

# Community Impact Assessment

## Future Social Care Workforce Strategy

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➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p><b>Age</b> - older and younger people</p>	<p>Activities identified within the strategy – including the development of a Social Care Academy will support recruitment and retention in the social care work sector across all age ranges, at all stages of their working lives.</p> <p>The strategy is part of the joint approach to developing the Staffordshire social care workforce across the Integrated Care System, supporting inclusion.</p>	<p>None identified</p>	
<p><b>Disability</b> - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other</p>	<p>The strategy is part of the joint approach to</p>	<p>None identified</p>	

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.	<p>developing the Staffordshire social care workforce across the Integrated Care System, supporting inclusion. It aligns with the Leadership for a Collaborative and Inclusive Future Report, recognising the real difference that good leadership can make in health and social care and the need for positive equality, diversity and inclusion action.</p> <p>The Strategy acknowledges we have a predominantly female workforce (86%) and will seek to recruit and retain a workforce, at all levels, that is more</p>		
<b>Gender reassignment</b> - those people in the process of transitioning from one sex to another			
<b>Marriage &amp; Civil Partnership</b> - people who are married or in a civil partnership should not be treated differently at work			
<b>Pregnancy &amp; Maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers			
<b>Race</b> - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins			
<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			
<b>Sex</b> - men or women			
<b>Sexual orientation</b> - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes			

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	representative of our local population.		

➤ **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
<b>All social care workers within Health and Care and Children’s and Families Directorates</b>	The strategy aims to develop a more resilient care sector that enables more effective recruitment and retention in adult’s and children’s social care, based on person-centred and innovative ways of working. Activities arising from the strategy aim to improve the recognition	None identified	

<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>
	<p>and rewards for those working within social care.</p> <p>The Social Care Academy will provide support to Council Staff who currently work in our directly provided care services, typically supporting Adults with a Learning Disability across a range of service types. The provision of an academy will positively impact the quality of care provided and support with career progression and development, as per the</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
	aspirations of individual staff members.		

➤ **Health and Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<b>Residents' health and wellbeing &amp; Personal responsibility and independence</b>	<p>The strategy and key activities support a more resilient care sector, responsive to fluctuating needs and demand.</p> <p>The Academy will support with the provision of quality strengths-based care and support &amp; innovation, including but not limited to a digitally</p>	None identified	

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>and technologically skilled workforce.</p> <p>The Strategy emphasizes the importance of supporting the physical, mental and emotional wellbeing of our workforce, through the utilization of existing resources including the Wellbeing Hub, Think Well and The Recovery College.</p>		

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p><b>Community capacity</b></p>	<p>The strategy and activities promote personal responsibility and independence in</p>	<p>None identified</p>	

Key consideration	Benefits	Risks	Mitigations / Recommendations
	<p>those receiving care, through person-centred and innovative ways of working.</p> <p>The strategy and activities will explore building community capacity, for example to increase the numbers of personal assistants and Micro-providers.</p> <p>The strategy will explore how it can work in partnership with support Staffordshire for the benefit of our social care workforce and residents.</p>		

➤ **Economic Assessment**



Key consideration	Benefits	Risks	Mitigations / Recommendations
<p><b>Impact economic growth, promote Staffordshire as a 'go to' location for new businesses to invest and start up and existing businesses to grow.</b></p> <p><b>Impact upon resident's income and access to good quality jobs.</b></p> <p><b>Allow residents to improve, diversify and adapt their skills and qualifications.</b></p>	<p>The strategy aims to develop a more resilient care sector that enables more effective recruitment and retention in adults' and children's social services, based on person-centred and innovative ways of working - for all social care workers including those in regulated professions across the public and independent sector, attracting people at every stage of their working lives, including those at the start of their career.</p> <p>We will help shape the future of social care in Staffordshire through: Working collaboratively to support each</p>	<p>None identified</p>	

Key consideration	Benefits	Risks	Mitigations / Recommendations
	<p>employer to be the best that they can in recruiting, retaining and developing their own teams; Working in partnership to carry out targeted local recruitment campaigns, promote the sector in schools and with potential job applicants; Jointly making the case for fair and sustainable funding to the social care sector.</p> <p>The Academy will bring together the existing local learning, training and development opportunities in a central hub to support with navigation and ease of access.</p>		

Key consideration	Benefits	Risks	Mitigations / Recommendations
	<p>In addition, the academy will deliver bespoke learning, training and development identified through local intelligence and engagement – which will support employees to carry out their job to the best of their ability whilst also supporting career progression.</p>		

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p><b>See Environment Assessment Section</b></p>			

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p><b>Ability to travel/access to transport</b></p>	<p>The Strategy promotes collaborative working between providers to reduce unnecessary journeys where possible and appropriate.</p> <p>The Strategy also considers how to support our workforce to consider low carbon alternative mechanisms of transport.</p>	<p>Individual can express choice over who delivers their care, meaning providers would not be able to work wholly collaboratively.</p> <p>Adult Social Care is a typically low paid sector – individual employees, due to their financial circumstances may not be able to afford to purchase and/or maintain low carbon alternatives i.e. electric vehicles.</p> <p>Due to the rural nature of certain locations within Staffordshire, alternative modes of transport i.e. public transport and use of</p>	

Key considerations	Benefits	Risks	Mitigations / Recommendations
		bikes is not viable to provide required levels of care and support across multiple locations.	