



Staffordshire  
County Council

## **Community Impact Assessment**

**Name of Proposal:**

Future Delivery of Replacement Care Services in Staffordshire  
(Learning Disability)

**Project Sponsor:**

Dr Richard Harling, Director for Health & Care

**Project Manager:**

Taryn Poole, Commissioning Manager, AAD & Mental Health  
Commissioning Team

**Date Completed:**

21/06/21

## Completing a CIA

- A CIA will help you to identify the potential **impacts, risks and benefits** of your proposed policy, service or project. Doing this at an early stage enables engagement and research to be undertaken to identify actions that will either **lessen the risk** or **maximise the benefits**. The assessment will also help you to identify mitigating factors whereby risks may be balanced out to an extent by the benefits.
- This template should be used to support the development of a proposal during the **planning stage**, therefore supporting the council's approach of [Achieving Commissioning Excellence](#).
- A good CIA will involve input from more than one person. A **Project Team** should be identified with different, but relevant expertise to ensure that a full range of views are considered.
- **Engagement and/or consultation** should take place with appropriate and representative groups of people that are most likely to be affected. This must then be used to help shape the design/outcomes of the project. Please note that due to the publication of CIAs, it is advisable not to record personal details of members of the public, such as names or addresses.
- **Once completed**, the main findings from your CIA should be transferred to the '**Checklist and Executive Summary**' template. Then both documents need to be approved/signed off by the appropriate people. Depending on the size of your project, this could be your manager, project lead, sponsor or SLT.
- For CIAs that are going to **Cabinet**, only the '**Checklist and Executive Summary**' will be uploaded as part of the **Cabinet Papers**. The full CIA document will be uploaded as a **Background Paper**.

## Completing the CIA Template

This table describes what is required when completing the key sections of your assessment.

Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
<p>Which groups of people will be impacted by the proposed policy, service or project? This could be people in a particular area, a street, or a group of people with similar characteristics e.g. older people, young people or people with care needs. Also consider staff, residents and other external stakeholders.</p>	<p>Think about the impact the proposal may have on each of the different category areas and identify the benefits of each decision.</p>	<p>Think about the impact the proposal may have on each of the different category areas, and identify the risks associated with the proposal.</p>	<p>Set out any recommendations as to how the benefits will be maximised and the risks minimised.</p> <p>Also highlight any trade-offs that may occur.</p>
<p><b>Please note:</b></p> <ul style="list-style-type: none"> <li>• Potential impacts should <b>not</b> be included if it is considered highly unlikely that they would occur.</li> <li>• Where <b>no major impacts</b> have been identified, please state N/A.</li> <li>• Due to the publication of CIAs, it is <b>advisable not to record personal details of members of the public</b>, such as names or addresses.</li> </ul>			
<p><b>Evidence Base: (Evidence used/ likelihood/ size of impact)</b>            How certain are you about the assessment of each potential impact, and what evidence have you used to arrive at the decision?            E.g. Data – population trends data, census data, service data. Research – national, regional, local research. Engagement/ Consultation – with partners, the public, the voluntary sector.</p>			

Use the following template to highlight the impacts of your proposal on each of the following categories: The Public Sector Equality Duty (PSED), Health and Care, the Economy, the Environment, and Localities/ Communities.

## Community Impact Assessment

### Public Sector Equality Duty (PSED)

Use this section to identify if the proposal will impact on our legal obligations under the Equality Act 2010 for both residents and staff. In summary, those subject to the general equality duty must have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and foster good relations between different groups.

Please consider:

- Who is currently using the service, across the protected characteristics?
- What do we know about their experiences and outcomes?
- What relevant information is available from the Census and population trends data?
- What were the findings of the engagement/consultation?
- Is there any relevant national, regional and/or local sources of research/evidence available?
- Is there any relevant information from partners or voluntary, community, social enterprise organisations?
- What is the analysis of the impact on those with relevant protected characteristics?

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
<b>Race</b>	N/A			
<b>Disability</b>	Yes - Adults with a Learning Disability &/or Autism who access services	<p>Individuals will receive high quality support in order to meet their assessed eligible care and support needs, which are both sustainable and demonstrate value for money</p> <p>As per the Care Act, SCC will endeavour to facilitate choice / preference and personalisation where possible. This choice is not at any cost.</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>The strategy sets out our intention to recommission our current replacement care contract with Lifeways in line with the natural end of the contract. As a result, service users may experience a change in their support provider or location of service delivery.</p>	<p>Extensive consultation has already been undertaken to date on the wider community offer programme. Public and stakeholder consultation will be undertaken on the future service and proposed options for service delivery over the summer of 2021 following cabinet approval.</p> <p>Regular and meaningful engagement and communications about the progress of the programme, the outcomes and the impact.</p> <p>TUPE may be applicable, thus providing the potential for continuity of staffing</p>

<b>Protected Characteristics:</b>	<b>Which groups will be affected?</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
				<p>in particular circumstances. Support will be sought from Legal and HR as appropriate.</p> <p>The options appraisal will be tested against a range of criteria, this will include ensuring options are Care Act compliant and align with SCC's whole life disability strategy which was consulted on prior to implementation.</p>
<b>Sex</b>	N/A			
<b>Age</b>	N/A			
<b>Religion or Belief</b>	N/A			
<b>Gender Reassignment</b>	N/A			
<b>Sexual Orientation</b>	N/A			
<b>Pregnancy and Maternity</b>	N/A			
<b>Marriage and Civil Partnership</b>	N/A			
The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnerships in relation to employment issues.				
<b>Impact on SCC Staff</b>	Yes – in-house replacement care service	Potential consolidation of services to provide holistic care and support, maximising choice and control.	Risk of challenge or complaint if services are altered or changed, including location or provider.	Extensive consultation has already been undertaken to date on the wider community offer programme. Public and stakeholder consultation will be undertaken on the
If the proposal affects SCC staff, consider the workforce profile compared against the protected characteristics pre and post change, the impact of job losses, available support for				

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
staff, and HR protocols.		The future delivery options will be co-designed to ensure replacement care services are fit for purpose, meeting our needs now and in the future, giving regards to quality, individual outcomes and cost effectiveness.	Staff may be required to work in other locations and/or services	<p>future service and proposed options for service delivery over the summer of 2021 following cabinet approval.</p> <p>Regular and meaningful engagement and communications will be undertaken with regards to the progress of the programme, the outcomes and the impact.</p> <p>Within the current job specifications for inhouse services, a requirement to work from other locations is detailed and this could be included in any future 'redesigns' in order to meet Business Needs.</p> <p>Staff (and representative Trade Unions) will be consulted about the potential impact on their employment, and appropriate HR processes and protocols adhered to.</p>

**Evidence Base: (Evidence used/ likelihood/ size of impact)**

The number of adults with a moderate or severe learning disability in Staffordshire is predicted to increase slightly over the next 10-20 years.

**Number of adults with moderate or severe learning disability in Staffordshire (Source: PANSI Population Statistics)**

Age Range	2020	2025	2030	2035	2040
18 - 24	407	400	439	449	431
25 - 34	567	563	532	544	584
35 - 44	629	687	727	724	692
44 - 54	659	589	587	641	678
55 - 64	595	642	614	550	551

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
<b>TOTAL</b>	<b>2,856</b>	<b>2,881</b>	<b>2,899</b>	<b>2,909</b>

The number of adults with a moderate or severe learning disability living with parents in Staffordshire and therefore potentially in scope for replacement care is also predicted to increase slightly over the next 10-20 years.

**Number of adults with moderate or severe learning disability living with parents in Staffordshire (Source: PANSI Population Statistics)**

Age Range	2020	2025	2030	2035	2040
18 - 24	269	266	292	297	285
25 - 34	292	289	273	280	301
35 - 44	245	268	283	281	268
44 - 54	149	132	135	147	155
55 - 64	55	58	54	48	50
<b>TOTAL</b>	<b>1,009</b>	<b>1,014</b>	<b>1,036</b>	<b>1,054</b>	<b>1,059</b>

The number of adults with a learning disability in receipt of a long-term service funded by the Council has remained relatively stable over the last four years.

**Number of adults with a learning disability in receipt of long-term services in Staffordshire**

Report Month	Staffordshire North	Staffordshire South	Total
July 2017	868	999	1,867
July 2018	840	994	1,834
July 2019	843	990	1,833
July 2020	818	913	1,731
June 2021	820	919	1,739

The number of young people supported to prepare for adulthood is shown to have increased over the last two years, this is due to the advent of the 'preparing for adulthood pathway' however not all of these young people will go on to receive adult social care services. Further work is needed to understand the proportion of young adults within the preparing for adulthood pathway likely to require long term services, including replacement care.

**Number of young people 'preparing for adulthood'**

Report Month	Age (Years)	Staffordshire North	Staffordshire South	Young Adults Team	Total
July 2018	14 - 17	30	37	N/A	67
	18	22	23	N/A	45
July 2019	14 - 17	26	35	N/A	61
	18	24	26	N/A	50
July 2020	14 - 17	N/A	N/A	123	123
	18	N/A	N/A	67	67
May 2021	14 - 17	N/A	N/A	146	146
	18	N/A	N/A	60	60

**Staffing:**

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
The below table demonstrates employment by the Council, by service:				
<b>Douglas Road</b>	28.84 FTE			
<b>Hawthorn House</b>	48.92 FTE			
<b>Horninglow Bungalows</b>	22.36 FTE			
<b>Greenfield House</b>	25.99 FTE			
<b>Day Opportunities</b>	67.25 FTE			
<b>TOTAL</b>	<b>193.36 FTE</b> (not including Senior Management Support)			
54% of the directly provided services workforce (in its entirety) is aged 50 years + which comparatively higher than other teams within Adult Social Care and Safeguarding Directorate. In addition, the current Provider worker (in its entirety) has a comparatively higher level of sickness absence than other teams across the Council.				

## Health and Care

Use this section to determine how the proposal will impact on resident's health and wellbeing, and whether the proposal will impact on the demands for, or access to health and care services. Please consider the Care Act 2014 and the Health and Social Care Act 2012.

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
<b>Mental Health and Wellbeing</b> Will the proposal impact on the mental health and wellbeing of residents or services that support those with Mental Health issues?	Yes – All key stakeholders	The delivery of replacement care has a positive impact on carers who require a break to maintain their emotional health and wellbeing whilst sustaining their caring role	Extensive consultation has already been undertaken to date on the wider community offer programme. This highlighted that people who use services, their carers, some SCC staff and some providers have expressed the anxiety and uncertainty about the outcome of the programme is negatively	Regular and meaningful engagement and communications will be undertaken with regards to the progress of the programme, the outcomes and the impact.

<b>Category Area</b>	<b>Which groups will be affected?</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
(Areas highlighted are suggestions only and there may be other impacts in these categories)			impacting on their mental health and wellbeing – with many citing concern about closure of services and loss of care and employment.	
<b>Healthy Lifestyles</b>	Yes - Adults with a Learning Disability &/or Autism who access services	All replacement care services 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.	N/A	
Will the proposal promote independence and personal responsibility, helping people to make positive choices around physical activity, healthy food and nutrition, smoking, problematic alcohol and substance use, and sexual health?				
<b>Accidents and Falls Prevention</b>	N/A			
Does the proposal reduce or increase the risk of: falls in older people, childhood accidents, road accidents, or workplace accidents?				
<b>Access to Social Care</b>	Yes - Adults with a Learning Disability &/or Autism who access services (and their carers)	People would receive support to meet their assessed eligible social care needs.  As per the Care Act, SCC would endeavour to facilitate choice /	Risk of challenge or complaint if services are altered or changed, including location or provider.	Regular and meaningful engagement and communications about the progress of the programme, the outcomes and the impact  The options appraisal will be
Will the proposal enable people to access appropriate interventions at the right time?				

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)		preference and personalisation where possible. This choice would not be at any cost.		tested against a range of criteria, this will include ensuring options are Care Act compliant and align with SCC's whole life disability strategy which was consulted on prior to implementation.
<b>Independent Living</b>	Yes - Adults with a Learning Disability &/or Autism who access services (and their carers)	People would receive support to meet their assessed eligible social care needs, this may include supporting the development of independent/ daily living skills whilst accessing replacement care.	Risk of challenge or complaint if services are altered or changed, including location or provider.	Regular and meaningful engagement and communications about the progress of the programme, the outcomes and the impact
Will the proposal impact on people's ability to live independently in their own home, with care and support from family, friends, and the community?		The Council will continue to provide Residential Replacement Care to meet the needs of both the 'carer' and 'cared for' – enabling people to remain living in their chosen local community		Extensive consultation has already been undertaken to date on the wider community offer programme. Public and stakeholder consultation will be undertaken on the future service and proposed options for service delivery over the summer of 2021 following cabinet approval.
		Replacement care also provides carers with a break from their caring role, supporting to avoid carer breakdown and thus avoiding		The options appraisal will be tested against a range of criteria, this will include ensuring options are Care Act compliant and align with SCC's whole life disability strategy which was consulted on prior to implementation.

<b>Category Area</b>	<b>Which groups will be affected?</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
(Areas highlighted are suggestions only and there may be other impacts in these categories)		admission to services full time.		
<b>Safeguarding</b>	Yes - Adults with a Learning Disability &/or Autism who access services (and their carers)	The cabinet report sets out our intention to conduct an options appraisal to determine the optimum way to configure and deliver replacement care - Any new 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.	N/A	
<b>Evidence Base: (Evidence used/ likelihood/ size of impact)</b>				
Please see PSED section for evidence related to the number of people accessing services and anticipated future demand.				

## Economy

Use this section to determine how the proposal will impact on the economy of Staffordshire and the income of residents.

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
<b>Economic Growth</b>	Yes – marketplace	The resultant solution will include a needs / demand profile to support the marketplace in terms of service and workforce development.	A number of the options being considered for the future delivery of replacement care may result in less or no usage of the independent marketplace and / or inhouse services due to providing services through other mechanisms such as a Local Authority Trading Company	Regular and meaningful engagement and communications about the progress of the programme, the outcomes and the impact
Will the proposal promote the county as a “go to” location for business, and make it easy for businesses to start up, innovate and expand?		A number of the options being considered for the future delivery of replacement care may provide the opportunity for the independent marketplace and / or inhouse services to potentially expand their existing presence in Staffordshire as well as encourage new Providers to the county.		Extensive consultation has already been undertaken to date on the wider community offer programme. Public and stakeholder consultation will be undertaken on the future service and proposed options for service delivery over the summer of 2021 following cabinet approval.
				The options appraisal will be tested against a range of criteria, this will include ensuring options are Care Act compliant and align with SCC’s whole life disability strategy which was consulted on prior to implementation.
				Within the current job specifications for inhouse services, a requirement to work from other locations is detailed and this could be included in any future ‘redesigns’ in order to meet Business Needs.
				Staff (and representative Trade

<b>Category Area</b>	<b>Which groups will be affected?</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
(Areas highlighted are suggestions only and there may be other impacts in these categories)				<p>Unions) will be consulted about the potential impact on their employment, and appropriate HR processes and protocols adhered to.</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>
<b>Poverty and Income</b>	N/A			
Will the proposal have an impact on income? Will it reduce the gap between high and low earners?				
<b>Workplace Health and Environments</b>	N/A			
Will the proposal impact on working conditions and the health of Staffordshire's workforce?				
<b>Access to jobs/ Good quality jobs</b>	Yes – marketplace	<p>The resultant solution will include a needs / demand profile to support the marketplace in terms of service and workforce development.</p> <p>A number of the options being considered for the future delivery of replacement</p>	<p>A number of the options being considered for the future delivery of replacement care may result in less or no usage of the independent marketplace and / or inhouse services due to providing</p>	<p>Regular and meaningful engagement and communications about the progress of the programme, the outcomes and the impact</p> <p>Extensive consultation has already been undertaken to date on the wider community offer programme. Public and stakeholder consultation will be</p>
Will the proposal create the right conditions for increased employment in more and better jobs?				

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)		<p>care may provide the opportunity for the independent marketplace and / or inhouse services to potentially expand their existing presence in Staffordshire as well as encourage new Providers to the county.</p>	<p>services through other mechanisms such as a Local Authority Trading Company</p>	<p>undertaken on the future service and proposed options for service delivery over the summer of 2021 following cabinet approval.</p> <p>The options appraisal will be tested against a range of criteria, this will include ensuring options are Care Act compliant and align with SCC's whole life disability strategy which was consulted on prior to implementation.</p> <p>Within the current job specifications for inhouse services, a requirement to work from other locations is detailed and this could be included in any future 'redesigns' in order to meet Business Needs.</p> <p>Staff (and representative Trade Unions) will be consulted about the potential impact on their employment, and appropriate HR processes and protocols adhered to.</p> <p>TUPE may be applicable, thus providing the potential for continuity of staffing in particular circumstances. Support will be sought</p>

<b>Category Area</b>	<b>Which groups will be affected?</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
				from Legal and HR as appropriate.

**Evidence Base: (Evidence used/ likelihood/ size of impact)**

The Council directly provides 13 beds of residential replacement care for people with learning disabilities over the age of 18 at Douglas Road in Newcastle-Under-Lyme. Due to the increased complexity of service users the downstairs of the accommodation is oversubscribed with the upstairs significantly underutilised. This means that only 8 beds were accessible before the Covid pandemic.

The Council commissions up to 15 beds of residential replacement care from independent providers. These beds are located across two services: Woodland View in Cannock which has 10 beds; and Silverbirch in Burton on Trent which offers 5 beds.

All three services are rated 'Good' by CQC.

Due to the need for services to be Covid compliant with enhanced infection prevention and control measures including social distancing, the capacity across all three residential replacement care services has been reduced. Woodland View has decreased its maximum capacity to 5 beds, Silverbirch can offer 3 beds, and Douglas Road has decreased to 4 beds. Due to staff sickness, Douglas Road can only offer 2-3 beds currently.

**Residential Replacement Care Usage in 2019/20 & 2020/21**

		<b>Douglas Road</b>	<b>Woodland View</b>	<b>Silverbirch</b>
<b>2019 / 20</b>	<b>No of People</b>	74	89	43
	<b>No of Nights</b>	1,912	2321	1107
	<b>Category of Need</b>	All LD	All LD	All LD
	<b>No of Refusals *</b>	9	4	2
<b>2020 / 21</b>	<b>No of people</b>	70	15	20
	<b>No of Nights</b>	646	1245	460
	<b>Category of Need</b>	All LD	All LD	All LD
	<b>No of Refusals *</b>	30	0	2

\* Due to being unable to meet need not as a result of insufficient capacity.

The Council also commission three providers to deliver 'Carers Home Based Respite'. Mediline provide the service across East Staffordshire, Lichfield and Tamworth, Nexus (Local Authority Trading Company) provide the service in Cannock and South Staffordshire, and Crossroads serve Newcastle, the Moorlands and Stafford.

In addition, the Council commission Person Shaped Support (PSS) to provide our Shared Lives service. The service offers both long term placements as well as replacement care through short breaks, of one or more days, and day/evening sessions of 4 or 8 hours.

<b>Category Area</b>	<b>Which groups will be affected?</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
(Areas highlighted are suggestions only and there may be other impacts in these categories)				

Usage of both services have been affected by Covid due to some carers choosing to suspend the service as a result of shielding guidance affecting them and/ or the person they care for, the impact has been less significant than for residential replacement care.

**Table 3: Home-based Replacement Care Usage, Annual and Unit Cost 2019/20 & 2020/21**

		<b>Carers Home Based Respite</b>	<b>Shared Lives</b>
<b>2019 / 20</b>	<b>No of People</b>	79	21
	<b>No of Nights/ Hours</b>	24,725 Hours	421 Nights
	<b>Category of Need</b>	Older People: 50 Learning Disability: 1 Mental Health: 0 Physical Disability: 28	All LD
	<b>No of Refusals *</b>	14	Unavailable
<b>2020 / 21</b>	<b>No of people</b>	77	9
	<b>No of Nights / Hours</b>	22,900 Hours	121 Nights
	<b>Category of Need</b>	Older People: 45 Learning Disability: 2 Mental Health: 3 Physical Disability: 27	All LD
	<b>No of Refusals *</b>	16	8

\* *Due to being unable to meet need, not as a result of insufficient capacity.*

In April 2020 the Adult Social Care Brokerage Team took on the responsibility for sourcing residential and nursing placements for the Adult Learning Disability Team. This includes bed-based replacement care services where a vacancy cannot be sourced from our inhouse and block booked services. In 2020/21 building-based replacement care packages were sourced for five individuals at a total cost of £7,200. Since Covid restrictions started to lift the Brokerage Team have seen an influx in requests for bed-based replacement care, between April and mid-June 2021 building-based replacement care has been sourced for 10 individuals at a cost of £24,300.

## **Environment**

Use this section to identify the impact of the proposal on the physical environment. How does the proposal support the utilisation and maintenance of Staffordshire's built and natural environments, thereby improving health and wellbeing and strengthening community assets?

<b>Category Area</b> (Areas highlighted are suggestions only and there may be other impacts in these categories)	<b>Which groups will be affected?</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
<b>Built Environment/ Land Use</b> Will the proposal impact on the built environment and land use?	N/A			
<b>Rural Environment</b> Will the proposal impact on the rural natural environment or on access to open spaces?	N/A			
<b>Air, Water and Land Quality</b> Will the proposal affect air quality (e.g. vehicle, industrial or domestic emissions), drinking water quality or land quality (e.g. contamination)?	N/A			
<b>Waste and Recycling</b> Will the proposal affect waste (e.g. disposal) and recycling?	N/A			
<b>Agriculture and Food Production</b> Will the proposal affect the production of healthy, affordable and culturally acceptable food?	N/A			
<b>Transport</b> Will the proposal affect the ability of people/ communities/ business to travel? Will the proposal impact on walking/ cycling opportunities?	Yes - Adults with a Learning Disability &/or Autism who access services (and their carers)	Potential consolidation of services to provide holistic care and support.	People may need to travel further to access the service most appropriate to meet their needs (thus negatively impacting on the	The Council will ensure adherence to the Care Act REF: assessed eligible care and support needs and the subsequent location of services; seeking to minimise the impact.

			environment), and there is a risk of challenge and complaint associated with this.	
<b>Noise</b>	N/A			
Will the proposal cause disruptive noise?				
<b>Climate Change</b>	N/A			
Does this proposal have any Climate Change implications?				
<b>Evidence Base: (Evidence used/ likelihood/ size of impact)</b>				
The impact of transport and evidence base supporting this will be explored as part of the options appraisal and engagement process.				

### Localities / Communities

Use this section to identify the impact of the proposal on communities. How will the proposal strengthen community capacity to create safer and stronger communities? It is important to recognise the different localities and communities your proposal may impact upon and identify any communities that could be more adversely impacted than others. Strategic Delivery Managers (SDMs) have a great deal of knowledge about their relevant locality and they must be engaged with as part of your Project Team at an early stage of the process.

<b>Category Area</b>	<b>Which groups will be affected?</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
<b>Community Development/ Capacity</b>	Yes - Adults with a Learning Disability &/or Autism who access services (and their carers)	The future replacement care offer will work alongside the Staffordshire Together for Carers Service, providing preventative carer support in order to prevent, reduce, delay dependency on health and social care services where possible, to ensure services are available for	There is a high level of demand and expectation of the Community, with limited financial resource to support investment.	Partnership working 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.
Will the proposal affect opportunities to work with communities and strengthen or reduce community capacity?				

		those most in need.		
<b>Crime/ Community Safety</b>	N/A			
Will the proposal support a joint approach to responding to crime and addressing the causes of crime?				
<b>Educational Attainment and Training</b>	N/A			
Will the proposal support school improvement and help to provide access to a good education? Will the proposal support the improved supply of skills to employers and the employability of residents?				
<b>Leisure and Culture</b>	N/A			
Will the proposal encourage people to participate in social and leisure activities that they enjoy?				
<b>Volunteering</b>	Yes	A number of the options being considered for the future delivery of replacement care may provide the opportunity to engage volunteers as part of service delivery where appropriate to do so	N/A	
Will the proposal impact on opportunities for volunteering?				
<b>Best Start</b>	N/A			
Will the proposal impact on parental support (pre or postnatally), which helps to ensure that children are school-ready and have high aspirations, utilising				

a positive parenting approach?				
<b>Rural Communities</b>	N/A			
Will the proposal specifically impact on rural communities?				
<b>Evidence Base: (Evidence used/ likelihood/ size of impact)</b>				

### Submitting a CIA

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