

Community Impact Assessment

Douglas Road

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Date: Tuesday, 06 December 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.

In this section you should consider whether your proposal will impact upon any of the following protected characteristics. Your assessment should also consider where different protected characteristics (e.g. age and gender, or gender and ethnicity) could interact with each other, and any impact this may have for potential inequalities. This will help ensure changes/new practices highlight all opportunities to be inclusive by design (i.e. considering benefits and/or risks and any necessary mitigation).

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Age - older and younger people	Will provide more ground floor bedroom capacity and in the longer term increase the capacity of the service for ground floor rooms	Ageing and older parents and carers who rely on the service for respite from their caring roles. Potential temporary reduction in bed capacity when refurbishment works are being completed.	The Council will ensure adherence to the Care Act regarding meeting assessed eligible care and support needs. Will utilise a staggered construction project timeline to minimise as much as reasonably possible any reduction in bedroom availability. Regular and meaningful engagement and communications with families and carers about the progress of the project, including any refurbishment works undertaken

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
			Reduce impact of construction on occupancy by contractors working Monday – Friday only.
<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>Keeps the service in the same area people are accustomed to.</p> <p>Respects the wishes of families.</p> <p>Individuals will continue to 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>The building does not meet guidance recommended by the Care Quality Commission (CQC).</p> <p>Potential for disruption to guests when undertaking remedial or refurbishment works – could result in higher stress levels and could trigger seizures and behaviours that challenge.</p> <p>Potential temporary reduction in bed capacity when refurbishment works are being completed.</p>	<p>The Council will ensure adherence to the Care Act regarding meeting assessed eligible care and support needs.</p> <p>Will explore remedial and refurbishment works to meet the standards in CQC guidance yet minimises disruption to service usage as much as possible.</p> <p>Review care plans and risk assessments for guests affected by any remedial works to the building and align respite bookings to minimise the impact for those individuals.</p> <p>Will utilise a staggered construction project timeline to minimise as much as reasonably possible any reduction in bedroom availability.</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>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work	n/a	n/a	n/a
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

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
TOTAL	2,856	2,881	2,899	2,909	2,936

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
TOTAL	1,009	1,014	1,036	1,054	1,059

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

➤ **Workforce Assessment**

Key considerations:

- Consider the impact of your proposal on staff with different **protected characteristics** – the staffing profile data can be a useful source of evidence and can be presented below in graph form to supplement your narrative.
- You should consider the impact of job losses (pre and post change), changes to terms and conditions, available support for staff and what the HR protocols are.
- For support to complete this section, please contact your People Operations Adviser.

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
Current and future staff of Douglas Road	<p>The Council will continue to employ a skilled and trained workforce.</p> <p>Staff will remain employees of Staffordshire County Council.</p> <p>The service will continue to provide care jobs in Newcastle-under-Lyme.</p>	n/a	<p>Regular and meaningful engagement and communications about the progress of the service, including any refurbishment works undertaken.</p> <p>Involving staff in the design of refurbishments by seeking their ideas about how to improve the physical environment and service user experience.</p>

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
	<p>No changes in work location for existing staff.</p> <p>Location is accessible by public transport for staff that don't drive.</p> <p>Having appropriate facilities and amenities will make components of their role easier and more enjoyable.</p>		<p>Additional support available through team meetings, support and supervision, Thinkwell, and Occupational Health.</p>

There are currently 51 Staffordshire County Council employees working at Douglas Road, comprising of the following FTE's:

Service management x 6.9

Support Staff x 15.86

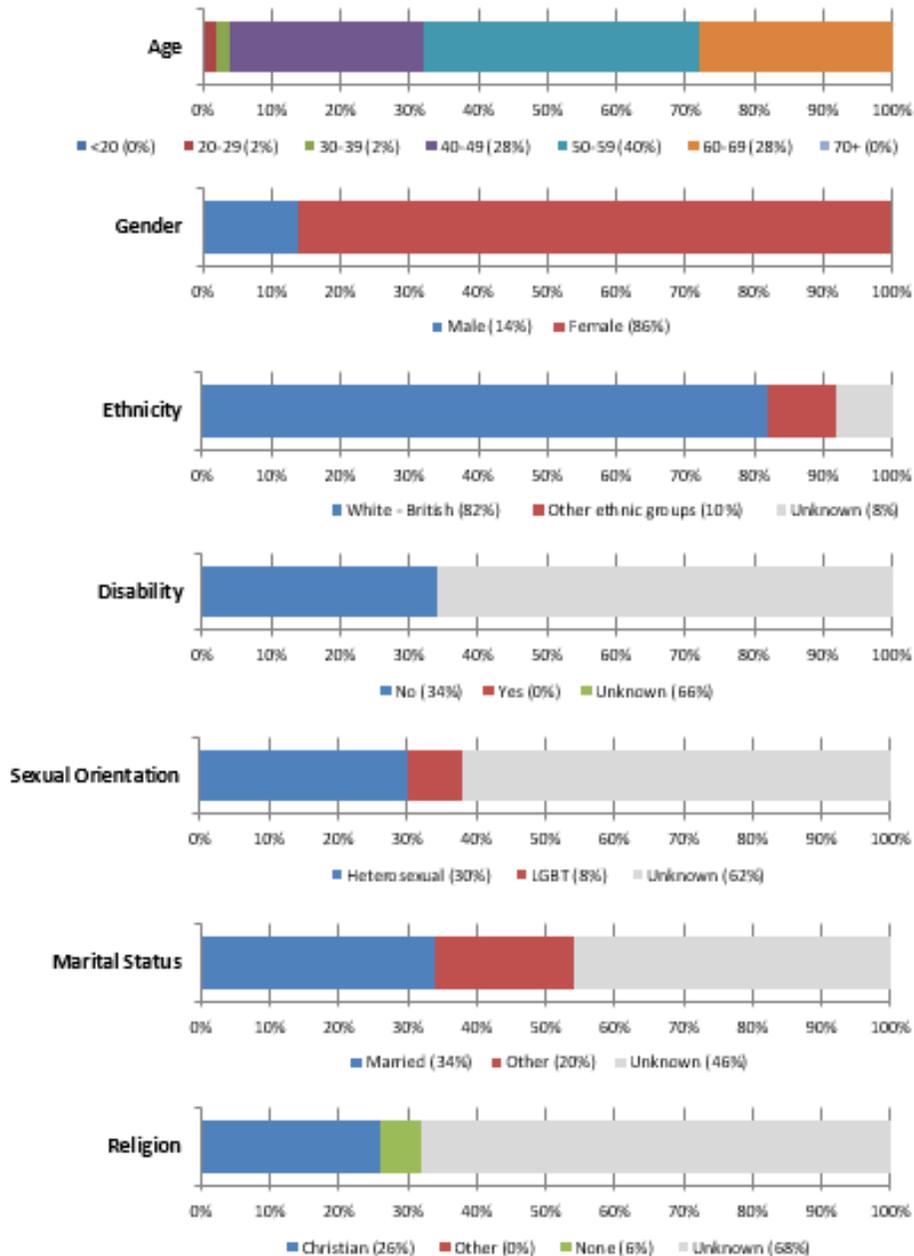
Cook x 1.06

Domestic and Maintenance x 1.92

Service Administration x 1

See below for the workforce profile of Douglas Road:

Community Impact Assessment – 114 Douglas Road as at 21/10/2022



➤ Health and Care Assessment

A key priority within our Strategic Plan is to ‘**Encourage good health and well-being, resilience and independence**’. This section should therefore be used to identify the impact of the proposal on delivery of this priority.

Key considerations:

- Determine how the proposal will impact on resident’s health and wellbeing (mental and physical), and whether the proposal will impact on the demands for, or access to health and care services for those eligible for care and support under the Care Act 2014.
- Also consider whether your proposal promotes healthy lifestyles, personal responsibility and independence (including independent living) with support from family, friends and/or the community.
- Please contact the [Public Health Team](#) for further advice and guidance if the proposal potentially has a more significant impact on public health, or if you require further input into how to make that judgement.

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>➤ Mental health & Wellbeing</p> <p>Will the proposal impact on the mental health and wellbeing of residents or services that support those with Mental Health issues?</p> <p>Who will be affected? People with a primary need: learning disability and/or autism, and associated needs (including Mental Ill Health)</p> <p>Families of people who use Douglas Road respite service.</p>	<p>Service users will receive appropriate support to meet their eligible care and support needs.</p> <p>The continued delivery of replacement care has a positive impact on carers who require a break to maintain their emotional health and wellbeing whilst</p>	<p>Potential temporary reduction in bed capacity when refurbishment works are being completed.</p> <p>Changing environment may be difficult for adults with an LD and Autism to cope with.</p>	<p>Regular and meaningful engagement and communications with families and carers about the progress of the project, including the outcomes and impact.</p> <p>Will utilise a staggered construction project timeline to minimise as much as reasonably possible any reduction in bedroom availability.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	sustaining their caring role		Reduce impact of construction on occupancy by contractors working Monday – Friday only.
<p>➤ Healthy Lifestyles</p> <p>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?</p> <p>Who will be affected? Current and future users of Douglas Road respite service</p>	<p>The service and staff will continue 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.</p> <p>The service is staying in town of Newcastle-under-Lyme which has facilities, amenities and activities on offer which can be easily accessed.</p>	n/a	n/a
<p>➤ Accidents and Falls Prevention</p> <p>Does the proposal reduce or increase the risk of: falls in older people, childhood accidents, road accidents, or workplace accidents?</p> <p>Who will be affected? Current and future users of Douglas Road respite service</p>	<p>Accommodation will be accessible and adapted to meet the needs of the people using the service – positively impacting people who use services and staff who support them</p>	n/a	Services carry out routine Health & safety Inspections / Audits, for the purpose of regulatory requirements.

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>➤ Access to Social Care</p> <p>Will the proposal enable people to access appropriate interventions at the right time?</p> <p>Who will be affected? Adults with a Learning Disability &/or Autism who access services, and their carers</p>	<p>The Council will continue to meet assessed eligible care and support needs.</p> <p>Ways of working align with The Care Act (inclusive of Choice Policy) and Disability Strategy</p>	<p>n/a</p>	<p>Regular and meaningful engagement and communications with families and carers about the progress of the project, including the outcomes and impact.</p>
<p>➤ Independent Living</p> <p>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?</p> <p>Who will be affected? Current and future users of Douglas Road respite service</p>	<p>The Council will continue to provide residential replacement care, enabling people to remain living at home and in their chosen local community.</p> <p>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.</p> <p>Replacement care provides carers with a</p>	<p>n/a</p>	<p>n/a</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	break from their caring role, supporting to avoid carer breakdown and thus avoiding admission to residential services		
<p>➤ Safeguarding</p> <p>Will the proposal ensure effective safeguarding for the most vulnerable in our communities?</p> <p>Who will be affected?</p> <p>Current and future users of Douglas Road respite service</p>	The service is currently rated 'good' by the CQC, with no safeguarding concerns.	n/a	SCC staff will continue to follow policy and practice regarding safeguarding vulnerable service users.

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

The service currently supports 77 families as a county-wide service, however the majority of these people live in the north of the county.

➤ **Communities Assessment**

Use this section to identify the impact of the proposal on communities.

Key considerations:

- Determine whether your proposal will provide opportunities to strengthen community capacity to create safer and stronger communities and provide opportunities for volunteering.

- Consider the different localities and communities your proposal may impact, identifying any communities that could be more adversely impacted than others, for example, rural communities.
- Engage with [Strategic Delivery Managers](#) (SDMs) – they have a great deal of knowledge about their relevant localities and will be key to providing insight and expertise.

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>➤ Leisure and Culture</p> <p>Will the proposal encourage people to participate in social and leisure activities that they enjoy?</p> <p>Who will be affected</p>	The service is in a good location for access to local amenities for residents	n/a	n/a
<p>➤ Community Development capacity</p> <p>Will the proposal affect opportunities to work with communities and strengthen or reduce community capacity?</p>	n/a	n/a	n/a
<p>➤ Crime/ Community Safety</p> <p>Will the proposal support a joint approach to responding to crime and addressing the causes of crime?</p>	n/a	n/a	n/a
<p>➤ Educational Attainment and Training</p>	n/a	n/a	n/a

Key consideration	Benefits	Risks	Mitigations / Recommendations
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?			
➤ Volunteering Will the proposal impact on opportunities for volunteering?	n/a	n/a	n/a
➤ Best Start 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?	n/a	n/a	n/a
➤ Rural communities Will the proposal specifically impact on rural communities?	n/a	n/a	n/a

➤ Economic Assessment

A key priority within our Strategic Plan is to ‘**Support Staffordshire’s economy to grow, generating more and better paid jobs**’. This section should therefore be used to identify the impact of the proposal on delivery of this priority.

Key considerations:

- Determine whether the proposal will impact economic growth and whether it will promote Staffordshire as a ‘go to’ location for new businesses to invest and start up and existing businesses to grow.

- Consider whether the proposal will impact upon resident's income and access to good quality jobs.
- Also consider how the proposal will allow residents to improve, diversify and adapt their skills and qualifications.

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>➤ Economic Growth</p> <p>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?</p>	<p>The Council has clearly specified its market position in respect to residential care services – thus supporting provider intelligence and planning of services in the future.</p>	n/a	n/a
<p>➤ Poverty & Income</p> <p>Will the proposal have an impact on income? Will it reduce the gap between high and low earners?</p>	n/a	n/a	n/a
<p>➤ Access to jobs/ Good quality jobs</p> <p>Will the proposal create the right conditions for increased employment in more and better jobs?</p> <p>Who will be affected?</p> <p>Current and future staff of Douglas Road</p>	<p>The Council will continue to employ a skilled and trained workforce.</p> <p>The service will continue to provide care jobs in Newcastle.</p>	n/a	n/a

➤ Climate Change Assessment

A key priority within our Strategic Plan is to ‘Tackle climate change, enhance our environment, and make Staffordshire more sustainable’. This section should therefore be used to identify the impact of the proposal on delivery of this priority.

Key considerations:

- Our mission is to ‘Make Staffordshire Sustainable’, and we have made a commitment to achieve net zero emissions by 2050 across every aspect of our service provision and estate. Our [Climate Change StaffSpace page](#) sets out our plans to achieve this which will help you to consider the impact of your proposal on Climate Change and how it helps us to achieve our vision of “net zero”.
- If the project has some negative aspects with this strategic goal in mind, then you should demonstrate how this is to be mitigated.
- It would also be useful if there could be a carbon impact (tonnes of CO2e), attributed to the completion of the entire project.
- Any carbon saving that can be attributed to the proposal, should also be explained and quantified.
- It is essential that you complete the [Climate Change Learning Hub module](#) before completing this assessment.
- If there are no climate change implications arising as a result of the project, you can provide background to show this has been considered.
- Please contact the Sustainability and Climate Change Team at sustainability@staffordshire.gov.uk for further advice and guidance.

Key considerations	Benefits	Risks	Mitigations / Recommendations
➤ Climate Change Does this proposal have any Climate Change implications?	Potential reduction in energy usage through <ul style="list-style-type: none"> • minimising the use of all resources • reducing the demand for 	Low carbon developments may be too expensive or impact on	Designs and ideas for how we reduce our carbon footprint are being investigated striving towards low carbon developments. All relevant building regulations will be adhered to. We have architect

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>The Council has a mission to Make Staffordshire Sustainable, and has made a commitment, as an organisation to achieve net zero carbon emissions by 2050.</p>	<ul style="list-style-type: none"> • energy and water use during the Works Period • minimising waste and CO2 emissions during the Works period • allowing opportunities for recycling during the Works Period • high levels of insulation • good use of daylight and natural ventilation • high thermal mass in the walls and ceilings to avoid temperature fluctuations • good temperature management – control and lighting – control systems/BMS systems 	<p>practicalities for the service</p> <p>The Climate Change Act was passed in 2008 and established a framework to develop an economically credible emissions reduction path. The act commits the UK to reducing emissions by at least 80% in 2050 from 1990 levels. Failure to comply with the legislation carries significant financial penalties.</p>	<p>input and have a design workshops ongoing. Once we know which systems we can upgrade, we will look to see whether we can include those works within the current cost or whether we will need to explore funding routes via Climate change funds, administered through the Sustainability team.</p> <p>The project will (as far as reasonably practicable) embody an environmentally sustainable solution both technically and socially through innovative considerate, property solutions by:</p> <ul style="list-style-type: none"> • Investigating materials for use on the project which will be assessed for environmental impact • The careful use of masonry and considered use of sustainably sourced timber (FSC sourced) • Application of TermoDeck systems or similar where appropriate (more applicable to new build structures)

Key considerations	Benefits	Risks	Mitigations / Recommendations
			<ul style="list-style-type: none"> • The consideration of recycled aggregates • Daylight and thermal massing characteristics modelled • Natural ventilation over forced mechanical ventilation • Cooling and solar gain introduced purposefully • Solar shading to south and west elevations investigated • Carbon emissions minimised using intelligent boilers, calorifiers and plant, where package boilers promoted • Low energy low heat IT solutions will be promoted • Movement sensitive, automated light fittings investigated (PIR Lighting) and utilised in noncritical areas • Light switches that encourage turning off in periods of clement weather should be included • Sensor/self-closing fittings • Local controls for heating and lighting introduced • Rainwater harvesting and grey-water management

Key considerations	Benefits	Risks	Mitigations / Recommendations
			<ul style="list-style-type: none"> • Green travel promoted where possible • Compliance with Part L2 of the Building Regs will be a minimum standard for all new elements.

➤ Environment Assessment

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?

Key considerations:

- You should consider whether your proposal will affect: the built environment; the rural environment including agriculture; air, water and land quality; waste and recycling; and ability to travel/access to transport, particularly sustainable methods.

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>➤ Built Environment/ Land Use</p> <p>Will the proposal impact on the built environment and land use?</p> <p>Current Douglas Road site and buildings</p>	<p>The Council will seek to maximise the use of its assets – including land and accommodation.</p> <p>Building improvement works will positively impact on the</p>	n/a	n/a

Key considerations	Benefits	Risks	Mitigations / Recommendations
	associated running costs.		
<p>➤ Rural Environment</p> <p>Will the proposal impact on the rural natural environment or on access to open spaces?</p>	n/a	n/a	n/a
<p>➤ Air, Water and Land Quality</p> <p>Will the proposal affect air quality (e.g., vehicle, industrial or domestic emissions), drinking water quality or land quality (e.g., contamination)?</p>	n/a	n/a	n/a
<p>➤ Waste and Recycling</p> <p>Will the proposal affect waste (e.g., disposal) and recycling?</p>	n/a	n/a	n/a
<p>➤ Agriculture and Food Production</p> <p>Will the proposal affect the production of healthy, affordable, and culturally acceptable food?</p>	n/a	n/a	n/a
<p>➤ Transport</p> <p>Will the proposal affect the ability of people/ communities/ business to travel? Will the</p>	No changes in work location for existing staff.	The service struggles to get access to	Service to explore options to utilise specialist transport from the

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>proposal impact on walking/ cycling opportunities?</p> <p>Who will be affected?</p> <p>Current and future staff of Douglas Road.</p> <p>Current and future users of Douglas Road.</p>	<p>Location is accessible by public transport for staff that don't drive.</p> <p>The service is in a good location for access to local amenities.</p>	<p>accessible transport e.g., taxis</p>	<p>in-house day services in the evenings and weekends.</p>
<p>➤ Noise</p> <p>Will the proposal cause disruptive noise?</p> <p>Who will be affected?</p> <p>Neighbouring residents to the side and rear of the site.</p> <p>Service users of Douglas Road.</p>	<p>n/a</p>	<p>There may be noise generated from the construction</p>	<p>Communication with neighbours about the construction period.</p> <p>Reduce impact of construction-related noise by contractors working business hours only.</p>