

# Community Impact Assessment

Greenfields House

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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
<b>Age</b> - older and younger people	<p>Keeps ageing residents in place, significantly reducing impacts on health related to moving.</p> <p>Most residents have a life-long connection with the building, using it as children.</p>	<p>The building in current form does not provide the necessary facilities to accommodate end-of-life care.</p>	<p>Will explore remedial and refurbishment works to ensure residents can age in place and receive dignified end-of-life care where appropriate.</p>
<b>Disability</b> - 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>Keeps residents living in the same area and home they have lived in for most of their adult life.</p> <p>Respects the wishes of resident families.</p>	<p>The building does not meet guidance recommended by the Care Quality Commission (CQC).</p> <p>Potential for disruption to residents to undertaken remedial</p>	<p>The Council will ensure adherence to the Care Act regarding 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 residents as much as possible.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	Current accommodation offers ground floor bedrooms.	or refurbishment works – could result in higher stress levels and could trigger seizures and behaviours	Review care plans and risk assessments for residents affected by any remedial works to the building
<b>Gender reassignment</b> - those people in the process of transitioning from one sex to another	n/a	n/a	n/a
<b>Marriage &amp; Civil Partnership</b> - people who are married or in a civil partnership should not be treated differently at work	n/a	n/a	n/a
<b>Pregnancy &amp; Maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers	n/a	n/a	n/a
<b>Race</b> - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	n/a	n/a	n/a
<b>Religion or Belief</b> - 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
<b>Sex</b> - men or women	n/a	n/a	n/a
<b>Sexual orientation</b> - 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**

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 Greenfield House	<p>The Council will continue to employ a skilled and trained workforce.</p> <p>The service will continue to provide care jobs in Leek.</p> <p>No changes in work location for existing staff.</p>	n/a	<p>Regular and meaningful engagement and communications about the progress of the service, 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 resident 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>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>Staff will be providing care and support in accommodation with access to required aids and equipment, positively impacting on the risk of injuries sustained in the workplace.</p> <p>The improvements to the building will improve infection prevention and control, minimising the risk of</p>		<p>Additional support available through team meetings, support and supervision, Thinkwell, and Occupational Health.</p> <p>SCC staff working in health and care settings are still required to comply with COVID guidance regarding the use of PPE and testing.</p> <p>Services carry out routine Health &amp; safety Inspections / Audits, for the purpose of regulatory requirements</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
	transmission in the service, including COVID.		

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

There are currently 34 Staffordshire County Council employees working at Greenfield House, comprising of the following FTE's:

Service management x 7.9

Support Staff x 15.13

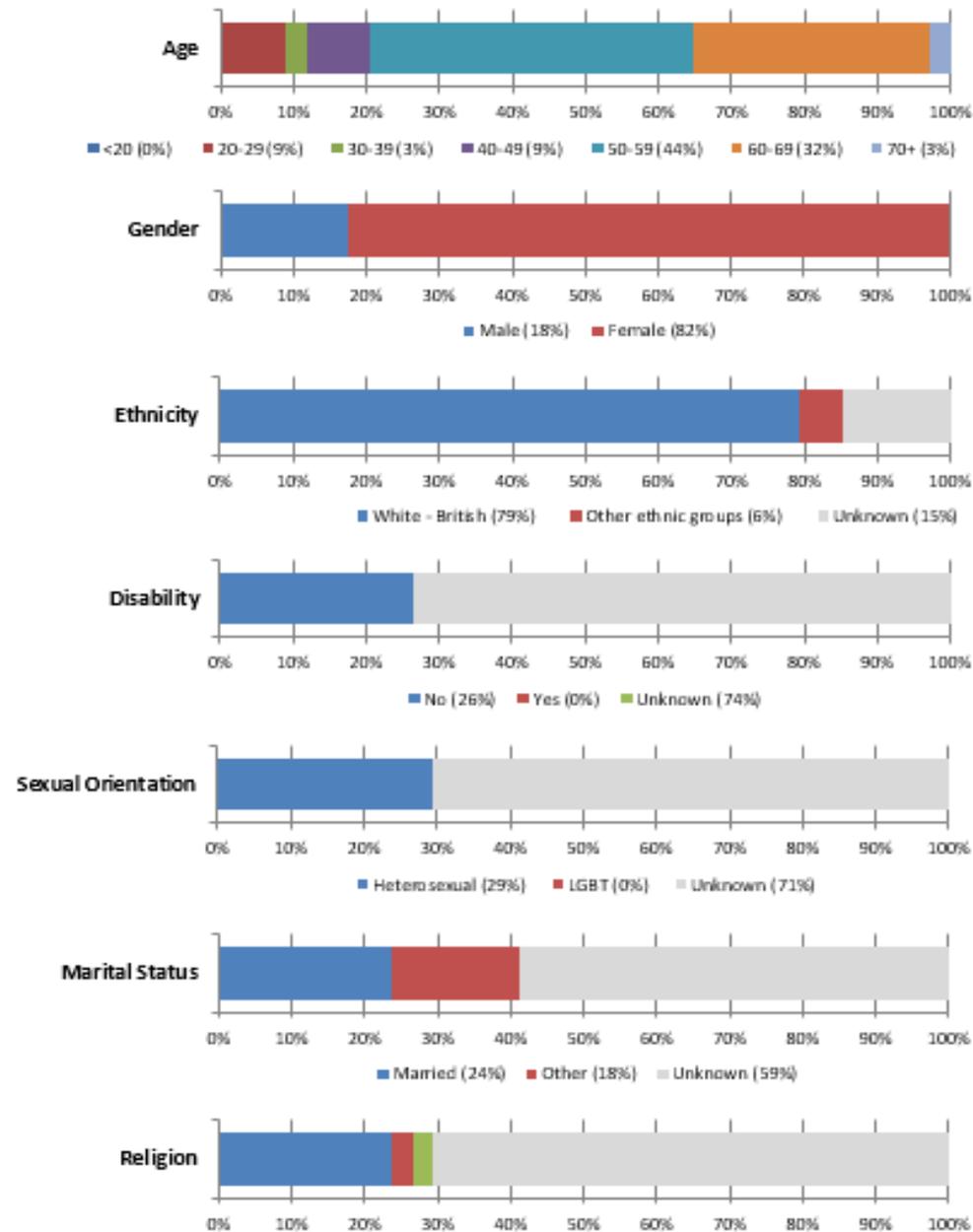
Cook x 1.76

Caretaker/Maintenance x 0.27

Service Administration x 0.95

See below for the workforce profile of Greenfield House:

**Community Impact Assessment - Greenfields House as at 18/10/2022**



## ➤ 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>➤ <b>Mental Health and Wellbeing</b></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><b>Who will be affected?</b></p> <p>People with a primary need: learning disability and/or autism, and associated needs (including Mental Ill Health)</p>	Residents will receive appropriate support to meet their eligible care and support needs.	n/a	n/a
<p>➤ <b>Healthy Lifestyles</b></p>	The service and staff will continue to promote and enable people to live a healthy	n/a	n/a

Key considerations	Benefits	Risks	Mitigations / Recommendations
<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><b>Who will be affected?</b></p> <p>Current and future residents of Greenfield House</p>	<p>lifestyle, through the provision of appropriate care and support, as per their assessed care and support needs.</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 the town of Leek which has facilities, amenities and activities on offer which can be easily accessed.</p>		
<p>➤ <b>Accidents and Falls Prevention</b></p> <p>Does the proposal reduce or increase the risk of: falls in older people, childhood accidents, road accidents, or workplace accidents?</p>	<p>Accommodation will be accessible and adapted to meet the needs of the people using the service – positively impacting people who</p>	<p>n/a</p>	<p>Schedules of planned improvements and maintenance will continue for the duration of occupation in the current accommodation, with reactive repairs and maintenance as required.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p><b>Who will be affected?</b></p> <p>Current and future residents of Greenfield House</p>	<p>use services and staff who support them</p>		<p>Services carry out routine Health &amp; safety Inspections / Audits, for the purpose of regulatory requirements.</p>
<p>➤ <b>Access to Social Care</b></p> <p>Will the proposal enable people to access appropriate interventions at the right time?</p> <p><b>Who will be affected?</b></p> <p>Current and future residents of Greenfield House</p>	<p>The Council will continue to meet assessed eligible care and support needs, through the provision of sustainable services.</p> <p>Ways of working align with The Care Act (inclusive of Choice Policy) and Disability Strategy</p>	<p>n/a</p>	<p>n/a</p>
<p>➤ <b>Independent Living</b></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><b>Who will be affected?</b></p> <p>Residents of Greenfields House</p>	<p>The Council will continue to provide residential care, enabling people to remain living in their chosen local community.</p>	<p>n/a</p>	<p>n/a</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>➤ <b>Safeguarding</b></p> <p>Will the proposal ensure effective safeguarding for the most vulnerable in our communities?</p> <p><b>Who will be affected?</b></p> <p>Current and future residents of Greenfields House</p>	<p>The service is currently rated 'good' by the CQC, with no safeguarding concerns.</p>	<p>n/a</p>	<p>SCC staff will continue to follow policy and practice regarding safeguarding vulnerable residents.</p>

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

Seven residents at Greenfield House ranging in age from 50 to 72. All have a diagnosis of a learning disability in addition to other health needs.

One resident is joint funded by Health.

➤ **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>➤ <b>Leisure &amp; Culture</b></p> <p>Will the proposal encourage people to participate in social and leisure activities that they enjoy?</p>	The service is in a good location for access to local amenities for residents.	n/a	n/a
<p>➤ <b>Community Development capacity</b></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>➤ <b>Crime/ Community Safety</b></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>➤ <b>Educational Attainment and Training</b></p> <p>Will the proposal support school improvement and help to provide access to a good education?</p>	n/a	n/a	n/a

Key consideration	Benefits	Risks	Mitigations / Recommendations
Will the proposal support the improved supply of skills to employers and the employability of residents?			
➤ <b>Volunteering</b> Will the proposal impact on opportunities for volunteering?	n/a	n/a	n/a
➤ <b>Best Start</b> 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
➤ <b>Rural communities</b> 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>➤ <b>Economic Growth</b></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><b>Who will be affected?</b></p> <p>Current and future residents of the Leek area</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> <p>The Council maintaining a position in the marketplace will promote competition.</p> <p>Entrust (on behalf of the Council) will undertake a competitive process to appoint for contractor for the required building works.</p>	<p>n/a</p>	<p>n/a</p>
<p>➤ <b>Poverty &amp; Income</b></p> <p>Will the proposal have an impact on income? Will it reduce the gap between high and low earners?</p>	<p>n/a</p>	<p>n/a</p>	<p>n/a</p>
<p>➤ <b>Access to jobs/ Good quality jobs</b></p>	<p>The Council will continue to employ a</p>	<p>n/a</p>	<p>n/a</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
Will the proposal create the right conditions for increased employment in more and better jobs?  <b>Who will be affected?</b>  Current and future staff of Greenfield House	skilled and trained workforce.  The service will continue to provide care jobs in Leek.		

### Residential Care Marketplace

The number of people aged 18 and over with a moderate or severe learning disability in Staffordshire (who are therefore likely to require care) is estimated to increase from 3,403 to 3,630 between 2020 and 2040, so there will be a continued need for Residential Care, not only in the Moorlands, but across the County.

It is anticipated that the number of people with a disability in Staffordshire will increase by around 1.3% in the next 3 years. The greatest increases are projected to be in those over the age of 55, as people with learning disabilities and/or autism continue to live longer, and also the age groups 0–18 and 25-34.

Data suggests that the number of people with a learning disability in receipt of long-term services funded by the Council will remain relatively consistent over the next 10 - 15 years. However, as per national trends, the complexity of need is likely to increase as people live longer with associated health conditions. There will thus be an increased need for accommodation and support options where staff have the skills, training, and experience to work with people, including those with behaviours that challenge.

Countywide, approximately 235 people with a learning disability are in residential care, including in-house provision. In addition, there are 159 people with a learning disability in residential care out of county.

There are 93 residential care providers in Staffordshire registered with the CQC to provide care for adults with a learning disability and autism. However, there are limited residential care providers in Leek specialised for adults with learning disabilities, including behaviours that challenge.

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](mailto:sustainability@staffordshire.gov.uk) for further advice and guidance.

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>➤ <b>Climate Change</b></p> <p>Does this proposal have any Climate Change implications?</p> <p>The Council has a mission to Make Staffordshire Sustainable, and has made a</p>	<p>Potential reduction in energy usage through</p> <ul style="list-style-type: none"> <li>• minimising the use of all resources</li> <li>• reducing the demand for energy and</li> </ul>	<p>Low carbon developments may be too expensive or impact on practicalities for the service</p>	<p>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 input and have a design workshops ongoing. Once we</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>commitment, as an organisation to achieve net zero carbon emissions by 2050.</p>	<ul style="list-style-type: none"> <li>• water use during the Works Period</li> <li>• minimising waste and CO2 emissions during the Works period</li> <li>• allowing opportunities for recycling during the Works Period</li> <li>• high levels of insulation</li> <li>• good use of daylight and natural ventilation</li> <li>• high thermal mass in the walls and ceilings to avoid temperature fluctuations</li> <li>• good temperature management – control and lighting – control systems/BMS systems</li> </ul>	<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>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"> <li>• Investigating materials for use on the project which will be assessed for environmental impact</li> <li>• The careful use of masonry and considered use of sustainably sourced timber (FSC sourced)</li> <li>• Application of TermoDeck systems or similar where appropriate (more</li> </ul>

Key considerations	Benefits	Risks	Mitigations / Recommendations
			<p>applicable to new build structures)</p> <ul style="list-style-type: none"> <li>• The consideration of recycled aggregates</li> <li>• Daylight and thermal massing characteristics modelled</li> <li>• Natural ventilation over forced mechanical ventilation</li> <li>• Cooling and solar gain introduced purposefully</li> <li>• Solar shading to south and west elevations investigated</li> <li>• Carbon emissions minimised using intelligent boilers, calorifiers and plant, where package boilers promoted</li> <li>• Low energy low heat IT solutions will be promoted</li> <li>• Movement sensitive, automated light fittings investigated (PIR Lighting)</li> </ul>

Key considerations	Benefits	Risks	Mitigations / Recommendations
			<p>and utilised in noncritical areas</p> <ul style="list-style-type: none"> <li>• Light switches that encourage turning off in periods of clement weather should be included</li> <li>• Sensor/self-closing fittings</li> <li>• Local controls for heating and lighting introduced</li> <li>• Rainwater harvesting and grey-water management</li> <li>• Green travel promoted where possible</li> <li>• Compliance with Part L2 of the Building Regs will be a minimum standard for all new elements.</li> </ul>

### ➤ 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>➤ <b>Built Environment/ Land Use</b></p> <p>Will the proposal impact on the built environment and land use?</p> <p><b>Who will be affected?</b></p> <p>Current Greenfield House site and buildings</p>	<p>Building improvement works will positively impact on the associated running costs</p>	n/a	n/a
<p>➤ <b>Transport</b></p> <p>Will the proposal affect the ability of people/ communities/ business to travel? Will the proposal impact on walking/ cycling opportunities?</p> <p><b>Who will be affected?</b></p> <p>Current and future staff of Greenfield House.</p> <p>Current and future residents of Greenfield House.</p>	<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>The service is in a good location for access to local amenities for residents.</p>	n/a	The service has access to dedicated and specialised transport
<p>➤ <b>Noise</b></p> <p>Will the proposal cause disruptive noise?</p>	n/a	There may be noise generated from the construction	Communication with neighbours about the construction period.

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p><b>Who will be affected?</b></p> <p>Neighbouring school of Greenfield House.</p> <p>Current residents of Greenfield House</p>			Reduce impact of construction-related noise by contractors working business hours only.
<p>➤ <b>Agriculture and food production</b></p> <p>Will the proposal affect the production of healthy, affordable, and culturally acceptable food?</p>	n/a	n/a	n/a
<p>➤ <b>Waste &amp; Recycling</b></p> <p>Will the proposal affect waste (e.g., disposal) and recycling?</p>	n/a	n/a	n/a
<p>➤ <b>Air, Water &amp; Land Quality</b></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>➤ <b>Rural Environment</b></p> <p>Will the proposal impact on the rural natural environment or on access to open spaces?</p>	n/a	n/a	n/a