

Community Impact Assessment

Empowering Our Communities

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Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Cross Cutting – Impacts that affect all or multiple protected characteristics</p>	<p>All of the actions within the Communities Delivery Plan 2023 are designed to support communities in a positive way, which will benefit people with protected characteristics. This includes work with partners locally to embed and improve access to community-led prevention and early help, promote community action and build community capacity, and review the way we work as an organisation to encourage a ‘communities mindset’.</p>	<p>The increasing cost of living will potentially have a disproportionately greater impact on people with protected characteristics and could increase demand for early help and community-based support.</p> <p>Increasing cost of living will also impact VCSE organisations that provide community-based support for people with protected characteristics and the support available locally.</p> <p>The Covid-19 longer-term health impacts of Covid-19 could potentially have a disproportionately greater impact on people with protected characteristics.</p>	<p>Continue to align the work of the Communities Delivery Plan 2023 with activity locally to address the cost of living (e.g. Here to Help campaign), ensuring impacts on people with protected characteristics are considered.</p> <p>Continue to offer support with the cost of living to VCSE groups that work with people with protected characteristics, including the VCSE Capacity Building Framework.</p> <p>Ensure the views of people with protected characteristics and the VCSE groups that support them are considered during the process of developing a Communities Strategy.</p> <p>Undertake individual CIAs on any areas of work in the Communities Delivery Plan 2023 as required, including when developing a future Communities Strategy.</p>
<p>Age - older and younger people</p>	<p>In addition to the benefits identified in the first row of this table, there are multiple actions</p>	<p>In addition to the risks identified in the first row of this table, older people and families with young</p>	<p>In addition to the mitigations identified in the first row of this table, ensure that older people and families with</p>

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	<p>within the Communities Delivery Plan 2023 that will specifically benefit both older and younger people. This work includes improving our local offer for families, developing the Family Hub model, and multiple actions to progress the Supportive Communities programme.</p>	<p>children may be more acutely impacted by the increasing cost of living.</p> <p>Older people may also be disproportionately impacted by any further Covid-19 outbreaks / variants.</p> <p>Older people and young people may be at greater risk from / impacted more severely by the longer-term impacts of Covid-19 (including social isolation, mental health etc).</p> <p>Older people and young people from families with lower incomes are at greater risk of digital exclusion. Parts of our offer that rely more on online signposting and IAG may be impacted.</p>	<p>young children are considered when providing support with the cost of living.</p> <p>Ensure that older people, young people, and families are properly engaged through appropriate forums when developing a future Communities Strategy.</p> <p>Ensure people at greater risk of Covid-19 are connected to community based support, and their access is considered in the event of additional outbreaks / variants.</p> <p>Work with the Digital Leadership Group to coordinate activity on digital inclusion and signposting to information, advice, and guidance (including Community Help Points).</p>
<p>Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism, and other</p>	<p>In addition to the benefits identified in the first row of this table, there are multiple actions within the Communities Delivery Plan 2023 that will specifically benefit people with disabilities.</p>	<p>In addition to the risks identified in the first row of this table, people with disabilities may be more acutely impacted by the increasing cost of living.</p>	<p>In addition to the mitigations identified in the first row of this table, ensure that people with disabilities are considered when providing support with the cost of living.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>neurodiverse conditions, learning disabilities, sensory impairment, and physical disabilities.</p>	<p>This work includes improving our local offer for families, the SEND Strategy Delivery Plan, Community Help Points, and work to embed community based support and strengths based working into the adult social care pathway.</p>	<p>People with disabilities may also be disproportionately impacted by any further Covid-19 outbreaks / variants.</p> <p>People with disabilities may be at greater risk from / impacted more severely by the longer-term impacts of Covid-19 (including social isolation, mental health etc).</p>	<p>Ensure that any engagement regarding a Communities Strategy includes people with disabilities (including providing information in easy-read and other accessible formats as required).</p> <p>Ensure people at greater risk of Covid-19 are connected to community based support, and their access is considered in the event of additional outbreaks / variants.</p> <p>Work with Public Health to ensure health literacy is embedded across the organisation and that all information is produced in an accessible format.</p>
<p>Gender reassignment - those people in the process of transitioning from one sex to another</p>	<p>See first row for identified benefits.</p>	<p>See first row for identified risks.</p>	<p>See first row for identified mitigations / recommendations.</p>
<p>Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work</p>	<p>No specific benefits for marriage and civil partnerships have been identified.</p>	<p>No specific risks for marriage and civil partnerships have been identified.</p>	<p>No specific mitigations or recommendations for marriage and civil partnerships have been identified.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>	<p>In addition to the benefits identified in the first row of this table, there are multiple actions within the Communities Delivery Plan 2023 that will specifically benefit women who are pregnant or have recently had a baby, including improving our local offer for families, developing the Family Hub model, and continuing to deliver our Community Managed Libraries programme.</p>	<p>See first row for identified risks.</p>	<p>See first row for identified mitigations / recommendations.</p>
<p>Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins</p>	<p>See first row for identified benefits.</p>	<p>In addition to the risks identified in the first row of this table, conversations regarding equalities movements seen in 2020 have particular relevance for Black, Asian, and ethnically diverse communities.</p> <p>Black, Asian, and ethnically diverse communities were overrepresented in terms of risk and impacts of Covid-19 (as per national data) and may subsequently be disproportionately</p>	<p>In addition to the mitigations identified in the first row of this table, consider any additional language barriers in provision of early help and community-based support to ensure inclusive access and engagement.</p> <p>Ensure that any engagement regarding a Communities Strategy includes Black, Asian, and ethnically diverse communities locally and also considers any additional language barriers (including providing</p>

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		<p>impacted by any further outbreaks and longer-term impacts of Covid-19.</p> <p>The most recent census shows that Staffordshire has a significant increase in Polish and Romanian residents. As these are newer communities, there is a risk that their needs are not fully considered (e.g. language barriers).</p>	<p>information in different languages if required).</p> <p>Ensure that both the development a future Communities Strategy and the review of SCC's Community Engagement Guidance are aligned with ongoing work to review SCC's approach to Equality, Diversity, and Inclusion.</p> <p>Ensure people at greater risk of Covid-19 are connected to community based support, and their access is considered in the event of additional outbreaks / variants.</p>
<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>See first row for identified benefits.</p>	<p>See first row for identified risks.</p>	<p>See first row for identified mitigations / recommendations.</p>
<p>Sex - men or women</p>	<p>See first row for identified benefits.</p>	<p>See first row for identified risks.</p>	<p>See first row for identified mitigations / recommendations.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
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 / 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
All protected characteristics	The Communities Delivery Plan 2023 includes several actions relating to how we work with communities as an organisation. This includes providing staff with further guidance and support on volunteering, social value, and community engagement.	If staff are not properly engaged and informed about these activities, it may result in confusion and a lack of understanding amongst the workforce.	Ensure staff are engaged in key strands of activity relating to how we work with communities, including volunteering and community engagement guidance, social value, and the development of a future Communities Strategy.

➤ **Health, Wellbeing and Social Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>The Communities Delivery Plan 2023 includes a number of actions relating to health and wellbeing, including Early Help for families, the Supportive Communities programme, Better Health Staffordshire, and #DoingOurBit. The plan also contains a pilot programme in Staffordshire Moorlands that is aiming to better embed community-based support and strengths based working into our adult social care pathway.</p>	<p>This work will provide a range of benefits to the health and wellbeing of local communities, including improving access to local community-based support, quality information and advice on health and wellbeing, and support for reducing obesity.</p>	<p>The increasing cost of living may potentially have negative impacts on the health and wellbeing of several cohorts within our communities, resulting in increased demand for early help and community based support.</p> <p>Older people and young people from families with lower incomes are at greater risk of digital exclusion. Parts of our offer that rely more on online signposting and IAG may be impacted.</p>	<p>Continue to align the work of the Communities Delivery Plan 2023 with Council and partner activity locally to address the cost of living.</p> <p>Work with the Digital Leadership Group to deliver the Digital Inclusion Action Plan.</p> <p>Encourage and support people to get involved and help themselves and their communities through the #DoingOurBit campaign.</p> <p>Ensure people at greater risk of Covid-19 are connected to community based support, and their</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
		The long-term impacts of Covid-19 may result in increased demand for support with health and wellbeing and growing health inequalities.	access is considered in the event of additional outbreaks / variants.

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>The Communities Delivery Plan 2023 includes a range of support to empower our communities, promote community action and build capacity in local communities. This work includes delivering year 1 of our VCSE Capacity Building Framework, the Members Community Fund, and partnership working with local Parish Councils.</p> <p>Work will also take place to engage with communities and partners to develop an aspirational, long-term communities strategy for Staffordshire.</p>	<p>The VCSE Capacity Building Framework will support the local VCSE sector to remain sustainable and build capacity in communities. It will also work alongside the Council to deliver priority workstreams including Supportive Communities, Early Help, and the Staffordshire Young People's Offer.</p> <p>The Members Community Fund and work with Parish and Town Councils will also help to build capacity locally to support communities, providing funding to</p>	<p>Increasing cost of living will impact VCSE organisations that provide community-based support for people locally.</p> <p>The cost of living also may impact on the ability of residents to get involved in community-based activity.</p>	<p>Continue to align the work of the Communities Delivery Plan 2023 with Council and partner activity locally to address the cost of living, including providing ongoing support and funding where possible for local VCSE groups.</p> <p>Use the findings of any engagement on a future Communities Strategy to inform a detailed CIA as part of the process.</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
	community groups and ensuring community-based support for health and wellbeing at a hyperlocal level.		

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
The Communities Delivery Plan 2023 includes continued support for the local VCSE sector, early help for families through the Supporting Families programme, and co-ordination with SCC's work on digital inclusion.	<p>The VCSE Capacity Building Framework will provide infrastructure support for local VCSE groups and social enterprises to help them remain sustainable and an active part of the local economy.</p> <p>The Supporting Families programme helps to improve outcomes for families, including financial exclusion and worklessness.</p> <p>The Digital Inclusion Action Plan includes working with businesses and rural</p>	The cost of living may continue to impact the local economy and increase demand for support from residents and local VCSE groups.	Continue to align the work of the Communities Delivery Plan 2023 with Council and partner activity locally to address the cost of living, including providing continuing support and funding where possible for local VCSE groups.

Key consideration	Benefits	Risks	Mitigations / Recommendations
	communities to improve connectivity, increase digital adoption, and tackle the digital skills gap.		

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
The Communities Delivery Plan 2023 has a number of actions relating to climate change. This includes the next phase of the Community Climate Action Fund, the Do-It to Make Staffordshire Sustainable campaign, and work with partners and local businesses on climate change.	The climate change actions within the Communities Delivery Plan 2023 will support residents, businesses, and the local VCSE sector to take action locally and jointly develop an approach to tackling climate change.	No risks identified	No mitigations required

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
The Communities Delivery Plan 2023 includes work on a new Community Highways Offer.	This work will explore with Members and partners to local community priorities,	No risks identified	No mitigations required

Key considerations	Benefits	Risks	Mitigations / Recommendations
	including the maintenance of verges and green spaces locally.		