

Community Impact Assessment

Recommissioning of Shared Lives Services in Staffordshire

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➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Age - all adults and younger people 16 and over</p>	<p>The service offer includes people aged 16+ with assessed eligible needs to access care and support. This will allow sufficient time to plan for services for when a person reaches their 18th birthday.</p>	<p>Most of the individuals currently accessing the service have a learning disability and associated needs. There is a risk that older people with care and support needs will not benefit to the same extent from this service.</p>	<p>Engagement with the wider workforce to raise awareness of the service offer for all adults. Specification for the recommissioned service to include all adults with eligible care and support needs.</p> <p>The County Council's statutory duties under the Care Act to meet people's eligible social care needs apply.</p>
<p>Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.</p>	<p>This service aims to meet the needs of all adults with assessed eligible care and support needs, regardless of their underlying condition or disability.</p>	<p>Most of the individuals currently accessing the service have a learning disability and associated needs. There is a risk that other adults with care and support needs will not benefit to the same extent.</p>	<p>Engagement with the wider workforce to raise awareness of the service offer for all adults. Specification for the recommissioned service to include all adults with eligible care and support needs.</p>
<p>Gender reassignment - those people in the process of transitioning from one sex to another</p>	<p>This service is for all adults with assessed</p>	<p>N/A</p>	<p>N/A</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	eligible care and support needs, regardless of any other protected characteristics they may have.		
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work	N/A	N/A	N/A
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	This service is for all adults with assessed eligible care and support needs, regardless of any other protected characteristics they may have.	N/A	N/A
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	This service is for all adults with assessed eligible care and support needs, regardless of any other protected characteristics they may have.	N/A	N/A

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<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 service is for all adults with assessed eligible care and support needs, regardless of any other protected characteristics they may have.</p>	<p>N/A</p>	<p>N/A</p>
<p>Sex - men or women</p>	<p>This service is for all adults with assessed eligible care and support needs, regardless of any other protected characteristics they may have.</p>	<p>N/A</p>	<p>N/A</p>
<p>Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	<p>This service is for all adults with assessed eligible care and support needs, regardless of any other protected characteristics they may have.</p>	<p>N/A</p>	<p>N/A</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, Well-being and Social Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Health and wellbeing and inequalities	The service will support us to meet this strategic priority for adults with assessed eligible care and support needs in terms of supporting people to reach their potential and live healthy, safe, independent, and fulfilling lives in their own communities.	Shared Lives offers greater choice and control, a less restrictive environment, and a more cost-effective alternative to residential care. Failure to recommission the Shared Lives service could lead to less people living	Specification for the service to include meeting a range of needs of all adults with eligible assessed care and support needs, including those whose needs may be more complex. Specification to include support people require to maintain their health and wellbeing. Continue to work with wide range of people involved in development of community capacity including

Key considerations	Benefits	Risks	Mitigations / Recommendations
		independently within the community.	links with Community Champions programme, Supportive Communities programme and VCSE.

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Building community capacity and stronger communities	This service aims to enable people to remain living in communities, promoting independence. The recommissioned service will offer the opportunity to encourage and work with providers in a strength-based way to make more use of local community assets and services to increase independence such as through utilising community activities, volunteering	The Shared Lives model is a regulated care service where people share the home of a specially recruited and trained carer and their family. Whilst there are clear strengths to this as a community-based model, there is a risk that it may be more challenging to ensure consistent approaches across individual carers which may	Consider community capacity building within the social value outcomes of the specification and expectations of the contract. Service requirements are clearly set out in the specification. 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.

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	opportunities which may result in reduced care support required.	mean the benefits aren't realised.	
Opportunities for volunteering	This service offer will include support to people to access volunteering or employment opportunities should that be appropriate to their care needs and outcomes. As such, it has the potential to increase the numbers of people accessing volunteering roles.	The person receiving care and support from Shared Lives is not supported in to volunteer or employment opportunities when appropriate to their needs.	Service requirements in relation to volunteering are clearly set out in the specification.
Rural communities access to services	This service will be available to any adults	There may be less Shared Lives carers in	Service requirements in relation to recruitment of carers across

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	with assessed eligible care and support needs throughout Staffordshire.	more rural and less populated communities in Staffordshire. People placed with carers in rural communities may have less access to community assets.	Staffordshire and how people can access the wider community when being provided with care and support by Shared Lives to be included in specifications and monitoring of outcomes.

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Economic growth - promoting Staffordshire as a 'go to' location	This service offers people a flexible employment opportunity to provide a care and support service from their own home and in a number of ways, including long term placements as well as short breaks, day opportunities and home from hospital placements for	The Shared Lives carers provide a service from their own home and this could potentially be a somewhat isolated employment with limited access to training and support.	The commissioned service specification and contractual arrangements to include requirements for the support, training and supervision of the Shared Lives carers. And in terms of the care and support the service offers, to include enabling people in to work where appropriate. Connect Shared Lives services to supported employment

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	<p>individuals aged 16 and above.</p> <p>Additionally, the service offers people with care and support needs potential to be supported by the Shared Lives carer into employment where appropriate, increasing their own independence and increasing the numbers of people in work in Staffordshire. This also has potential to create a more diverse workforce and Staffordshire as a disability friendly County.</p>		<p>opportunities and services in Staffordshire.</p>
Resident income and access to good quality jobs	As above.	As above	As above
Improving and diversifying residents' skills and qualifications	N/A.	N/A	N/A

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Climate change and reducing carbon footprint is a core consideration</p>	<p>The service offers care and support at a local level allowing people to be supported in communities, in the carers own home or out in local neighbourhoods and may include accessing local green spaces and activities to support improved wellbeing. The local nature of the services potentially reduce travel.</p> <p>Where appropriate the service may also include support to use local transport so people are enabled to independently travel and in the process use more sustainable forms of transport.</p>	<p>Due to the care and support needs of the people accessing the service they may be more at risk of being digitally excluded. This may increase the need for more in person support, for which there would be a low risk of increasing travel related to the support or activities they take part in.</p>	<p>Consideration to include in the commissioned service specification the requirement to enable independent travel where appropriate.</p> <p>Also to give consideration to outdoor activities and use of green spaces to help maintain peoples wellbeing.</p>

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Utilisation and maintenance of the built environment</p>	<p>Shared Lives offers the opportunity for people to receive care and support in local homes, promoting independence, enable people to develop skills and strategies to live their lives as independently as possible. This might include some of the following interventions for example:</p> <ul style="list-style-type: none"> • Develop skills around upkeep of a home (keeping them clean and tidy and managing waste and recycling and basic garden upkeep skills). • Receive support to live in their or their carers local community in good 	<p>The Shared Lives model provides care and support to people in the home of a specially recruited and trained carer and their family. Whilst there are clear strengths to this as a community-based model, there is a risk that it may be more challenging to ensure consistent approaches across individual carers which may mean the benefits aren't realised.</p>	<p>Consideration to include in the commissioned service specification the requirement to enable independent living and travel where appropriate.</p> <p>Also, to give consideration to access to community assets, outdoor activities and use of green spaces to help maintain peoples wellbeing.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>quality, well maintained housing.</p> <ul style="list-style-type: none"> • Support to independently travel and in the process, use more sustainable forms of transport. • Support to access to and use communal assets including the built and natural environment 		
<p>Utilisation and maintenance of the rural environment</p>	<p>Where appropriate to the person's needs, support with independent travel and life skills such as garden upkeep as well as potentially accessing rural based day opportunities.</p>	<p>As above</p>	<p>As above</p>