

Community Impact Assessment

Final Recommendations for the Future Commissioning Arrangements
for Supported Living Services in Staffordshire

Sarah Taylor, Commissioning Manager

Date Friday, 23 September 2022

➤ **Equality Assessment**

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have 'due regard' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a 'relevant protected characteristic' and people who don't.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Age - older and younger people</p>	<p>The new contracting arrangements will allow for all service users aged 16+ with assessed eligible needs to access care and support. This will allow sufficient time to plan for services for when a service user reaches their 18th birthday.</p>		
<p>Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.</p>	<p>The new contracting arrangements will ensure the Supported Living provider market delivers quality care, meets demand and delivers outcomes to prevent, reduce and delay needs and enable independence.</p> <p>SCC will develop a</p>	<p>Risk of complaint and challenge.</p> <p>Service Users who currently receive their support from a non-contracted Provider may be required to transition to a new Provider if:</p>	<p>Project currently in progress which is moving non contracted placements onto a contracted footing. This is anticipated to be completed by January 2023.</p> <p>All proposed ways of working will align with The Care Act (inclusive of Choice Policy) TUPE may be applicable in certain circumstances, thus providing the</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	<p>thriving care market which can prevent, reduce and delay needs, are asset focussed and promote independence.</p> <p>The process for making placements will be simplified and streamlined for all stakeholders involved.</p> <p>Service users will receive support to meet their assessed eligible care and support needs in a timely way.</p> <p>Service users will be able to express choice and control, as per the Care Act, when selecting their support, but not at any cost.</p>	<ul style="list-style-type: none"> • Their current preferred provider wishes not to be a contracted provider. • Their current preferred Provider is not successful in joining the new arrangements and the Service User is not able to manage a Direct Payment to enable them to choose to remain with their current Provider. • They are not able to afford the required 'top up' – as per SCC Choice Policy, when exercising choice. 	<p>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>Project underway to look at the option to use Individual Service Funds (ISF) which is a tri-party agreement with the Service User, Care and Support provider, and the Local Authority. If successful, this will provide an alternative option to a contracted provider and for a Service User to take a Direct Payment. A final report for recommendation will be compiled.</p>
<p>Gender reassignment - those people in the process of transitioning from one sex to another</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
<p>Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	N/A	N/A	N/A
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	N/A	N/A	N/A
Religion or Belief - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered	N/A	N/A	N/A
Sex - men or women	N/A	N/A	N/A
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	N/A	N/A	N/A

➤ **Workforce Assessment**

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations
SCC staff will only be affected if an agreement is reached to use a Local Authority Trading Company (LATC) or additional inhouse supported living services.	This will mean an increase in job opportunities.	If an LATC / additional inhouse supported living services are utilised there could be risk of complaint from providers around potential destabilisation of the market.	Project currently being undertaken to understand the benefits of an LATC or additional inhouse supported living services. Risks will be accounted for and a proposal for consideration will be drafted for final Cabinet decision.

➤ **Health and Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>A key priority within our Strategic Plan is to 'Encourage good health and well-being, resilience and independence'.</p>	<p>The new contracting arrangements will enable the Council to source care and support for our more complex clients with a range of 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.</p> <p>Subject to assessed eligible needs and the personalised outcomes identified, the provision of effective Supported Living will support service users (where they are able) to meet the domains within the Care Act.</p>	<p>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.</p> <p>Potential for market not to be able to deliver support for service users that have complex needs.</p>	<p>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 service user reviews and contract management meetings.</p> <p>Stimulation of the market to ensure we have providers in the County that can support service users with complex needs.</p> <p>As part of the new contracting arrangements, all providers will be required to demonstrate that they meet minimum quality standards prior to appointment, including Care Quality Commission registration where appropriate.</p> <p>Clear Quality Assurance process will be implemented as part of the new contracting arrangements to ensure that quality of care is maintained.</p>

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>How will the proposal impact on Staffordshire's communities?</p>	<p>The new arrangements will provide an opportunity to encourage and work with providers in a strength based way to make more use of local community assets and services to increase independence such as through utilising community activities, volunteering opportunities which may result in reduced care support required.</p>	<p>Communities insufficiently resourced and/or equipped to meet any potential increase in need.</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>The recommission will work with the Public Health Supporting Communities Programme and People Helping People agenda to raise awareness and accessibility.</p> <p>Work with Provider marketplace and assessment and care management teams to identify and plug gaps in potential future services across Staffordshire.</p>

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>A key priority within our Strategic Plan is to 'Support Staffordshire's economy to grow, generating more and better paid jobs'.</p>	<p>The new commissioning arrangements through block contracts with fewer providers will enable the Council to fill vacancies, benefit from economies of scale and establish a productive partnership with care and support providers and housing providers. It will facilitate the development of a 'core and cluster' model using staff flexibly across more than one scheme.</p> <p>The proposal for future pricing arrangements is for a range of weekly rates. This would allow providers to flex the care and support they offer between individuals and across schemes without the need to continually request an assessment or review</p> <p>This will provide the opportunity for existing</p>	<p>Risk of complaint and challenge from Providers (including increased risk of Provider failure) should SCC fail to set and implement sustainable rates.</p>	<p>Engagement will be undertaken with the marketplace with regards to a new contracting model, including the introduction of rates.</p> <p>Where appropriate, we will link providers to existing support schemes in terms of access to employment and support to retain employment.</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
	<p>Providers to potentially expand their existing provisions in Staffordshire as well as encourage new Providers to the region where applicable to do so.</p> <p>With fewer providers better relationships can be made and links made with supporting organisations to allow service users to become active members of society and, where appropriate, gain employment / volunteering experience in a step-down model of care.</p>		

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Our mission is to 'Make Staffordshire Sustainable', and we have made a commitment	The recommission provides an opportunity to work with care	Climate Change is not a primary responsibility	Progress and actions undertaken to reduce carbon footprints could be included in an annual report.

Key considerations	Benefits	Risks	Mitigations / Recommendations
to achieve net zero emissions by 2050 across every aspect of our service provision and estate.	<p>providers to reduce their carbon footprint by adding a requirement in the service specification.</p> <p>Promote the use of public transport through support schemes such as 'travel buddies'</p>	of the health and care directorate.	Information shared about ways to reduce carbon footprints and support schemes available.

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
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?	Under the recommission there is opportunity for providers to review how they are meeting the agreed care needs of individuals in their care in terms of access to the local community and transport options.	Providers not meeting care requirements in terms of access to the community due to transport issues.	<p>Work with Provider marketplace and assessment and care management teams to try and identify potential future needs.</p> <p>Ensure providers are clear and in a position to deliver against care needs in terms of access to the community and transport.</p>

Section 3: Submitting your CIA

Prior to submitting your Community Impact Assessment (CIA), please ensure that the below actions have been completed, to reassure yourself / SLT / Cabinet that the CIA process has been undertaken appropriately.

- The project supports the Council's [Strategic Plan](#) and [Medium Term Financial Strategy](#)
- The aims, objectives and outcomes of the project have been clearly identified and it is clear what the decision is or what decision is being requested
- 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 appropriate evidence has been used to inform the CIA and decision – engagement / consultation, data, research, local knowledge
- The appropriate people have been involved to provide knowledge and expertise to inform the CIA / decision
- 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

Next Steps:

- When you are satisfied you have completed the above actions, the CIA needs to be approved as appropriate – depending on the size of your project, this could be your manager, project lead or SLT
- If your CIA is going to Cabinet, it should be submitted as part of the Cabinet papers
- You should also submit your CIA to amanda.dawson-blower@staffordshire.gov.uk