

Community Impact Assessment – Checklist and Executive Summary

Name of Proposal: ALD 2022 Community Offer: The future of Learning Disability services directly provided by the Council

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

Project Manager: Amy Evans, Commissioning Manager, AAD & Mental Health Commissioning Team

Date: 18/09/19

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 (tick)	Comments/Actions
The project supports the Council's Business Plan, priorities and MTFS.	✓	The Programme supports with the delivery of: <ul style="list-style-type: none"> • Staffordshire's Vision specified in the Strategic Plan; • Medium Term Financial Strategy.
It is clear what the decision is or what decision is being requested.	✓	The Programme recommends: <ul style="list-style-type: none"> • The Council commissions the market to provide Supported Living for Greenfields and Horninglow, thus signaling the Councils' withdrawal from direct provision; • The Council continues to explore opportunities for the provision of Specialist Day Services.
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 Programme recommends on-going engagement with all impacted key stakeholders to ensure delivery of successful outcomes.
The aims, objectives and outcomes of the policy, service or project have been clearly identified.	✓	The Cabinet Paper clearly details the recommendations for transparency.
The groups who will be affected by the policy, service or project have been clearly identified.	✓	The potentially impacted parties include: <ul style="list-style-type: none"> • People who use the services and their carers / relatives; • Staff employed by the Council to provide these services; • Providers in the independent market.
The communities 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.	✓	The Programme has undertaken extensive engagement with impacted key stakeholders.
A range of people with the appropriate knowledge and expertise have contributed to the CIA.	✓	Contributors to the CIA are: <ul style="list-style-type: none"> • People who use the services and their carers / relatives;

		<ul style="list-style-type: none"> • Staff employed by the Council to provide these services; • Providers in the independent market; • Assessment and Care Management Colleagues; • Commissioners; • Finance colleagues.
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.	✓	The report captures current and anticipated need whilst also taking into consideration the current position of the market.
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.	✓	The protected characteristics impacted are: Disability and Impact on SCC staff.
The next steps to deliver the project have been identified.	✓	Impacted key stakeholders will be briefed on the next steps accordingly.

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 – What are the impacts on residents with a protected characteristic under the Equality Act 2010? <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>	<ul style="list-style-type: none"> Disability SCC Staff 	<p>All:</p> <p>People will receive appropriate support to meet their eligible care and support needs – in the most appropriate setting.</p> <p>Specialist Day Opportunities:</p> <p>Staff will continue to be employed by the Council – with further consideration of the job description and structure (October 2019).</p> <p>Horninglow:</p> <p>Staff currently employed by the Council will likely TUPE to the new Provider</p>	<p>Greenfields & Horninglow:</p> <p>People within these services may have increased support needs during periods of transition.</p> <p>Greenfields:</p> <p>Staff currently employed by the Council may be at a risk of redundancy or redeployment.</p>	<p>All:</p> <p>On-going engagement with all key stakeholders – to shape design and understand the impact.</p> <p>Annual Review of people in receipt of care and support, to ensure it continues to be appropriate to meet assessed and eligible care and support needs.</p> <p>Impacted staff (and their representative Trade Unions) will be consulted and engaged appropriately.</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>	<ul style="list-style-type: none"> Healthy Lifestyles Accidents & Falls Prevention Access to Social Care Independent Living 	<p>All:</p> <p>The Council will continue to provide services (either directly or via commissioned arrangements) in order to meet assessed eligible care and support needs – that will promote health and wellbeing</p>	<p>Horninglow & Greenfields:</p> <p>People may require additional care and support to transition to their new care arrangements, for a time limited period.</p> <p>Respite – interim care:</p> <p>The current Provider may</p>	<p>All:</p> <p>On-going engagement with all key stakeholders – to shape design and understand the impact.</p> <p>Annual Review of people in receipt of care and support, to ensure it continues to be appropriate to meet assessed and eligible</p>

			<p>not wish to extend their current contractual arrangements – thus potentially meaning multiple periods of change for people who use the services or negatively impact their wider care and support arrangements.</p>	<p>care and support needs.</p> <p>The Council will continue to fulfil their statutory responsibility for the provision of services to meet assessed eligible care and support needs – through a range of mechanisms as required.</p> <p>Services provided by the independent market will be appointed via a competitive process and subject to contract monitoring.</p>
<p>Economy – How will the proposal impact on the economy of Staffordshire or impact on the income of Staffordshire’s residents?</p>	<ul style="list-style-type: none"> • Economic Growth • Poverty and income • Access to good quality jobs 	<p>All:</p> <p>The Council will clearly specify its position in relation to the direct provision of Specialist Day Services and Supported Living.</p> <p>Horninglow & Greenfields:</p> <p>The independent market will be commissioned (via a competitive process) to provide services on behalf of the county – which will positively impact the economy and provision of quality jobs.</p> <p>Greenfields:</p>	<p>Horninglow & Greenfields:</p> <p>There is a risk of a failed competitive process.</p>	<p>Horninglow & Greenfields:</p> <p>Soft Market Testing and the launch of the DPS has indicated interest in a competitive process.</p>

		People's personal income will be maximised.		
Environment – How will the proposal impact on the physical environment of Staffordshire?	<ul style="list-style-type: none"> Built Environment / Land Use 	All: Through a future reconfiguration of services directly provided the Council, the programme will seek to ensure it maximise the potential of the property portfolio / land appropriately		
Localities / Communities – How will the proposal impact on Staffordshire's communities?	<ul style="list-style-type: none"> Community Capacity / Development 	All: As in accordance with SCC policy and vision, all services will be expected to support with the development, and contribute to, community development / capacity.	All: There is a high level of demand / expectation of the Community Capacity Agenda – with limited financial resource and officer capacity.	All: Regular and meaningful engagement with key stakeholders and partnership working (internal and external).