

Community Impact Assessment

Review of Older People's Nursing Home Capacity and Demand

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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
Age - older and younger people	Providing increased provision for people who have a need for nursing care to ensure they remain safe and their care needs are met.	None	
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.	Providing increased provision for people who have a need for nursing care to ensure they remain safe and their care needs are met.	None	
Gender reassignment - those people in the process of transitioning from one sex to another	None	None	

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	None	None	
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	None	None	
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	Providing increased provision for people who have a need for nursing care to ensure they remain safe and their care needs are met.	None	
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	None	None	
Sex - men or women	Providing increased provision for people who have a need for nursing care to ensure they remain safe and their care needs are met.	None	
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	None	None	

➤ 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
All groups	Increasing the opportunities for employment within nursing care homes	None	

➤ 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
Enabling the Council to ensure it is meeting its statutory duties under the Care Act 2014.	Developing additional nursing car capacity that is affordable and enables people with assessed eligible needs for nursing care to be supported in a safe environment	None	

➤ 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
Ensuring that any proposed development is meeting identified needs.	The report identifies those areas where there is a risk to market stability and sufficiency of supply of nursing care and the priority would be to mitigate the risks in those areas.	None	

➤ 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
The proposed recommendations would lead to the development of new care homes and create new employment opportunities, both directly and indirectly (ie through the development and building process).	Positive impact on the local economy through the development of new build care homes which creates more jobs and brings investment into the area.	None	

➤ 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
<p>The development of new build care homes will be undertaken in accordance with the Council's mission to make Staffordshire more sustainable.</p>	<p>Any new build developments would be deigned and constructed to minimise negative impact on climate change and include landscaping and gardens to mitigate carbon impact. Design principles would include energy and heat efficiency and modern methods of construction.</p>	<p>New build developments will add to the carbon footprint of the council.</p>	<p>Development proposals to include carbon impact and climate change mitigation.</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
Development of new build nursing homes will require links to all utility services.	To be fully considered and identified as part of the design, planning and development process.	None	Development sites identified and full feasibility study undertaken as part of the business case prior to agreement to proceed.