

Community Impact Assessment

Name of Proposal:

Future contracting options for Supported Living from 1st October 2022 onwards

Project Sponsor:

Andy Marriott, Lead Commissioner (Learning Disability, Mental Health, Autism and Carers)

Project Manager:

Sarah Taylor, Commissioning Manager, All Age Disability and Mental Health Commissioning Team

Date Completed:

22/11/21



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>Please note:</p> <ul style="list-style-type: none"> • Potential impacts should not be included if it is considered highly unlikely that they would occur. • Where no major impacts have been identified, please state N/A. • Due to the publication of CIAs, it is advisable not to record personal details of members of the public, such as names or addresses. 			
<p>Evidence Base: (Evidence used/ likelihood/ size of impact) 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
Race	N/A			
Disability	Yes	To simplify and consolidate our commissioning approach to ensure the Supported Living market delivers quality care, meets demand and delivers outcomes to prevent, reduce and delay needs and enable independence.	<p>Risk of complaint and challenge.</p> <p>People who currently receive their support from a non-contracted Provider may be required to transition to a new Provider if:</p> <ul style="list-style-type: none"> • Their current preferred Provider is 	<p>Full engagement will be undertaken as part of any tendering process to understand the impact this will have on individuals and outline all risks and mitigations may occur.</p> <p>All proposed ways of working will align with</p>

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
		<p>To develop a thriving care market which can prevent, reduce and delay needs, are asset focussed and promote independence.</p> <p>To simplify and streamline the process for making placements for everyone involved.</p> <p>People will receive support to meet their assessed eligible care and support needs.</p> <p>Individuals with eligible social care needs will be able to express choice and control, as per the Care Act, when selecting their support, but not at any cost.</p>	<p>not successful in joining the new arrangements and they are not able to manage a Direct Payment to enable them to choose to remain with their current Provider.</p> <ul style="list-style-type: none"> • They are not able to afford the required 'top up' – as per SCC Choice Policy, when exercising choice 	<p>The Care Act (inclusive of Choice Policy) TUPE may be applicable in certain circumstances, thus providing the potential for continuity of staffing in particular circumstances</p> <p>Completion of a Care Act compliant Asset Based Assessment and MCA (as appropriate)</p> <p>Cabinet will consider a paper in January 2022, following which additional work and engagement will be carried out to enable a thorough assessment to be undertaken including the development of mitigations / recommendations.</p>
Sex	N/A			
Age	N/A			
Religion or Belief	N/A			
Gender Reassignment	N/A			

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
Sexual Orientation	N/A			
Pregnancy and Maternity	N/A			
Marriage and Civil Partnership	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.				
Impact on SCC Staff	N/A			
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 staff, and HR protocols.				
Evidence Base: (Evidence used/ likelihood/ size of impact)				
This is a high-level community impact assessment at this stage. Cabinet will consider a paper in January 2022, following which additional work and engagement will be carried out to enable a thorough assessment to be undertaken as part of the engagement process and further scoping exercise completed to understand any impacts, mitigations and recommendations in more detail.				

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)				
Mental Health and Wellbeing	Yes	The new suggested approach is to enable us to source care for our more complex clients with mental health needs in a simplified and consolidated commissioning approach to ensure the Council develops a thriving care market which can prevent, reduce and delay needs, are asset focussed and promote independence		
Will the proposal impact on the mental health and wellbeing of residents or services that support those with Mental Health issues?				
Healthy Lifestyles	Yes	Subject to assessed eligible needs and the personalised outcomes identified, the provision of effective Supported Living may support individuals (as per their assessed eligible care and support needs) to: <ul style="list-style-type: none"> • Participate in a range of physical 	Evidence of positive outcomes achieved within existing Supported Living services shows that without the right support at the right time, an individual's overall health and wellbeing may deteriorate	Continued engagement with key stakeholders to ensure that supported living provision meets an individual's assessed, eligible care and support needs - ensuring those needs and outcomes are identified at the point of assessment. This will be achieved through processes such as
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?				

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>activities (e.g. attend local leisure centres)</p> <ul style="list-style-type: none"> • Support with meal preparation skills • Providers may be able to identify signs of deteriorating health at the earliest opportunity and support a person to seek appropriate health and support • Address any substance misuse issues they may have 		<p>reviews, contract management, quality assurance etc.</p> <p>Cabinet will consider a paper in January 2022, following which additional work and engagement will be carried out to enable a thorough assessment to be undertaken including the development of mitigations / recommendations.</p>
Accidents and Falls Prevention	N/A			
Does the proposal reduce or increase the risk of: falls in older people, childhood accidents, road accidents, or workplace accidents?				

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)				
Access to Social Care	Yes	<p>Individuals will receive support to meet their assessed eligible care and support needs.</p> <p>Individuals will be able to express choice and control, as per The Care Act, when selecting their support within a specified financial envelope (their Personal Budget)</p>	<p>Risk of complaint and challenge.</p> <p>People who currently receive their support from a non-contracted Provider may be required to transition to a new Provider if:</p> <ul style="list-style-type: none"> • Their preferred and/or current Provider is not successful in joining the new arrangements and they are not able to manage a Direct Payment to enable them to choose to remain with their current Provider. <p>They are not able to afford the required 'top up' – as per SCC Choice</p>	<p>Full engagement will be undertaken as part of any tendering process to understand the impact this will have on individuals and outline all risks and mitigations may occur.</p> <p>All proposed ways of working align with The Care Act (inclusive of Choice Policy).</p> <p>TUPE may be applicable in certain circumstances, thus providing the potential for continuity of staffing in particular circumstances</p> <p>Completion of a Care Act compliant Asset Based Assessment and MCA (as appropriate).</p>
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)			<p>Policy, when exercising choice.</p> <p>Potential for market not to be able to deliver support for individuals that have complex LD and/or MH needs.</p>	<p>Stimulation of the market to ensure we have providers in the County that can support individuals with complex needs.</p> <p>Cabinet will consider a paper in January 2022, following which additional work and engagement will be carried out to enable a thorough assessment to be undertaken including the development of mitigations / recommendations.</p>
Independent Living	Yes	An effective model of Supported Living offers the perfect care and support solution to develop, maintain and, where possible, increase levels of Independent Living for those with an assessed eligible need in these areas. Where	<p>Risk of complaint and challenge.</p> <p>Risk that an individual's needs may change to the extent that a Supported Living model of care can no longer effectively meet their needs. This may result</p>	Supported Living is already a very well-established model of care and support in Staffordshire, which is well embedded with the principle of maximising an Individual's independent living skills.
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?				

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)		possible, Providers will be encouraged to try and identify community universal services to meet these needs before the option of directly paid for support staff time. Where appropriate, Individuals will be stepped down to lesser restrictive models of non 24/7 supported living care.	in a need to seek more appropriate accommodation and support.	The new arrangements will be an alternative means of contracting for the same support model and to ensure we get full coverage of services to meet Individual needs. Cabinet will consider a paper in January 2022, following which additional work and engagement will be carried out to enable a thorough assessment to be undertaken including the development of mitigations / recommendations.
Safeguarding	Yes	SCC will have proportionate contractual arrangements, including Quality Monitoring, in operation with the new contracting arrangements		
Will the proposal ensure effective safeguarding for the most vulnerable in our communities?				
Evidence Base: (Evidence used/ likelihood/ size of impact)				

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)				
This is a high-level community impact assessment at this stage. Cabinet will consider a paper in January 2022, following which additional work and engagement will be carried out to enable a thorough assessment to be undertaken as part of the engagement process and further scoping exercise completed to understand any impacts, mitigations and recommendations in more detail.				

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)				
Economic Growth	Yes	To recommission Staffordshire's Supported Living care and support on an affordable basis whilst recognising the diversity and size of the market and to ensure the Council avoid changes which risk destabilising the market.	Risk of complaint and challenge from Providers (including increased risk of Provider failure) should SCC fail to set and implement sustainable rates.	Engagement will be undertaken with the marketplace with regards to a new contracting model, including the introduction of rates. The new contractual arrangement will provide an opportunity to review inflationary increases on an annual basis.
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?				

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>Via the new arrangements, SCC will:</p> <ul style="list-style-type: none"> • Provide the opportunity for existing Providers to potentially expand their existing provisions in Staffordshire as well as encourage new Providers to the region where applicable to do so. • Clarify payment rates to meet assessed eligible care and support needs. • Implement proportionate contractual arrangements – including resolution routes and an equitable process to consider yearly inflationary increases. 		<p>Cabinet will consider a paper in January 2022, following which additional work and engagement will be carried out to enable a thorough assessment to be undertaken including the development of mitigations / recommendations.</p>
Poverty and Income	N/A			

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)				
Will the proposal have an impact on income? Will it reduce the gap between high and low earners?				
Workplace Health and Environments	N/A			
Will the proposal impact on working conditions and the health of Staffordshire's workforce?				
Access to jobs/ Good quality jobs	Yes	Via the new arrangements, SCC will: <ul style="list-style-type: none"> • Provide the opportunity for existing Providers to potentially expand their existing provisions in Staffordshire as well as encourage new Providers to the region where applicable to do so. • Clarify payment rates to meet assessed eligible care and support needs. Implement proportionate	Risk of complaint and challenge from Providers (including increased risk of Provider failure) should SCC fail to set and implement sustainable rates.	Engagement will be undertaken with the marketplace with regards to a new contracting model, including the introduction of rates. The new contractual arrangement will provide an opportunity to review inflationary increases on an annual basis. Cabinet will consider a paper in January 2022, following which additional work and engagement will be carried out to enable a thorough assessment to
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>contractual arrangements – including resolution routes and an equitable process to consider yearly inflationary increases.</p> <p>Support that is given to Individuals will allow them to become active members of society and, where appropriate, gain employment / volunteering experience in a step-down model of care.</p>		<p>be undertaken including the development of mitigations / recommendations.</p>
<p>Evidence Base: (Evidence used/ likelihood/ size of impact)</p> <p>This is a high-level community impact assessment at this stage. Cabinet will consider a paper in January 2022, following which additional work and engagement will be carried out to enable a thorough assessment to be undertaken as part of the engagement process and further scoping exercise completed to understand any impacts, mitigations and recommendations in more detail.</p>				

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?

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)				
Built Environment/ Land Use	N/A			
Will the proposal impact on the built environment and land use?				
Rural Environment	N/A			
Will the proposal impact on the rural natural environment or on access to open spaces?				
Air, Water and Land Quality	N/A			
Will the proposal affect air quality (e.g. vehicle, industrial or domestic emissions), drinking water quality or land quality (e.g. contamination)?				
Waste and Recycling	N/A			
Will the proposal affect waste (e.g. disposal) and recycling?				
Agriculture and Food Production	N/A			
Will the proposal affect the production of healthy, affordable and culturally acceptable food?				

Transport	N/A			
Will the proposal affect the ability of people/ communities/ business to travel? Will the proposal impact on walking/ cycling opportunities?				
Noise	N/A			
Will the proposal cause disruptive noise?				
Climate Change	N/A			
Does this proposal have any Climate Change implications?				
Evidence Base: (Evidence used/ likelihood/ size of impact)				
N/A				

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.

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)				
Community Development/ Capacity	Yes	Supported Living Providers will be encouraged to support	Communities insufficiently resourced and/or equipped to	Work with Supporting Communities Programme and people

Will the proposal affect opportunities to work with communities and strengthen or reduce community capacity?		individuals to access their local community services and try and identify universal community services to meet assessed needs before the option of directly paid for support staff time.	meet any potential increase in need	Helping People Agenda to raise awareness and accessibility. Cabinet will consider a paper in January 2022, following which additional work and engagement will be carried out to enable a thorough assessment to be undertaken including the development of mitigations / recommendations.
Crime/ Community Safety	N/A			
Will the proposal support a joint approach to responding to crime and addressing the causes of crime?				
Educational Attainment and Training	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?				
Leisure and Culture	Yes			

<p>Will the proposal encourage people to participate in social and leisure activities that they enjoy?</p>		<p>Subject to personalised outcomes, the provision of effective supported living may support individuals (as per their assessed eligible care and support needs) to access a range of local leisure and cultural activities.</p>	<p>Individuals are not able to access these opportunities without care and support.</p> <p>Not all facilities/opportunities are accessible and/or making 'reasonable adjustments'.</p>	<p>Work with Supporting Communities Programme and people Helping People Agenda to raise awareness and accessibility.</p> <p>Cabinet will consider a paper in January 2022, following which additional work and engagement will be carried out to enable a thorough assessment to be undertaken including the development of mitigations / recommendations.</p>
<p>Volunteering</p> <p>Will the proposal impact on opportunities for volunteering?</p>	<p>Yes</p>	<p>SCC can specify within contractual Terms & Conditions there is a requirement for Providers to utilise the skills and resources of appropriately trained and checked volunteers, in particular services/circumstances.</p>		
<p>Best Start</p>	<p>N/A</p>			

<p>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?</p>				
<p>Rural Communities</p> <p>Will the proposal specifically impact on rural communities?</p>	<p>No</p>	<p>The new arrangements will provide greater opportunities for Individuals to source care and support in their preferred location which may be within their local rural community</p>	<p>Despite best efforts, via the new arrangements, to source local support opportunities, Providers may not wish to establish services in particular locations</p>	<p>Work with Provider marketplace and assessment and care management teams to try and identify potential future needs in more rural localities.</p> <p>Cabinet will consider a paper in January 2022, following which additional work and engagement will be carried out to enable a thorough assessment to be undertaken including the development of mitigations / recommendations.</p>
<p>Evidence Base: (Evidence used/ likelihood/ size of impact)</p> <p>This is a high-level community impact assessment at this stage. Cabinet will consider a paper in January 2022, following which additional work and engagement will be carried out to enable a thorough assessment to be undertaken as part of the engagement process and further scoping exercise completed to understand any impacts, mitigations and recommendations in more detail.</p>				

Submitting a CIA

Now transfer the main findings of this assessment to the '**Checklist and Executive Summary**' template. Then both documents need to be approved/signed off by the appropriate people. For CIAs that are going to **Cabinet**,

only the '**Checklist and Executive Summary**' will be submitted as part of the **Cabinet Papers**. The Full CIA document will be submitted as a **Background Paper**.