Staffordshire County Council

Community Impact Assessment

Older People Commissioning Strategy 2024-2029

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Date: October 2023

➢ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Cross Cutting – impacts that affect all or multiple characteristics	The strategy aims to support the older population in a positive way which will benefit those with protective characteristics. This includes access to services and support for the older population that require it and support to remain living at home for as long as possible. Delivery of the strategy will support individuals to remain living independently and promoting wellbeing and to make informed choices about the care and support they receive. The strategy is intended to improve outcomes for older people in Staffordshire and this will include transgender people. 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 existing services for those with disabilities may not always be equitable. If support and services are not sensitive to the issues relating to gender reassignment, they may limit accessibility for some people to access information advice and guidance to promote good health and independence, and timely access to care when required. There is a risk that this may negatively impact their overall health and wellbeing, leading to a greater need for care and support but also prevent them from remaining independent	A range of engagement activities have taken place in the development of the strategy. The Strategy seeks to improve the outcomes for Older People, which includes those with protected characteristics. Clear actions within the delivery plan to ensure that all information, advice and guidance and access to support information is made available in all formats required for those that need it. Engagement with people with lived experience, including questions within this engagement that asked "what groups have been missed and how can we access them?", relevant groups such as community voluntary sector organisations and adults from all gender family backgrounds to be included in the development of the related action plan. The County Council's statutory duties under the Care Act to meet people's eligible social care needs apply.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	access to support and services are equitable. The Strategy will address 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, including at greater risk due to their race, cultural backgrounds or religion/beliefs.	in their own homes for longer. By not recognising specific cultural needs in redesigning services and pathways to support the older population that need access to services, the model of provision could potentially isolate groups further. People from ethnic minorities are more at risk of wider health inequalities that will impact on being able to access the right services at the right time and remain living independently. If preferences for IAG, communication and support mechanisms vary between males and females, and this is not considered there may be	Engagement with any relevant groups that work with, represent and/or support males or females in the development of pathways, services, digital solutions, and proposals.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
		limited engagement with some people.	
Age - older and younger people	This strategy focuses on the growing ageing population, therefore in addition to the benefits identified within the first row there are additional multiple outcomes across the strategy which will directly benefit the older population. This includes all actions relating to the improvement of quality of services, access to services when required, innovation and links to the community.	See first row for identified risks.	See first row for identified mitigations/recommendations.
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.	See first row for identified benefits.	See first row for identified risks.	See first row for identified mitigations/recommendations
Gender reassignment - those people in the process of transitioning from one sex to another	See first row for identified benefits.	See first row for identified risks.	See first row for identified mitigations/recommendations

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	No specific benefits for marriage and civil partnerships in work have been identified.	No specific risks for marriage and civil partnerships in work have been identified.	No specific mitigations for marriage and civil partnerships in work have been identified.
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	No specific benefits for pregnancy and maternity have been identified.	No specific risks for pregnancy and maternity have been identified.	No specific mitigations for pregnancy and maternity have been identified.
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	See first row for identified benefits.	See first row for identified risks.	See first row for identified mitigations.
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	See first row for identified benefits.	See first row for identified risks.	See first row for identified mitigations.
Sex - men or women	See first row for identified benefits.	See first row for identified risks.	See first row for identified mitigations.
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	See first row for identified benefits.	See first row for identified risks.	See first row for identified mitigations.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations

➤ **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
All actions and outcomes within the Older People's commissioning Strategy relate to the health and wellbeing of the older population of Staffordshire. Considerations have been given to mental health and wellbeing, living independent, access to social care services and healthy lifestyles.	The primary ambitions of the Older People's commissioning strategy through its four priorities is for:	The strategy may not have identified the right priorities to improve the health and wellbeing of the older population.	A range of engagement activities have taken place in the development of the strategy to develop the content and outcomes. Further engagement with people with lived experience and stakeholders in

Key considerations	Benefits	Risks	Mitigations / Recommendations
	- people to have the right information and advice to be able to maintain a healthy lifestyle and remain independent for longer - ensure that when people need adult social care support, that there are good quality services available - to support people who require adult social care to continue living at home for as long as possible -to ensure that when people need adult social care support but can no longer stay at home, that	The strategy extends over a five year period and there is a risk that commitment to deliver the outcomes may decline over time. People do not know where to go for support to remain living at home for longer increasing their need for support. Failure to achieve outcomes relating to good quality care could mean risk to individuals in receipt of services.	the development and delivery of the action plan to ensure this is co-produced. An action plan to be developed to identify the necessary actions to deliver the outcomes and track progress over the period of the strategy. Communication activity to support the implementation and delivery of the strategy. We will ensure information, advice, and guidance about how to remain living at home for longer should they not require formal services, or how to access support is widely available in multiple formats to ensure it is accessible to all. Ensuring care is personalised to people's individual needs, and relevant professionals work in partnership with people to provide choices about their care and treatment, and to reach shared decisions.

Key considerations	Benefits	Risks	Mitigations / Recommendations
	the right support is available In order to achieve those priorities, outcomes relating to independent living, safeguarding, quality of care, mental health and access to social care services have been developed. Good quality care will ensure the safety of individuals in receipt of services and that they are protected.		Maintaining and enhancing our focus on quality assurance and quality improvement through delivery of the Quality Assurance Framework.

➢ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Community Development/ Capacity Will the proposal affect opportunities to work with communities and strengthen or reduce community capacity?	The strategy includes the approach of using community based services to support individuals in living independently at home for longer. Promoting community capacity will support in helping the older population to remain in their own homes for as long as they wish to whilst accessing support where needed.	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. Failure to engage with a sufficiently diverse range of people within communities may limit the success of the strategies aims. Failure to support the older population to maintain links to the community could adversely affect wellbeing and ability to remain living independently	Further engagement with groups of people less well represented in the engagement work undertaken in the development of the strategy. 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 as well as existing community based services such as Extra Care, Day Care Providers and care in the home providers.
Crime/ Community Safety Will the proposal support a joint approach to responding to crime and addressing the causes of crime?	No specific benefits identified	No risks identified	None

Educational Attainment and Training. 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? The Strategy considers that in the pursuit of ensuring good quality care for the residents of the county that providers of care and support services may require support in the training and retention of staff.	The strategy recognises the existence of the Care Market Development Team that assists providers with staff recruitment, training and retention of staff.	Failure to provide suitable training to care providers may negatively impact the quality of services.	Opportunities to support Care Market Development Team in delivering its services to the care and support market. Continued links to the Workforce Strategy actions within the action/delivery plan of this strategy
Leisure and Culture Will the proposal encourage people to participate in social and leisure activities that they enjoy	The strategy does not have specific outcomes relating to leisure and culture but it recognises the importance in social and leisure activities in the support of maintaining independence and wellbeing of the older population.	Failure to provide easily accessible information about the benefits and availability of social and leisure activities to encourage people to participate in them.	Ensuring online information is accessible to individuals in formats suitable to their needs Establishing Community Help Points as trusted places within communities that can help individuals to access information about local services or activities.

Volunteering Will the proposal impact on opportunities for volunteering? The strategy has identified an objective around skills and technology and has considered the needs for further training within the health and community and voluntary sector to develop digital skills and other topics so information can be shared with the older people they have contact with.	The strategy includes the objective that people have the skills and technology to be able to make use of digital information in traditional ways if they choose to. It recognises that staff within the voluntary sector may not always have the skills in order to support this outcome there identifies the need to provide Supportive Communities Training to those staff, further developing skills and experience. .	Failure to ensure that volunteering staff are appropriately trained to support the older population in developing skills and access to technology could result in the older population not having access to information when they need it.	Continue to develop the action plan with actions around delivery of Supportive Communities Training to the voluntary sector.
Best Start 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?	No specific benefits identified.	No risks identified	None

| Rural Communities | Not specifically, but it does include an activity to ensure that public transport meets the needs of the aging population through the work our Transport Team do, to ensure links to activities, community and families in order to maintain independence. | Access to services/communities/family links may not be sufficient without appropriate means of public transport for the ageing population, increasing the risk of peoples needs becoming more complex and negative impacts on the ageing populations wellbeing. | 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.

Links to Transport Teams highlighted as activity within the delivery plan of the strategy. |
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| Will the proposal specifically impact on rural communities? | | | |

➢ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Economic Growth

Considerations have been made within the strategy of the importance to link any actions within the delivery plan to the overall Strategic objectives for Health and Care specifically for the need to maintain a market within the county for care and support that offers services at an affordable price. | The strategy includes links to the overall Health and Care Strategic Objectives around maintaining a care and support market in the county, therefore all outcomes within the strategy have been developed with this in | Failure to maximise opportunities within the care sector for innovation may negatively impact individuals that require support but do not wish needs to be met in the traditional way, or those | Identified actions within the delivery/action plan around maximising for innovation and use of technology within care and support and bringing new technologies into the County.

Links to the Market Sustainability Plan to identify where there may be needs for expansion or start up of new |

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?	mind which should support providers in innovation and expansion with specific outcomes relating to the innovation of technology in its use within care and support.	that needs cannot be met by traditional means. Use of innovation can be linked to supporting individuals to maintain independence and failure to do so could result in individuals needing access to funded services earlier than necessary.	businesses within the care and support sector.
Workplace Health and Environments

The strategy identifies the need for the workforce within the care sector to provide good quality staff and staff capacity to ensure good quality services are delivered to those that require support. Considerations have been made for requirements to link with the implementation to the Workforce Strategy in order to deliver this outcome and the potential implications that having a reduced workforce can have on the health of the existing staff. | Good quality staff and suitable staff capacity across the workforce in the care sector will ensure the delivery of good quality of services to those that require support as and when they are identified as needing it. | Failure to support providers in providing good quality staff and suitable staff capacity across the workforce could result in poor quality services or leaving individuals at risk of not receiving support when required. | Ensuring there are suitable links within the action/delivery plan with the implementation of the Workforce Strategy. |

		Failure to consider the implications of not having the most suitable level of staffing capacity within the market could have negative impacts on the existing workforces' health.	

➢ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Access to community transport and open spaces	The strategy identifies the need to access public transport as being important to the residents in Staffordshire to help maintain independence. Maintaining links with communities and families and friends and being able to travel to undertake activities in the	No access suitable public transport and failure to consider alternatives if required so that people who need support to access the community are not provided with equal opportunity to access them.	As part of the engagement to support the development of the action plan, identify and strengthen links with relevant stakeholders, namely Transport teams and community groups to promote access to public transport and develop appropriate transport links where required.

Key considerations	Benefits	Risks	Mitigations / Recommendations
	community has been identified as an outcome in supporting reducing loneliness in the older population. Access to suitable public transport where needed will support in achieving this outcome.		Ensuring information around public transport is shared in accessible formats.
High quality housing Some areas within the County currently are experiencing insufficient capacity to meet the demand of those with Nursing need requirements. As such the Council is exploring opportunities for the developing of nursing homes to provide accommodation based services in specific areas of need. Consideration to the impacts on climate change have been considered as part of this exploration and any developments that may be required.	The exploration of nursing capacity within specific areas of need will provide access to accommodation based nursing services for individuals that require it when they need it.	No specific risks identified.	No specific recommendations/mitigations identified.
Healthier workplaces	The strategy includes an outcome to ensure the	Failure to support providers in developing	Linking outcomes and actions within the action/delivery plan to the work

Key considerations	Benefits	Risks	Mitigations / Recommendations
	quality of staff and staff capacity throughout the care sector to ensure individuals receive good quality care should they require support.	good quality staff could result in users receiving poor quality services within adult social care.	being undertaken within the Workforce Strategy to ensure outcomes can be met.

➢ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Built Environment/ Land Use See row within Climate Change considerations relating to Nursing capacity within specified areas of need.	The strategy identifies the exploration of nursing capacity in specific areas of need which will provide access to services in those areas where required.	Failure to provide good quality nursing services within specified areas of need could lead to people with nursing requirements living in unsuitable care settings for longer where there is a higher risk of receiving poor quality or unsafe care.	Where there is not sufficient provision, the Council will explore establishing our own services, or with Strategic partners where appropriate, subject to individual business cases. Ensure links with Additional Nursing Capacity commissioning and Housing with Care Strategy.
Rural Environment organisations. No specific considerations made.	No specific benefits identified	No specific risk identified	None
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)?	n/a		
Waste and Recycling Will the proposal affect waste (e.g., disposal) and recycling?	n/a		

Transport Will the proposal affect the ability of people/ communities/ business to travel? Will the proposal impact on walking/ cycling opportunities?	Not specifically in most aspects of the strategy but it does include an activity to ensure that public transport meets the needs of the ageing population.	None identified	None
Noise Will the proposal cause disruptive noise	n/a		