

Community Impact Assessment

Mental Health and Mental Wellbeing Strategy 2023-2028

Author: Jan Cartman-Frost

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➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Age - older and younger people</p>	<p>Raising the awareness of mental health issues through information, advice and activities will help to breakdown the stigma attached to poor mental health and provide for a positive foundation for reinforcing the benefits of positive wellbeing amongst adults, children, young people and their parents and carers and the wider community.</p> <p>The focus on well planned and joined up transition from children's mental health to adult services has the potential to have a positive impact on young people's mental health and wellbeing.</p>	<p>The care and support for children will necessarily be different to that required by adults with similar needs and there is the risk that lack of effective planning for young adults can lead to people living in care settings when they could be enabled to live independently in their community.</p>	<p>A range of engagement activities have taken place in the development of the strategy. The Strategy seeks to improve the outcomes for young people by addressing their mental health needs early enough, so the focus is on enabling them to thrive and live independently in adulthood.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Disability - people who are living with different conditions and disabilities, such as: mental illness, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.</p>	<p>This strategy focuses on the mental health and wellbeing needs of everyone, recognising that there may be people who have other additional needs, and the strategy seeks to ensure that mental health services are accessible and responsive for all.</p>	<p>Access to existing services may not always be equitable</p>	<p>A range of engagement activities have taken place in the development of the strategy.</p> <p>Pathways and services will be appropriately aligned to make them easier to navigate.</p> <p>We will seek feedback from people with lived experience in the development and delivery of the action plan.</p> <p>SCC have a translation and interpretation supplier and inhouse BSL service to ensure information can reach all communities regardless of language or disability</p>
<p>Gender reassignment - those people in the process of transitioning from one sex to another</p>	<p>The strategy is intended to improve the outcomes of all children, young people and adults in Staffordshire, and this will include transgender people.</p> <p>It recognises the need to identify groups of</p>	<p>If support and services are not sensitive to the issues relating to gender reassignment, they may limit accessibility for some people to access support with their mental health needs.</p>	<p>Engagement with people with lived experience, relevant groups that work with, represent and/or support young people and adults from all gender family backgrounds in the development of the related action plan and on the design and accessibility of future service models.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	<p>people from within the wider population who may have more difficulties accessing support to ensure that access to support and services are equitable.</p>	<p>There is a risk that this will negatively impact on their mental health, leading to a greater need for care and support but also on the wider aspects of their lives including housing, employment and education.</p>	
<p>Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work</p>	<p>This strategy focuses on the mental health and wellbeing needs of everyone, and the outcomes seek to ensure that mental health services are accessible and responsive for all.</p>	<p>None identified</p>	<p>None</p>
<p>Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>	<p>The strategy identifies an outcome to ensure pregnant women and their partners have access to specialist perinatal and post-natal mental health services.</p>	<p>Support and services may not be sensitive and adaptable to the needs of people that are pregnant, expecting a baby and during the period following birth who</p>	<p>Engagement with people with lived experience, relevant groups that work with, represent and/or support pregnant woman and their partners in the development of the related action plan and on the</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
		<p>present with issues relating to their mental health and wellbeing, therefore risking barriers to access and effective support.</p>	<p>design and accessibility of future service models.</p>
<p>Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins</p>	<p>The strategy aims to improve outcomes for all children, young people and adults in Staffordshire.</p> <p>It recognises the need to identify groups of people from within the wider population who may have more difficulties accessing support to ensure that access to support and services are equitable and reflective of individual needs.</p>	<p>By not recognising specific cultural needs in redesigning services and pathways to address mental health and wellbeing needs, the model of provision could potentially isolate groups further.</p> <p>People from ethnic minorities are more at risk of wider health inequalities that will impact on the mental health and wellbeing.</p>	<p>A range of engagement activities have taken place in the development of the strategy.</p> <p>Seek further feedback from a diverse range of people with lived experience in the development and delivery of the action plan.</p> <p>Relevant workforce development plans are reflective of meeting the needs of those from culturally diverse backgrounds.</p> <p>Organisations providing services identify any training and development needs to enable staff members and volunteers to meet the mental health needs of people from diverse cultural backgrounds.</p> <p>SCC have a translation and interpretation supplier and inhouse BSL service to ensure information</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
			can reach all communities regardless of language or disability
<p>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</p>	<p>This strategy focuses on the mental health and wellbeing needs of everyone, and the outcomes seek to ensure that mental health services are accessible and responsive for all.</p>	<p>By not recognising specific cultural or religious needs in redesigning services and pathways to address mental health and wellbeing, the model of provision could potentially isolate groups further.</p>	<p>A range of engagement activities have taken place in the development of the strategy.</p> <p>Seek further feedback from a diverse range of people with lived experience in the development and delivery of the action plan.</p> <p>The County Council's statutory duties under the Care Act to meet people's eligible social care needs apply.</p>
<p>Sex - men or women</p>	<p>The strategy aims to improve outcomes for all children, young people and adults in Staffordshire.</p>	<p>If preferences for IAG, communication and support mechanisms vary between males and females, and this is not considered there may be limited engagement with some people.</p>	<p>A range of engagement activities have taken place in the development of the strategy.</p> <p>Seek further feedback from a diverse range of people with lived experience in the development and delivery of the action plan.</p> <p>Engagement with any relevant groups that work with, represent and/or support males or females in the development of pathways,</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
			services, digital solutions, and proposals.
<p>Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	<p>The outcomes in this strategy are intended to improve the outcomes of people of all ages regardless of their sexual orientation.</p>	<p>Service access and referral points may not be sensitive and adaptable to the needs of LGBTQ+ people of any age, therefore risking barriers to access and effective support.</p> <p>Limited engagement with groups and organisations that work with and support LGBTQ+ communities may limit the success of transformation plans to meet their mental health needs.</p>	<p>Engagement with individuals using services and relevant groups that work with, represent and/or support LGBTQ+ people of any age on the design and implementation of digital solutions, access, and support, as appropriate.</p> <p>As part of local asset mapping, gather an understanding and strengthen links with and between any relevant community groups and organisations.</p> <p>Engagement with any local groups to promote effective prevention and early help for LGBTQ+ communities to understand potential additional capacity building needs.</p>

➤ **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
n/a			

➤ **Health and Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Mental Health and 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>The primary ambition of the refreshed strategy is to ensure people of any age have quick and easy access to high quality support for their mental health and wellbeing when they need it whilst ensuring care and support for people with</p>	<p>The strategy may not have identified the right priorities to improve mental health and wellbeing and outcomes are not met.</p> <p>The strategy extends over a five year period and there is a risk that commitment to deliver the outcomes</p>	<p>A range of engagement activities have taken place in the development of the strategy to develop the content and outcomes.</p> <p>Further engagement with people with lived experience and stakeholders in the development and delivery of the action plan to ensure this is co-produced.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>severe mental illness has a focus on independence.</p>	<p>may decline over time.</p> <p>People with mental health issues may not wish to engage in developing the action plan or future service design which may lead to these being less likely to meet their needs.</p>	<p>An action plan to be developed to identify the necessary actions to deliver the outcomes and track progress over the period of the strategy.</p> <p>Communication activity to support the implementation and delivery of the strategy.</p>
<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>The strategy aims to ensure that everyone can look after their own mental wellbeing and find support in their communities when they need it, by raising awareness about measures that everyone can take to improve</p>	<p>People fail to identify ways in which they can look after their own wellbeing, and this has a negative impact on their mental health and wellbeing.</p>	<p>Raising awareness of measures that everyone can take to improve and maintain their mental well-being. Ensure people understand where to go for support with mental health problems and can self-refer to services to get help at the earliest opportunity.</p> <p>There is good quality care and support that is joined up across the health and care system so that people are supported to stay well and can further their recovery.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	and maintain their mental well-being		
<p>Access to Social Care</p> <p>Will the proposal enable people to access appropriate interventions at the right time?</p>	<p>The strategy is joint with the ICB and SCC and includes outcomes relating to access to both health and social care support and services. A key outcome of the strategy is to ensure there is equal access to support to improve mental well-being and services to manage mental health problems</p> <p>People with severe mental illness are supported to live in the community and have good quality, integrated care</p>	<p>People do not know where to go for support to prevent their mental health problems increasing and they then require more intensive care and support.</p>	<p>We will ensure information, advice, and guidance about how to support wellbeing, or how to access support is widely available in multiple formats to ensure it is accessible to all.</p> <p>Ensuring care is personalised to people's individual needs, and mental health professionals work in partnership with people to provide choices about their care and treatment, and to reach shared decisions.</p> <p>The strategy represents a focus towards early intervention and prevention, reducing escalation of needs. Supporting people with severe mental illness is also a priority ensuring people are supported through targeted and specialist support.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
			The County Council's statutory duties under the Care Act to meet people's eligible social care needs apply.
<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>	The strategy has a clear outcome around ensuring suitable housing for people with mental health problems, with people enabled to live independently wherever possible.	<p>Risk that there is insufficient good quality housing and related support which could have a negative impact on people's mental health.</p> <p>Failure to adequately plan for young adults leaving care who have mental health problems may result in fewer young people being enabled to live independently.</p>	<p>Development of a housing standards charter as part of the Supported Living re-commission to ensure a minimum standard of housing quality.</p> <p>Transition to adulthood for young people and the associated support required in relation to independent living has been identified as a key priority within the Strategy.</p>
Safeguarding	The proposals are intended to improve the outcomes of	There is a risk that all volunteers and staff members do not have	The Strategy and associated implementation plans will consider the health and emotional wellbeing

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Will the proposal ensure effective safeguarding for the most vulnerable in our communities?</p>	<p>people of all ages, with a focus on good quality care support and services when needed for people with severe mental illness.</p>	<p>the necessary skills and awareness to promote effective safeguarding for people of all ages.</p>	<p>needs of people of ages with particular emphasis on ensuring that targeted support is available to those most vulnerable who have more complex needs.</p> <p>Quality assurance, safeguarding principles and practice are already embedded within County Council, NHS and commissioned services and will continue to be so in all future service/tender models.</p> <p>The County Council's statutory duties under the Care Act in relation to safeguarding apply as does the County Council's responsibilities under the Mental Capacity Act.</p>

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>Community Development/ Capacity</p> <p>Will the proposal affect opportunities to work with communities and strengthen or reduce community capacity?</p>	<p>The strategy includes the approach of using community capacity to support people with mental health problems, so that will be an opportunity to strengthen work with communities and capacity within them.</p>	<p>Failure to identify needs for specific localities or groups of people within communities that may not be accessing the support they need, leading to less effective community capacity.</p> <p>Failure to engage with a sufficiently diverse range of people within communities may limit the success of the strategies aims.</p>	<p>Recognition and promotion of positive prevention and early intervention in relation to strengthening community capacity to share learning across communities and localities.</p> <p>Further engagement with groups of people less well represented in the engagement work undertaken in the development of the strategy.</p> <p>Continue to work with wide range of people involved in development of community capacity including links with Community Champions programme, Supportive Communities programme and VCSE.</p>

<p>Crime/ Community Safety</p> <p>Will the proposal support a joint approach to responding to crime and addressing the causes of crime?</p>	<p>The strategy identifies an outcome of achieving neighbourhoods that are conducive to good mental health.</p> <p>The proposals are intended to improve the outcomes of people of all ages, with a focus on good quality care support and services when needed for people with mental health problems, including those at risk of entering, or at the point of leaving, the criminal justice system.</p>	<p>Support provided to people with mental health problems is not effective in enabling them to remain living safely in their own communities.</p>	<p>A range of engagement was undertaken in the development of the strategy, and this included aspects of the relationship between community safety, criminal justice system and mental health.</p> <p>Further engagement and co-production activities will inform the development of the action plan.</p> <p>The County Council's statutory duties under the Care Act, Mental Capacity Act and Mental Health Act apply.</p>
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<p>Educational Attainment and Training.</p> <p>Will the proposal support school improvement and help to provide access to a good education?</p> <p>Will the proposal support the improved supply of skills to employers and the employability of residents?</p>	<p>The strategy recognises the need to improve outcomes for young people by early support for their mental health and wellbeing and identifies the impact on educational attainment, particularly for care experienced young people.</p> <p>Also increased access to NHS services when needed.</p>	<p>Failure to provide early support for mental health and wellbeing can contribute to poor outcomes in relation to educational attainment and wider long term health inequalities into adulthood.</p>	<p>Opportunities to ensure mental health support in schools and colleges are increased.</p> <p>Further engagement with young people co-produce and inform the development of the action plan.</p> <p>Close work with Children and Families and with Preparing For Adulthood programme.</p>
<p>Leisure and Culture</p> <p>Will the proposal encourage people to participate in social and leisure activities that they enjoy</p>	<p>It is recognised that involvement in such activities has a positive impact on the physical and mental health and wellbeing of our children, young people, and adults.</p>	<p>Failure to provide easily accessible information about the benefits and availability of social and leisure activities to encourage people to participate in them.</p>	<p>Working with colleagues in Digital and Public Health in the development of appropriate IAG and online offers.</p> <p>Work with VCSE and community partners to identify local resources and opportunities.</p>

<p>Volunteering</p> <p>Will the proposal impact on opportunities for volunteering?</p>	<p>The strategy includes the outcome to ensure that everyone can look after their own mental well-being and find support in their communities when they need it. Wellbeing models encourage doing things for others as an opportunity to improve your own wellbeing.</p> <p>The strategy also recognises the importance of support into employment, including volunteering as way in to paid work.</p>	<p>Cost of living crisis may reduce the number of people available to give their time for free, impacting on the sustainability of these groups.</p> <p>Failure to adequately skill a wide range of voluntary sector organisations to support people with mental health problems.</p>	<p>Engagement to develop the strategy included contributions from voluntary sector organisations.</p> <p>Continue to develop the action plan with a strength based approach. Close working with the Supportive Communities programme and the development of anchor organisations.</p>
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<p>Best Start</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>	<p>The refreshed strategy is intended to improve the outcomes of children, young people and adults.</p> <p>The strategy also identifies an outcome to ensure pregnant women and their partners have access to specialist perinatal mental health services.</p>	<p>Access to support may not be sensitive and adaptable to the needs of people that are pregnant, expecting a baby or following birth during early years, therefore risking barriers to access and effective support.</p>	<p>Engagement with people with lived experience, relevant groups that work with, represent and/or support pregnant woman and parents of children in their early years in the development of the related action plan and on the design and accessibility of future service models.</p> <p>Working with Children and Families services.</p>
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<p>Rural Communities</p> <p>Will the proposal specifically impact on rural communities?</p>	<p>Not specifically in most aspects of the strategy but it does include an outcome to increase in people from areas with poor transportation links to have access to online and mobile services such as psychological therapies.</p>	<p>Access to services may not be sufficient in rural communities to have a positive impact on people's mental health and wellbeing, increasing the risk of people's needs becoming more complex if they are not supported at an earlier stage.</p>	<p>Further engagement with people with lived experience and stakeholders in the development of the related action plan will take in to account the needs and experiences of people across Staffordshire, both urban and rural.</p> <p>Ensure access to services are equitable across the county to meet the mental health needs of people within rural communities.</p> <p>In developing local service models, consideration should be given to developing community support mechanisms in rural settings which are accessible and respond to local needs.</p>
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➤ **Economic Assessment**

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 strategy includes an outcome to ensure everyone can look after their own mental well-being and find support in their communities when they need it, including workplaces that are more conducive to good mental health.</p> <p>For people with more severe mental illness the strategy seeks to increase the numbers of adults receiving Individual Placement Support into paid employment.</p> <p>These outcomes will provide focus on support for workplace mental health and to</p>	<p>Mental health problems cause a significant loss to the UK economy. Failure to improve the mental health of the working age population of Staffordshire could contribute to a similar impact on the local economy.</p>	<p>Further engagement with people with lived experience and stakeholders in the development of the related action plan will include a focus on workplace and employment.</p> <p>Where appropriate we will seek to maximise opportunities to enable people with mental health problems to gain employment by collaboration with neighbouring local authorities and associated Integrated Care Boards.</p>

	increase the number of people able to join the workforce		
<p>Workplace Health and Environments</p> <p>Will the proposal impact on working conditions and the health of Staffordshire's workforce?</p>	<p>The strategy includes an outcome to ensure everyone can look after their own mental well-being and find support in their communities when they need it, including workplaces that are more conducive to good mental health.</p>	<p>Failure to improve the support for people's mental health in the workplace could reduce the numbers of people in work and fail to reduce the number of absences in the workplace. This could then contribute to increased mental health needs and demand for more intensive support.</p>	<p>Ensuring there is good quality, accessible information, advice and support will support people's health and well-being, enabling them to manage their mental health and remain in work wherever possible and appropriate.</p>

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Access to environments to support mental health.</p>	<p>The strategy includes the outcome to ensure that everyone can look after their own mental well-being and find support in their communities when they need it. Wellbeing models encourage spending time outdoors and staying active to improve your own wellbeing.</p> <p>Access to green spaces has been shown to have positive impacts on wellbeing. Green spaces if managed well can have positive climate change benefits if they can help reduce the potential for flooding, tree planting, planting for wildlife etc.</p> <p>There is potential to encourage the development of good</p>	<p>Failure to identify alternatives for people who may not have access to green spaces in their area.</p> <p>Failure to take into consideration the accessibility of green spaces so that people who have additional needs are not provided with equal opportunity to access them.</p>	<p>As part of the engagement to support the development of the action plan, identify and strengthen links with relevant stakeholders and community groups to promote access to green spaces in the County.</p> <p>Consult with District and Borough Councils regarding green infrastructure.</p> <p>Ensuring information is shared in accessible formats.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>quality local spaces to benefit people and the environment, complementary to the strategy.</p>		
<p>High quality housing</p> <p>Residential buildings collectively are one of the greatest sources of carbon emissions in Staffordshire.</p>	<p>The strategy seeks the outcome for people with severe mental illness to be supported to live in the community in good quality homes of their own.</p>	<p>Failure to provide affordable, quality housing with support that is not aligned to Staffordshire's strategic plan for climate change action.</p>	<p>The strategy should inform planning for housing with support and provides an opportunity to influence the standards of properties for people with mental health problems.</p> <p>Consider climate change adaptation opportunities in the commissioning of housing with care, including energy efficiency considerations within specifications or evaluations of tenders.</p>
<p>Healthier workplaces</p>	<p>The strategy includes an outcome to ensure everyone can look after their own mental well-being and find support in their communities when they need it,</p>	<p>No specific risks identified</p>	<p>None</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	including workplaces that are more conducive to good mental health.		

➤ **Environment Assessment**

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>The strategy seeks the outcome for people with severe mental illness to be supported to live in the community in good quality homes of their own.</p>	<p>Poor housing has a negative impact on people's mental health and increases health inequalities.</p> <p>Failure to provide good quality housing within communities could lead to people with severe mental illness living in larger residential or nursing care settings where there may be less opportunity for them to be enabled to.</p>	<p>Feedback during engagement to develop the strategy identified the need to look for creative alternatives to residential and nursing care, particularly where this is out of area, so more people can stay living independently in their community. This will inform the Market Position Statement for mental health and the action plan for this strategy.</p> <p>Ensure links with Supported Living recommissioning and Housing with Care Strategy.</p>

<p>Rural Environment organisations.</p> <p>Will the proposal impact on the rural natural environment or on access to open spaces?</p>	<p>The strategy includes the outcome to ensure that everyone can look after their own mental well-being and find support in their communities when they need it. Wellbeing models encourage spending time outdoors and staying active to improve your own wellbeing.</p>	<p>Failure to identify alternatives for people who may not have access to green spaces in their area.</p> <p>Failure to take into consideration the accessibility of green spaces so that people who have additional needs are not provided with equal opportunity to access them.</p>	<p>As part of the engagement to support the development of the action plan, identify and strengthen links with relevant stakeholders and community groups to promote access to green spaces in the County.</p> <p>Ensuring information about open, green spaces is shared in accessible formats</p>
<p>Air, Water and Land Quality Will the proposal affect air quality (e.g., vehicle, industrial or domestic emissions), drinking water quality or land quality (e.g., contamination)?</p>	<p>n/a</p>		
<p>Waste and Recycling Will the proposal affect waste (e.g., disposal) and recycling?</p>	<p>n/a</p>		

<p>Transport Will the proposal affect the ability of people/ communities/ business to travel? Will the proposal impact on walking/ cycling opportunities?</p>	<p>Not specifically in most aspects of the strategy but it does include an outcome to increase, for people from areas with poor transportation links, to have access to online and mobile services such as psychological therapies. This may have a very limited impact on need to travel.</p>	<p>None identified</p>	<p>None</p>
<p>Noise Will the proposal cause disruptive noise</p>	<p>n/a</p>		