

Community Impact Assessment

Name of Proposal:

Children's Home Block Contract

Project Sponsor:

Carly Tambs – Senior Partnerships & Placement Manager

Project Manager:

Shahid Munir

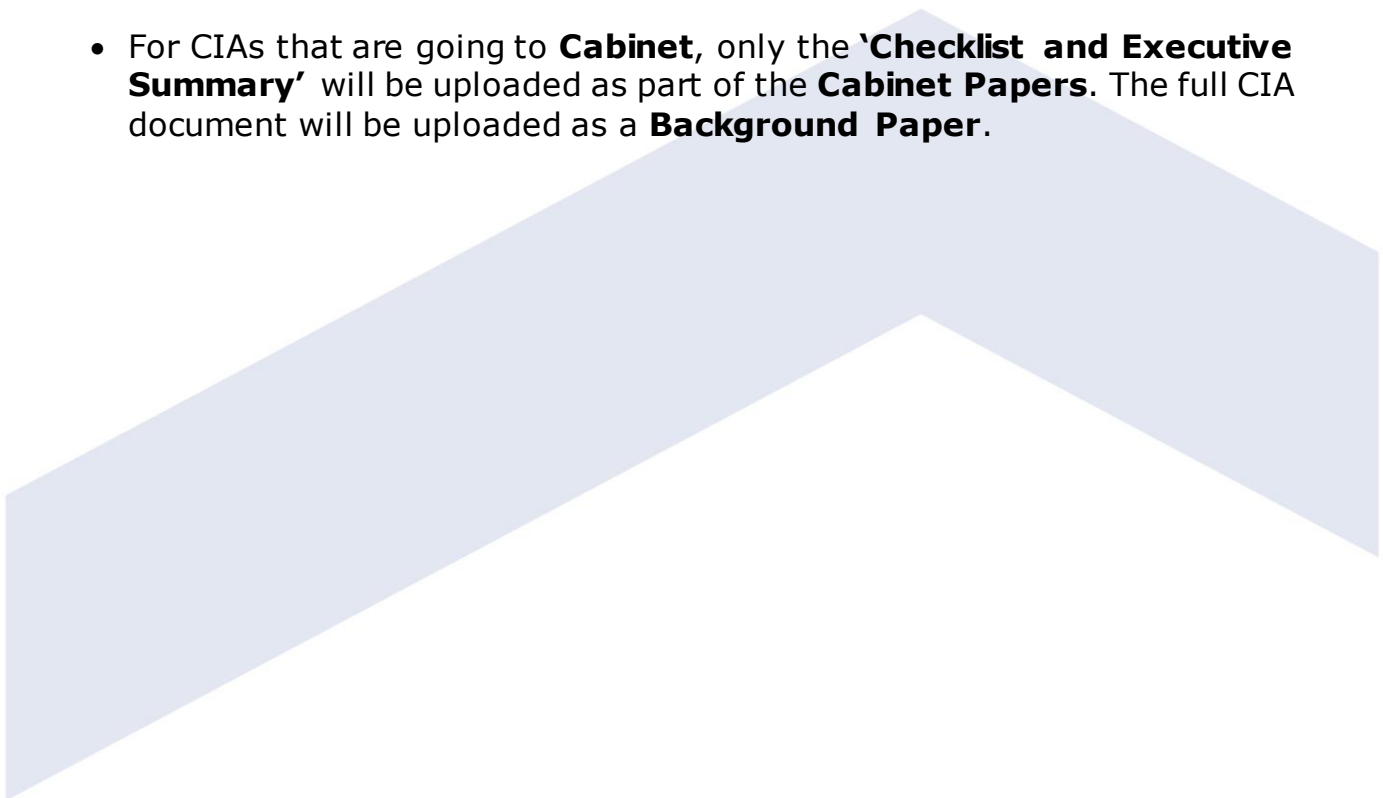
Market Relationship Manager

Date Completed:

22/01/22



Completing a CIA

- A CIA will help you to identify the potential **impacts, risks and benefits** of your proposed policy, service or project. Doing this at an early stage enables engagement and research to be undertaken to identify actions that will either **lessen the risk** or **maximise the benefits**. The assessment will also help you to identify mitigating factors whereby risks may be balanced out to an extent by the benefits.
 - This template should be used to support the development of a proposal during the **planning stage**, therefore supporting the council's approach of [Achieving Commissioning Excellence](#).
 - A good CIA will involve input from more than one person. A **Project Team** should be identified with different, but relevant expertise to ensure that a full range of views are considered.
 - **Engagement and/or consultation** should take place with appropriate and representative groups of people that are most likely to be affected. This must then be used to help shape the design/outcomes of the project. Please note that due to the publication of CIAs, it is advisable not to record personal details of members of the public, such as names or addresses.
 - **Once completed**, the main findings from your CIA should be transferred to the '**Checklist and Executive Summary**' template. Then both documents need to be approved/signed off by the appropriate people. Depending on the size of your project, this could be your manager, project lead, sponsor or SLT.
 - For CIAs that are going to **Cabinet**, only the '**Checklist and Executive Summary**' will be uploaded as part of the **Cabinet Papers**. The full CIA document will be uploaded as a **Background Paper**.
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Completing the CIA Template

This table describes what is required when completing the key sections of your assessment.

Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
<p>Which groups of people will be impacted by the proposed policy, service or project? This could be people in a particular area, a street, or a group of people with similar characteristics e.g. older people, young people or people with care needs. Also consider staff, residents and other external stakeholders.</p>	<p>Think about the impact the proposal may have on each of the different category areas and identify the benefits of each decision.</p>	<p>Think about the impact the proposal may have on each of the different category areas, and identify the risks associated with the proposal.</p>	<p>Set out any recommendations as to how the benefits will be maximised and the risks minimised.</p> <p>Also highlight any trade-offs that may occur.</p>
<p>Please note:</p> <ul style="list-style-type: none"> • Potential impacts should not be included if it is considered highly unlikely that they would occur. • Where no major impacts have been identified, please state N/A. • Due to the publication of CIAs, it is advisable not to record personal details of members of the public, such as names or addresses. 			
<p>Evidence Base: (Evidence used/ likelihood/ size of impact) How certain are you about the assessment of each potential impact, and what evidence have you used to arrive at the decision? E.g. Data – population trends data, census data, service data. Research – national, regional, local research. Engagement/ Consultation – with partners, the public, the voluntary sector.</p>			

Use the following template to highlight the impacts of your proposal on each of the following categories: The Public Sector Equality Duty (PSED), Health and Care, the Economy, the Environment, and Localities/ Communities.

Community Impact Assessment

Public Sector Equality Duty (PSED)

Use this section to identify if the proposal will impact on our legal obligations under the Equality Act 2010 for both residents and staff. In summary, those subject to the general equality duty must have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and foster good relations between different groups.

Please consider:

- Who is currently using the service, across the protected characteristics?
- What do we know about their experiences and outcomes?
- What relevant information is available from the Census and population trends data?
- What were the findings of the engagement/consultation?
- Is there any relevant national, regional and/or local sources of research/evidence available?
- Is there any relevant information from partners or voluntary, community, social enterprise organisations?
- What is the analysis of the impact on those with relevant protected characteristics?

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
Race	All children and young people from diverse cultural backgrounds	This contract will have the ability to meet the requirements of all regardless of race, by meeting needs appropriately	Organisations may not be equipped to work with a diverse group of children and young people	The contract ensures close monitoring to ensure all needs and requirements are met.
Disability	Children and Young People with Mild learning Disabilities	Although this contract is aimed at children with emotional and behaviour difficulties and mental health it also includes children with mild learning difficulties	The awareness or the correct diagnosis may not occur.	The contract will ensure comprehensive information is collated and processed.

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
Sex	Male & Female	From our data analysis there is more demand for residential placements for males than females. The contract is aimed to fulfil this demand and any changes in demand.	With the higher demand for male placements and the high percentage of the workforce female in the sector, there is a risk that this can inhibit how young people are managed.	Good recruitment and ensuring positive role models is promoted.
Age	The contract will be aimed at 6-17 year olds	Having a wide remit will ensure it meets the demand for all children but it will also provide flexibility around matching.	There could be a culture of using this service majority for younger children, some who may be less complex.	The aim is to have a wide breadth of ages, and this will be managed by robust referral and contract monitoring to ensure we use the service for the most complex.
Religion or Belief	The contract will be accessible to all religious and philosophical beliefs, including lack of belief.	The contract will ensure all needs are met	Staff in the homes may not have the awareness of different religious beliefs.	Training would be expected by the contracted organisation and the LA (s) would monitor this as part of their quality assurance processes.
Gender Reassignment	All children and young people undergoing the process of transitioning	Some current providers already have the knowledge and this	Staff not having the awareness or knowledge.	The contract to ensure appropriate training and knowledge to support and meet the needs and

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
	from one gender to another	contract is to ensure this is replicated with other providers		requirements of all children in our care.
Sexual Orientation	Lesbian, gay and bisexual people and those questioning (LGBQ) or exploring their sexual orientation	The contract will ensure that the needs are met regardless of sexual orientation	Staff in the homes may not have the awareness or knowledge	All staff are provided appropriate training
Pregnancy and Maternity	Young people may become pregnant	The Contract will be able to provide a service during pregnancy.	There are possible risks being pregnant in a children's home with other complex children.	Appropriate risk assessments would be put in place. An alternative provision would be sourced once the young person gives birth.
Marriage and Civil Partnership	N/A	N/A	N/A	N/A
The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnerships in relation to employment issues.				
Impact on SCC Staff	N/A	N/A	N/A	N/A
If the proposal affects SCC staff, consider the workforce profile compared against the protected characteristics pre and post change, the impact of job losses, available support for staff, and HR protocols.				

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
Evidence Base: (Evidence used/ likelihood/ size of impact)				
This will allow Staffordshire to secure more local placements.				
Meet the needs of our most complex children and provide additional supply solely for Staffordshire				
It will promote sub-regional working such as working with Dudley.				
The strategy is in line with the expansion of in-house provision to ensure we have a mixed market approach.				
The strategy is aimed to ensure we increase stability.				

Health and Care

Use this section to determine how the proposal will impact on resident's health and wellbeing, and whether the proposal will impact on the demands for, or access to health and care services. Please consider the Care Act 2014 and the Health and Social Care Act 2012.

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Mental and Emotional Health Wellbeing	Children and Young People aged 6 to 17 years old	The contract is aimed to meet the needs of our most complex children and young people.	Mental health is not always diagnosed and staff may not have the skills to manage	Ensuring the correct diagnosis and information is collected and that staff have the right skills to manage children and young people and this will be constantly monitored
Will the proposal impact on the mental health and wellbeing of residents or services that support those with Mental Health issues?				
Healthy Lifestyles				

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Will the proposal promote independence and personal responsibility, helping people to make positive choices around physical activity, healthy food and nutrition, smoking, problematic alcohol and substance use, and sexual health?	All children and young people who access the service. Ensuring they make healthy choices and this is supported by the Provider	There will be opportunity to continue to promote a healthy lifestyle	Not all children and young people want to engage or the provider being unable to engage.	Constant re-enforcement of the provider to promote a healthy lifestyle and engaging in activities that encourages and promotes this.
Accidents and Falls Prevention	N/A	N/A	N/A	N/A
Does the proposal reduce or increase the risk of: falls in older people, childhood accidents, road accidents, or workplace accidents?				
Access to Social Care	Children and young people will have access who are aged 6 to 17 years of age	Where current services are unable to meet the needs of this group, this contract is aimed to fill the demand and gap for managing our complex children and young people	Children are not accepted by the Provider due to matching or the complexity	Will ensure the Providers have the skills to manage children with complex needs via a rigorous tender process aimed at quality and monitoring once the contract commences.
Will the proposal enable people to access appropriate interventions at the right time?				

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Independent Living Will the proposal impact on people's ability to live independently in their own home, with care and support from family, friends, and the community?	Children and Young people aged 16 to 17 years old	The aim of the contract is to eventually move children onto independent living if appropriate when they reach 16 and above.	Children and young people may not be ready or prepared sufficiently, with the high level of care/support provided within the children's home	The contract is aimed to ensure that an independence living programme is introduced at the appropriate time to help facilitate independence
Safeguarding Will the proposal ensure effective safeguarding for the most vulnerable in our communities?	Children and Young people aged 6 to 17 years old	One of the main aims of this proposal is to safeguard the most vulnerable who may have been exploited and undertake risky behaviour	The home may not have the ability to safeguard all children and therefore discharge them from their care	Contract will ensure that all providers have the right skill set to manage such risks, with the focus of not giving up on children
Evidence Base: (Evidence used/ likelihood/ size of impact)				

Economy

Use this section to determine how the proposal will impact on the economy of Staffordshire and the income of residents.

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Economic Growth 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?	Staffordshire's Provider Market for children's homes	Encourage new providers to open and engage with Staffordshire	Accessing unknown providers	Positive market engagement, robust quality assurance and ensuring that we are accessing homes which are rated good and outstanding.
Poverty and Income Will the proposal have an impact on income? Will it reduce the gap between high and low earners?	N/A	N/A	N/A	N/A
Workplace Health and Environments Will the proposal impact on working conditions and the health of Staffordshire's workforce?	N/A	N/A	N/A	N/A
Access to jobs/ Good quality jobs Will the proposal create the right conditions for increased employment in more and better jobs?	Workforce	Children's Homes providing a service in Staffordshire may promote new job opportunities and higher pay for staff	Workforce maybe sourced via existing services	N/A
Evidence Base: (Evidence used/ likelihood/ size of impact)				

Environment

Use this section to identify the impact of the proposal on the physical environment. How does the proposal support the utilisation and maintenance of Staffordshire's built and natural environments, thereby improving health and wellbeing and strengthening community assets?

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Built Environment/ Land Use	N/A	N/A	N/A	N/A
Will the proposal impact on the built environment and land use?				
Rural Environment	N/A	N/A	N/A	N/A
Will the proposal impact on the rural natural environment or on access to open spaces?				
Air, Water and Land Quality	N/A	N/A	N/A	N/A
Will the proposal affect air quality (e.g. vehicle, industrial or domestic emissions), drinking water quality or land quality (e.g. contamination)?				
Waste and Recycling	N/A	N/A	N/A	N/A
Will the proposal affect waste (e.g. disposal) and recycling?				
Agriculture and Food Production	N/A	N/A	N/A	N/A

Will the proposal affect the production of healthy, affordable and culturally acceptable food?				
Transport	N/A	N/A	N/A	N/A
Will the proposal affect the ability of people/ communities/ business to travel? Will the proposal impact on walking/ cycling opportunities?				
Noise	N/A	N/A	N/A	N/A
Will the proposal cause disruptive noise?				
Climate Change	N/A	N/A	N/A	N/A
Does this proposal have any Climate Change implications?				
Evidence Base: (Evidence used/ likelihood/ size of impact)				

Localities / Communities

Use this section to identify the impact of the proposal on communities. How will the proposal strengthen community capacity to create safer and stronger communities? It is important to recognise the different localities and communities your proposal may impact upon and identify any communities that could be more adversely impacted than others. Strategic Delivery Managers (SDMs) have a great deal of knowledge about their relevant locality and they must be engaged with as part of your Project Team at an early stage of the process.

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Community Development/ Capacity	All children and Young people	This proposal is intended to improve the outcomes of children and young people so they can become an	Not all children and young people will have the desired affect	Ensure that children and young people see the community they live in as their community to work and live in.
Will the proposal affect opportunities to work with communities and strengthen or				

reduce community capacity?		important and integral part of the community		
Crime/ Community Safety	All children and Young People	One of the aims of this proposal is to keep children and young people safe and away from criminality.	The staff are unable to engage with children and young people where this is an issue.	Ensuring we identify Providers who have the skills to keep children and young people safe and away from criminality.
Will the proposal support a joint approach to responding to crime and addressing the causes of crime?				
Educational Attainment and Training	All children and Young people	The proposal is aimed to also meet the education needs of children and young people where necessary, ensuring access to education is part of the package of care.	The ability of staff to engage with children and young people to attend	The proposal is to encourage to attend mainstream education wherever possible. Where this is not possible education is offered by the Provider to help address the lack of engagement.
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?				
Leisure and Culture	All Children & Young People	The proposal will offer regular activities to children and young people as part of the offer	Staff unable to engage children and young people	Activities will be identified by the provider which is of interest to the child or young person to create positive engagement
Will the proposal encourage people to participate in social and leisure activities that they enjoy?				
Volunteering	N/A	N/A	N/A	N/A
Will the proposal impact on opportunities for volunteering?				
Best Start	N/A	N/A	N/A	N/A
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?				
Rural Communities	N/A	N/A	N/A	N/A
Will the proposal specifically impact on rural communities?				
Evidence Base: (Evidence used/ likelihood/ size of impact)				

Submitting a CIA

Now transfer the main findings of this assessment to the '**Checklist and Executive Summary**' template. Then both documents need to be approved/signed off by the appropriate people. For CIAs that are going to **Cabinet**, only the '**Checklist and Executive Summary**' will be submitted as part of the **Cabinet Papers**. The Full CIA document will be submitted as a **Background Paper**.

