

# Community Impact Assessment – Checklist and Executive Summary

**Name of Proposal: All-Age Disability Strategy**

**Project Sponsors: Richard Harling, Director Health & Care; Helen Riley, Director of Families & Communities**

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**Date: 19<sup>th</sup> March 2018**

## Final Checklist

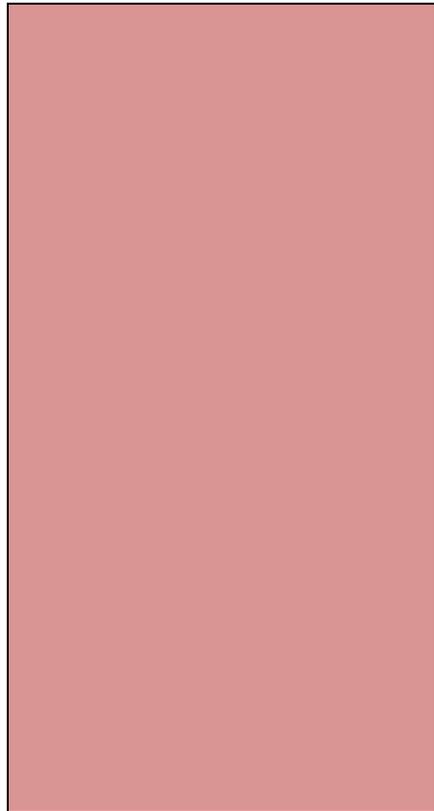
Checklist	Action Completed (tick)	Comments/Actions
The project supports the Council's Business Plan, priorities and MTFS.	√	The Strategy sets out how the Authority will meet assessed eligible needs and balance choice with affordability, both now and for the future
It is clear what the decision is or what decision is being requested.	√	Cabinets endorsement of the Strategy is sought, subject to assurances on the pathway for further engagement with key stakeholders
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).	√	CIA Findings covered in Full Community Impact Assessment as an appendix to the Cabinet report, to include risks and mitigating actions
The <b>aims, objectives and outcomes</b> of the policy, service or project have been clearly identified.	√	Key principles identified in Cabinet Report and covered in detail in the Draft Strategy which is submitted as a further appendix
The <b>groups</b> who will be affected by the policy, service or project have been clearly identified.	√	The Strategy sets out our vision for people with a disability, and how we will deliver that vision, between 2018-2023
The <b>communities</b> that are likely to be more adversely impacted than others have been clearly identified.	√	Clearly set out in the CIA. No-one with protected characteristics under the Single Equality Act will be disadvantaged and no-one with assessed eligible needs will be denied support or a service to meet those needs
Engagement / consultation has been undertaken, and is representative of the residents most likely to be affected.	√	Over 200 people with lived experience of disability have contributed their thoughts (summary contained in the 'what you have told us' section of the Strategy) and the text has been developed and refined with the contribution of Senior Leaders and Elected Members. Further engagement with members of the public and with Scrutiny/Select Committee Members from Safe & Strong, Healthy Staffordshire, and Prosperous Staffordshire Select Committees is planned for May 30 <sup>th</sup> to develop the final draft.
A range of people with the appropriate knowledge and expertise have contributed to the CIA.	√	People from the corporate Strategy and Policy teams, All-Age Disability team, as well as Senior Leaders from Health & Care and Families & Communities have had the opportunity to contribute 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.	√	Research evidence has been referenced to support the approaches advocated in the Strategy and CIA. A full, in depth Needs Analysis undertaken by the Customer Insight Team was drawn up for the production of the Strategy , and is available by separate request
The CIA <u>evidences</u> 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.	√	Clearly set out in the CIA. No-one with protected characteristics under the Single Equality Act will be disadvantaged and no-one with assessed eligible needs will be denied support or a service to meet those needs
The next steps to deliver the project have been identified.	√	Set out in the Cabinet report; the delivery commitments to realise the vision in the Strategy are set out in a series of sections under the heading 'What we will do to make this happen'

**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.

	<b>Which groups will be affected?</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
<p><b>PSED</b> – What are the impacts on residents with a protected characteristic under the <b>Equality Act 2010</b>? <i>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.</i></p>	<p>People of all ages with a disability</p>	<p>The strategy advocates prevention, reduction or delaying needs and documents a series of actions under each aspect as to how we will do this (and what will change as a result). By addressing presenting issues as early as possible (from childhood where appropriate and at the earliest stage where the onset of disability and associated need comes later in life).</p>	<p>There is a risk that disabled people may perceive some elements of the strategy as providing a mandate to cut services, or that resources are the primary concern</p> <p>Some readers may feel the strategy lacks detail on specific conditions or disabilities, and our plans for those.</p>	<p>This is a different approach to that which many will have become used to, and we appreciate this may take a little time to understand. By helping people to prevent issues becoming more problematic, whilst ensuring that when help is needed to meet eligible needs it is provided at the right time, in the right place, at the right cost, resources will be directed where they have the most impact, instead of intervening too late when things are in crisis or have become substantially worse.</p> <p>The detail for specific cohorts of disabled people – such as adults with learning disabilities, or children with sensory impairments – will be contained in separate delivery plans across a wide range of teams and service areas; individual officers will be accountable for delivery of those plans.</p>
<p><b>Health and Care</b> – 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>All people with a disability/those with an assessed care need with respect to access to relevant services</p>	<p>The expectation that by taking active steps to prevent, reduce or delay needs later on by making informed choices throughout the life course individuals of any age with a disability will be healthier, more independent and happier</p> <p>The strategy is clear that we will meet assessed needs in line with statutory requirements set out in the</p>	<p>Existing Public Health programmes may not be readily accessible to individuals with particular needs or disabilities.</p> <p>Could be perceived as the Council delegating responsibility for health &amp; wellbeing to the individual solely to save money</p>	<p>It should be clear that we will always meet assessed eligible needs, but that we reserve the right to do so at the lowest cost to the Council, so that we can continue to afford to pay for the support that those that most need it both now and in the future.</p> <p>We will look for new ways to meet needs so whilst that may mean the way we meet assessed eligible needs for some people may change it does not by proxy</p>

		<p>Children Act 1989, Children &amp; Families Act 2014, SEND Code of Practice 2015, Care Act 2014, Children &amp; Social Work Act 2017, and associated Children's and Adults Safeguarding and Carers legislation, as applicable to the age &amp; circumstances of the individual.</p>	<p>There may be a perception SCC will leave individuals or their families to fend for themselves, or expect them to do things that they are not able to master.</p> <p>We (SCC) will need to work effectively with partners to deliver the benefits of the strategy on emotional wellbeing and mental health.</p>	<p>mean we will no longer meet those needs (and be in breach of our statutory obligations)</p> <p>No individual will be asked to do things they are unable to do without support or guidance.</p> <p>For those individuals with more complex needs we will be applying the principles of Active Support to help develop their skills and abilities</p> <p>We will work with partners such as the NHS to develop and strengthen relationships where they are the primary agent in delivery to achieve those outcomes</p>
<p><b>Economy</b> – How will the proposal impact on the economy of Staffordshire or impact on the income of Staffordshire's residents?</p>	<p>Low income families in respect of choice</p> <p>Those for which employment is a realistic and achievable aspiration</p>	<p>We will still meet all assessed eligible needs in line with applicable legislation (Children &amp; Families Act 2014, SEND Code of Practice 2015, Care Act 2014), Children &amp; Social Work Act 2017, and associated Children's and Adults Safeguarding and Carers legislation. .</p> <p>The proposals will not in themselves result in any families or individuals having a reduced income, this will only happen if they choose a more expensive support option to meet eligible needs than that which the Council is able to offer</p>	<p>Perception that families on lower incomes will not be able to afford the same level of choice in provision to meet needs as those with greater resources.</p> <p>Partner agencies and the local provider market may lack the skills at the outset to help people with specific disabilities, especially learning disabilities &amp; autism, into sustained employment.</p>	<p>-All eligible needs will still be met in line with the legislation applicable to each individual and/or their family.</p> <p>Where individuals are asked to make a contribution to their care (in line with the Care Act) this will be tested to ensure it is fair and affordable for them</p> <p>Market facing work as part of the 'Adult Learning Disability (ALD) Community 2022' programme will focus specifically on this area to develop local capacity &amp; skills to support people with disabilities into employment</p> <p>Work with the DWP/Job Centre Plus will seek to build their skills and local capacity to provide specialist solutions and advice to people with disabilities seeking to enter the workplace</p>

<p><b>Environment</b> – How will the proposal impact on the physical environment of Staffordshire?</p>		<p>Those who are able will become more independent and mobile by being able to use public transport</p> <p>This will be encouraged from an early age where appropriate so that people with disabilities are used to making their own way around were they are able to</p> <p>Obesity is also twice as prevalent in those with learning disabilities in early adulthood as the rest of the population – walking and cycling will also benefit their health and weight management</p>	<p>Concerns may be raised about this being seen as leaving vulnerable groups to fend for themselves or in potentially risky positions if they become confused whilst attempting to travel independently.</p> <p>Risk of isolation if disabled people feel either afraid or confused by independent travel and instead choose not to leave the house or travel far from where they live</p> <p>Risk of isolation for those who live in rural communities that are not served by buses or other public transport</p>	<p>Independent travel training roll out continued and approaches to see how this is best delivered safely for younger people (where appropriate) developed</p> <p>Work with community based organisations and with district/community bus services (including those run independently or by volunteers) to reduce rural isolation</p> <p>Work with bus companies and transport providers to upskill staff to give them the skills and knowledge to support people with learning disabilities and autism to use public transport, as well as those with physical disabilities or sensory impairments who may already be able to use without issues.</p> <p>Investigate with Public Health partners ways of promoting healthy eating and exercise to adults with learning disabilities in particular to address obesity prevalence in this group</p>
<p><b>Localities / Communities</b> – How will the proposal impact on Staffordshire’s communities?</p>	<p>People of all ages with a disability</p>	<p>Strategy sets out plans that will reduce crime against people with disabilities, encourage the best start (including a good education, in main stream settings where this is best for the individual) and volunteering and leisure opportunities</p>	<p>It could be perceived that we expect communities, family and volunteers to fill gaps left by the withdrawal of paid-for services</p> <p>We will be reliant on the OPCC and Staffordshire Police, as well as local venues, businesses and communities to deliver on some commitments. Could be limitations in our influence, and in the capacity of other agencies to support our aims.</p>	<p>We will continue to meet all eligible assessed needs in line with our Statutory requirements. We will however expect people to help themselves where they can, and we will ensure appropriate information, advice and guidance is available to do so.</p> <p>Ensure that disability considerations are represented at the strategic hate crime partnership group which Staffordshire Police are co-ordinating. This group will be responsible for developing and implementing the partnership approach to tackling hate crime. Look at how this can be incorporated into plans under the Place Based Approach; develop a greater understanding of the nature and size of the problem and what can be done about it.</p>



Fears from some parents that their child/young person will not be educated in the environment they view as 'best' for them

Concerns over the ability of community based activities and leisure options to meet the needs of people with disabilities including adaptations

Some risks for those in remote rural areas who do not have their own transport to access community based activities, support or services locally

We will ensure parents are communicated with at all stages and the best options for them and their child discussed openly, with the advantages and drawbacks of each option set out clearly.

Ensure good quality, accessible information is available via a range Of formats to help people find out about activities, clubs, leisure opportunities and events in their local area

Work with local providers to ensure those with assessed needs have a good range of opportunities to choose from under our ALD Community 2022 programme that develop their skills and independence

Investigate ways in which the use of new technology can mitigate this risk. Where transport is essential to meet eligible needs this will be provided