

# Community Impact Assessment

Hawthorn House

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## ➤ 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
<p><b>Age</b> - older and younger people</p> <p>Residents of Hawthorn House with an average age of 59 years.</p>	<p>Keeps ten ageing residents in place, for as long as possible throughout construction.</p> <p>Development of the upper house means no disruption for elderly residents in the lower house.</p> <p>Most residents have a life-long connection with the building</p>	n/a	<p>The refurbishment works, including the installation of an evacuation lift, will ensure residents can age in place and receive dignified end-of-life care where appropriate</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<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>	<p>Provides a new, modern, and homely environment.</p> <p>Keeps residents living in the same area they have lived in for most of their adult life.</p> <p>Respects the wishes of resident families.</p> <p>Individuals will receive high quality support to meet their assessed and eligible care and support needs, which are both sustainable and demonstrate value for money</p>	<p>Some disruption to a maximum of three residents in upper house while their new home is being constructed.</p> <p>Disruption could result in higher stress levels and could trigger seizures and behaviours in residents in upper house</p>	<p>Phased construction schedule to minimise the disruption to residents.</p> <p>The Council will ensure adherence to the Care Act regarding assessed eligible care and support needs.</p> <p>Continued engagement with all key stakeholders to design the building and understand the impact.</p> <p>Review care plans and risk assessments for residents affected by any building works.</p>
<p><b>Gender reassignment</b> - 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><b>Marriage &amp; Civil Partnership</b> - 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>
<p><b>Pregnancy &amp; Maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>	<p>n/a</p>	<p>n/a</p>	<p>n/a</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<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.

<p><b>Who will be affected</b> – consider the following protected characteristics: age, disability, gender reassignment, marriage &amp; civil partnership, pregnancy &amp; maternity, race, religion or belief, sex and sexual orientation</p>	<p><b>Benefits</b></p>	<p><b>Risks</b></p>	<p><b>Mitigations / Recommendations</b></p>
	<p>A new building will provide a modern and well-designed work environment for staff</p> <p>Having appropriate facilities and amenities will make components of their role easier and more enjoyable</p> <p>The Council will continue to employ a skilled and trained workforce.</p> <p>The service will continue to provide care jobs in Lichfield.</p> <p>No changes in work location for existing staff.</p>	<p>Risk of redundancies from a review of staffing ratios once construction is complete.</p> <p>The development of alternative accommodation will take 12-24 months to come into fruition, meaning continued occupation of buildings deemed not wholly suitable to meet needs</p>	<p>Regular and meaningful engagement and communications about the progress of the project, the outcomes and the impact.</p> <p>Staff (and representative Trade Unions) will be consulted about the potential impact on their employment, and appropriate HR processes and protocols adhered to.</p> <p>Involving staff in the building design by seeking their ideas about how to optimise the physical environment and resident experience.</p> <p>Schedules of planned repairs and maintenance will continue for the duration of occupation – with reactive repairs and maintenance as required.</p>

<b>Who will be affected</b> – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
	Staff will be providing care and support in purpose-built accommodation with access to required aids and equipment, positively impacting on the risk of injuries sustained in the workplace		Services carry out routine Health & safety Inspections / Audits, for the purpose of regulatory requirements

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

There are currently 56 Staffordshire County Council employees working at Hawthorn House, comprising of the following FTE's:

Service management x 6.89

Support Staff x 27.35

Cook x 2.84

Domestic and Maintenance x 3.53

Service Administration x 0.78

By moving all residents into one building it has the potential to reduce required staffing numbers as FTE's to:

Service management x 6.62

Support staff x 22

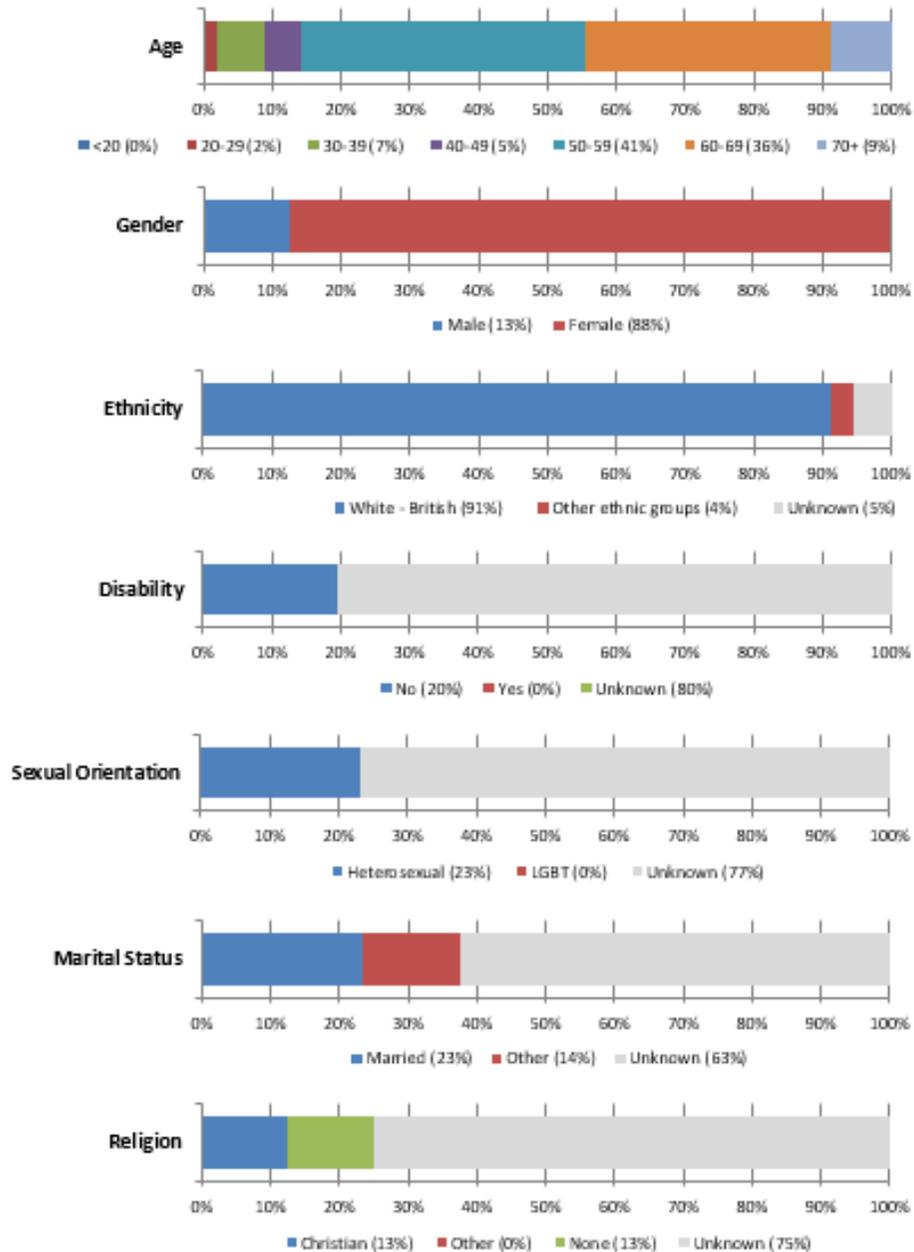
Cook x 1.62

Domestic and Maintenance x 1.69

Service Administration x 0.78 (no change)

See below for the workforce profile of Hawthorn House:

**Community Impact Assessment – Hawthorn House 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>➤ <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 Hawthorn 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>➤ <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><b>Who will be affected?</b></p> <p>Current and future residents of Hawthorn House</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>	<p>The development of alternative accommodation will take 12-24 months to come into fruition, meaning continued occupation of buildings deemed not</p>	<p>Schedules of planned repairs and maintenance will continue for the duration of occupation in the current accommodation – with reactive repairs and maintenance as required.</p> <p>Services carry out routine Health &amp; safety Inspections / Audits, for the</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
		wholly suitable to meet needs	purpose of regulatory requirements
<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 Hawthorn 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>	n/a	n/a
<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 Hawthorn House</p>	<p>The Council will continue to provide residential care, enabling people to remain living in their chosen local community.</p>	n/a	n/a
<p>➤ <b>Safeguarding</b></p>	<p>The service is currently rated 'good' by the</p>	n/a	<p>SCC staff will continue to follow policy and practice regarding safeguarding vulnerable residents.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
<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 Hawthorn House</p>	<p>CQC, with no safeguarding concerns.</p>		

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

Thirteen residents at Hawthorn House ranging in age from 47 to 76. All have a diagnosis of a learning disability in addition to other health needs.

Four residents are 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?            Will the proposal support the improved supply of skills to employers and the employability of residents?</p>	n/a	n/a	n/a
<p>➤ <b>Volunteering</b></p>	n/a	n/a	n/a

Key consideration	Benefits	Risks	Mitigations / Recommendations
Will the proposal impact on opportunities for volunteering?			
<p>➤ <b>Best Start</b></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>	n/a	n/a	n/a
<p>➤ <b>Rural communities</b></p> <p>Will the proposal specifically impact on rural communities?</p>	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>	The Council has clearly specified its market position in respect to	n/a	n/a

Key consideration	Benefits	Risks	Mitigations / Recommendations
<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 Lichfield area</p>	<p>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>➤ <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>	n/a	n/a	n/a
<p>➤ <b>Access to jobs/ Good quality jobs</b></p>	<p>The Council will continue to employ a skilled and trained workforce.</p>	<p>Risk of redundancies from a review of staffing ratios once</p>	<p>Regular and meaningful engagement and communications about the progress of the project, the outcomes and the impact.</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>Will the proposal create the right conditions for increased employment in more and better jobs?</p> <p><b>Who will be affected?</b></p> <p>Current and future staff of Hawthorn House</p>	<p>The service will continue to provide care jobs in Lichfield.</p>	<p>construction is complete</p>	<p>Staff (and representative Trade Unions) will be consulted about the potential impact on their employment, and appropriate HR processes and protocols adhered to.</p>

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

#### **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 Lichfield, 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.

#### ➤ **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](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 commitment, as an organisation to achieve net zero carbon emissions by 2050.</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 water use during the Works Period</li> <li>• minimising waste and CO2 emissions during the Works period</li> </ul>	<p>Low carbon developments may be too expensive or impact on practicalities for the service</p> <p>The Climate Change Act was passed in 2008 and established a framework to develop an economically credible</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 know which systems we can upgrade, we will look to see whether we can include those works within the current cost or</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<ul style="list-style-type: none"> <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>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>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 applicable to new build structures)</li> <li>• The consideration of recycled aggregates</li> </ul>

Key considerations	Benefits	Risks	Mitigations / Recommendations
			<ul style="list-style-type: none"> <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) and utilised in noncritical areas</li> <li>• Light switches that encourage turning off in</li> </ul>

Key considerations	Benefits	Risks	Mitigations / Recommendations
			<p>periods of clement weather should be included</p> <ul style="list-style-type: none"> <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> </ul> <p>Compliance with Part L2 of the Building Regs will be a minimum standard for all new elements</p>

### ➤ 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 Hawthorn House site and buildings</p>	<p>The Council will seek to maximise the use of its assets – including land and accommodation. Subsequently, this will positively impact on the associated running costs</p> <p>The Scotch Orchard site can be released for capital receipt.</p> <p>The lower half of the Hawthorn House site can be released for capital receipt</p>	<p>The lower portion of the Hawthorn House site is sold for use which is not appropriate and would put the service or residents at risk</p>	<p>Engagement with Property colleagues and stakeholders to ensure the lower part of the site is sold for appropriate use, which maintains the safety of the service and residents</p>
<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 Hawthorn 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>	<p>n/a</p>	<p>The service has access to dedicated and specialised transport</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
Current and future residents of Hawthorn House.			
<p>➤ <b>Noise</b></p> <p>Will the proposal cause disruptive noise?</p> <p><b>Who will be affected?</b></p> <p>Neighbouring residents of Hawthorn Close, Lichfield</p>	n/a	There may be noise generated from the construction	<p>Communication with neighbours about the construction period.</p> <p>Reduce impact of construction-related noise by contractors working business hours only.</p>
<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>	n/a	n/a	n/a

Key considerations	Benefits	Risks	Mitigations / Recommendations
Will the proposal impact on the rural natural environment or on access to open spaces?			