continue to employ a skilled and trained workforce | Risk of redundancies from a review of staffing ratios once construction is complete | Regular and meaningful engagement and communications about the progress of the project, the outcomes and the impact. Staff (and representative Trade Unions) will be consulted about the potential impact on their employment, and appropriate HR processes and protocols adhered to. |

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| <p>Environment</p> <p>How will the proposal impact on the physical environment of Staffordshire? Does this proposal have any Climate Change implications?</p> | Current Hawthorn House site and buildings | <p>The Council will seek to maximise the use of its assets – including land and accommodation. Subsequently, this will positively impact on the associated running costs</p> <p>The Scotch Orchard site can be released for capital receipt</p> <p>The top half of the Hawthorn House site can be released for capital receipt</p> | The upper portion of the Hawthorn House site is sold for use which is not appropriate and would put the service or residents at risk | Engagement with Property colleagues and stakeholders to ensure the top part of the site is sold for appropriate use, which maintains the safety of the service and residents. |
| | | <p>Potential reduction in energy usage and CO2 emissions through better insulation, heating, and lighting systems and there may be the opportunity for introducing solar panels on roofs to make the building more sustainable</p> | | The council invest in sustainable energy and heating solutions in the build process to decrease the carbon footprint of the building. |
| <p>Localities / Communities</p> <p>How will the proposal impact on</p> | Neighbouring residents of Hawthorn Close, Lichfield | | There may be noise generated from the construction | Communication with residents about the construction period. |

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|------------------------------|---------------------------------------|-----------------|--------------|---|
| Staffordshire's communities? | | | | Reduce impact of construction-related noise by contractors working business hours only. |