



Staffordshire
County Council

Appendix 1

Community Impact Assessment Checklist and Executive Summary

Name of Proposal:

Future Delivery of Replacement Care Services in Staffordshire
(Learning Disability)

Project Sponsor:

Dr Richard Harling, Director for Health & Care

Project Manager:

Taryn Poole, Commissioning Manager, AAD & Mental Health
Commissioning Team

Date Completed:

21/06/21

Final Checklist

Prior to submitting your Community Impact Assessment (CIA), please ensure that the actions on the checklist below have been completed, to reassure yourself / SLT / Cabinet that the CIA process has been undertaken appropriately.

Checklist	Action Completed	Comments/Actions
The project supports the Council's Business Plan, priorities and MTFS.	x	
It is clear what the decision is or what decision is being requested.	x	
For decisions going to Cabinet, the CIA findings are reflected in the Cabinet Report and potential impacts are clearly identified and mitigated for (where possible).	x	
The aims, objectives and outcomes of the policy, service or project have been clearly identified.	x	
The groups who will be affected by the policy, service or project have been clearly identified.	x	
The communities that are likely to be more adversely impacted than others have been clearly identified.	x	
Engagement / consultation has been undertaken and is representative of the residents most likely to be affected.	x	Extensive engagement to date has been undertaken on the wider community offer program, with a view to seeking agreement from cabinet to engage on the options for future service delivery across August/ September 2021.
A range of people with the appropriate knowledge and expertise have contributed to the CIA.	x	
Appropriate evidence has been provided and used to inform the development and design of the policy, service or project. This includes data, research, engagement/consultation, case studies and local knowledge.	x	
The CIA evidences how the Council has considered its statutory duties under the Equality Act 2010 and how it has considered the impacts of any change on people with protected characteristics.	x	
The next steps to deliver the project have been identified.	x	

Executive Summary

The Executive Summary is intended to be a collation of the key issues and findings from the CIA and other research undertaken. This should be completed after the CIA and research has been completed. Please structure the summary using the headings on the left that relate to the sections in the CIA template. Where no major impacts have been identified, please state N/A.

	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
<p>PSSED</p> <p>What are the impacts on residents with a protected characteristic under the Equality Act 2010? Highlight any concerns that have emerged as a result of the equality analysis on any of the protected groups and how these will be mitigated. It is important that Elected Members are fully aware of the equality duties so that they can make an informed decision, and this can be supported with robust evidence.</p>	<p>Disability</p> <p>Impact on SCC Staff</p>	<p>Individuals will receive high quality support in order to meet their assessed eligible care and support needs, which are both sustainable and demonstrate value for money</p> <p>As per the Care Act, SCC will endeavour to facilitate choice / preference and personalisation where possible. This choice is not at any cost.</p> <p>Potential consolidation of services to provide holistic care and support, maximising choice and control.</p>	<p>There may be a low risk of complaint and challenge from Citizens if they do not feel that their views have been taken into account when designing the future service.</p> <p>The strategy sets out our intention to recommission our current replacement care contract with Lifeways in line with the natural end of the contract. As a result, service users may experience a change in their support provider or location of service delivery.</p> <p>Staff may be required to work in other locations and/or services</p> <p>SCC has an aging</p>	<p>Extensive consultation has already been undertaken to date on the wider community offer programme. Public and stakeholder consultation will be undertaken on the future service and proposed options for service delivery over the summer of 2021 following cabinet approval.</p> <p>Regular and meaningful engagement and communications about the progress of the programme, the outcomes and the impact.</p> <p>TUPE may be applicable, thus providing the potential for continuity of staffing in particular circumstances. Support will be sought from Legal and HR as appropriate.</p> <p>The options appraisal will be tested against a range of criteria, this will include ensuring options are Care Act compliant</p>

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			workforce which may impact on continuity of staff and complexity of support they can deliver	<p>and align with SCC's whole life disability strategy which was consulted on prior to implementation.</p> <p>Within the current job specifications for inhouse services, a requirement to work from other locations is detailed and this could be included in any future 'redesigns' in order to meet Business Needs.</p> <p>Staff (and representative Trade Unions) will be consulted about the potential impact on their employment, and appropriate HR processes and protocols adhered to.</p> <p>Dependent upon the outcome of the options appraisal we could develop a workforce strategy to attract a more diverse workforce</p>
<p>Health and Care</p> <p>How will the proposal impact on residents' health? How will the proposal impact on demand for or access to social care or health services?</p>	<p>Mental Health & Wellbeing</p> <p>Healthy Lifestyles</p> <p>Access to Social Care</p> <p>Independent Living</p> <p>Safeguarding</p>	<p>As per the Care Act, SCC would endeavour to facilitate choice / preference and personalisation where possible. This choice would not be at any cost.</p> <p>The delivery of replacement care has a</p>	<p>Extensive consultation has already been undertaken to date on the wider community offer programme. This highlighted that people who use services, their carers, some SCC staff and</p>	<p>Regular and meaningful engagement and communications will be undertaken with regards to the progress of the programme, the outcomes and the impact.</p> <p>The options appraisal will be tested against a range of criteria, this will include ensuring options are Care Act compliant</p>

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		<p>positive impact on carers who require a break to maintain their emotional health and wellbeing whilst sustaining their caring role</p> <p>All replacement care services will be required to promote and enable people to live a Healthy Lifestyle, through the provision of appropriate care and support, as per their assessed care and support needs.</p> <p>People would receive support to meet their assessed eligible social care needs, this may include supporting the development of independent/ daily living skills whilst accessing replacement care.</p> <p>The Council will continue to provide</p>	<p>some providers have expressed the anxiety and uncertainty about the outcome of the programme is negatively impacting on their mental health and wellbeing – with many citing concern about closure of services and loss of care and employment.</p> <p>Risk of challenge or complaint if services are altered or changed, including location or provider.</p>	<p>and align with SCC's whole life disability strategy which was consulted on prior to implementation.</p> <p>Extensive consultation has already been undertaken to date on the wider community offer programme. Public and stakeholder consultation will be undertaken on the future service and proposed options for service delivery over the summer of 2021 following cabinet approval.</p>

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		<p>Residential Replacement Care to meet the needs of both the 'carer' and 'cared for' – enabling people to remain living in their chosen local community</p> <p>Replacement care also provides carers with a break from their caring role, supporting to avoid carer breakdown and thus avoiding admission to services full time.</p> <p>The cabinet report sets out our intention to conduct an options appraisal to determine the optimum way to configure and deliver replacement care - Any new arrangements will have proportionate contractual arrangement which will include quality monitoring and a contractual</p>		

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		requirement to adhere to all relevant safeguarding legislation and good practice guidance.		
<p>Economy</p> <p>How will the proposal impact on the economy of Staffordshire or impact on the income of Staffordshire's residents?</p>	<p>Economic Growth</p> <p>Access to jobs/ Good Quality Jobs</p>	<p>The resultant solution will include a needs / demand profile to support the marketplace in terms of service and workforce development.</p> <p>A number of the options being considered for the future delivery of replacement care may provide the opportunity for the independent marketplace and / or inhouse services to potentially expand their existing presence in Staffordshire as well as encourage new Providers to the county.</p>	<p>A number of the options being considered for the future delivery of replacement care may result in less or no usage of the independent marketplace and / or inhouse services due to providing services through other mechanisms such as a Local Authority Trading Company</p>	<p>Regular and meaningful engagement and communications about the progress of the programme, the outcomes and the impact</p> <p>Extensive consultation has already been undertaken to date on the wider community offer programme. Public and stakeholder consultation will be undertaken on the future service and proposed options for service delivery over the summer of 2021 following cabinet approval.</p> <p>The options appraisal will be tested against a range of criteria, this will include ensuring options are Care Act compliant and align with SCC's whole life disability strategy which was consulted on prior to implementation.</p> <p>Within the current job specifications for inhouse services, a requirement to work from other locations is detailed and this</p>

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				<p>could be included in any future 'redesigns' in order to meet Business Needs.</p> <p>Staff (and representative Trade Unions) will be consulted about the potential impact on their employment, and appropriate HR processes and protocols adhered to.</p> <p>TUPE may be applicable, thus providing the potential for continuity of staffing in particular circumstances. Support will be sought from Legal and HR as appropriate.</p>
<p>Environment</p> <p>How will the proposal impact on the physical environment of Staffordshire? Does this proposal have any Climate Change implications?</p>	Transport	Potential consolidation of services to provide holistic care and support.	People may need to travel further to access the service most appropriate to meet their needs (thus negatively impacting on the environment), and there is a risk of challenge and complaint associated with this.	The Council will ensure adherence to the Care Act REF: assessed eligible care and support needs and the subsequent location of services; seeking to minimise the impact.
Localities / Communities		The future replacement		Partnership working with Public Health as

	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
How will the proposal impact on Staffordshire's communities?	Community Development /Capacity	care offer will work alongside the Staffordshire Together for Carers Service, providing preventative carer support in order to prevent, reduce, delay dependency on health and social care services where possible, to ensure they are available for those most in need.	There is a high level of demand and expectation of the Community, with limited financial resource to support investment. Some communities may initially have more capacity than others in terms of support for carers. There is a challenge to establish what is available for in District.	part of SCC's Supporting Communities Project and People Helping People Agenda to identify and raise awareness of community capacity as well as identify gaps.