

# Community Impact Assessment

Best Interest Assessment – Contract  
Award

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➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p><b>Age</b> - older and younger people People currently in receipt of care: (38% aged less than 65, 11% aged 65-74, 51% aged 75+)</p>	<p>The proposed changes will not have any impact on the service that people with protected characteristics receive. There will be equal access to any person who requires a best Interest Assessment under the Deprivation of Liberty Safeguards.</p> <p>Any staff employed by the successful provider will be expected to provide the same quality of service as staff employed by MPFT and SCC.</p>	<p>There is a low risk that the assessors will not complete assessments equitably and that protected characteristics will not be recognised.</p>	<p>The noted risk will be mitigated by all assessments being reviewed and authorised by a trained member of Staffordshire County Council staff.</p> <p>The requests for a best interest assessment are also initially reviewed by a member of Staffordshire County Council who will have prioritised it and ensure equality at this stage.</p>
<p><b>Disability</b> - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism, and other neurodiverse conditions, learning disabilities, sensory impairment, and physical disabilities.</p>			
<p><b>Gender reassignment</b> - those people in the process of transitioning from one sex to another</p>			
<p><b>Marriage &amp; Civil Partnership</b> - people who are married or in a civil partnership should not be treated differently at work</p>			
<p><b>Pregnancy &amp; Maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>			
<p><b>Race</b> - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins</p>			
<p><b>Religion or Belief</b> - people with any religious or philosophical belief, including a lack of belief. A belief</p>			

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>should affect a person's life choices or the way they live for it to be considered.</p> <p>81% of people currently in receipt of care do not have a religion or belief recorded on our systems</p>	<p>In addition, the proposed change will support the Council to prevent waiting lists in the future in the event of any increased demand.</p>		
<p><b>Sex</b> - men or women</p> <p>People currently in receipt of care (59% Female, 41% Male)</p>			
<p><b>Sexual orientation</b> - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p> <p>78% of people currently in receipt of care do not have their sexual orientation recorded on our systems</p>			

➤ **Workforce Assessment**

<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>
SCC and MPUFT staff who are qualified Best Interest assessors	The employment of additional resource will support the existing workforce capacity	There is a need to ensure that all staff employed by MPUFT and SCC who are currently qualified and practicing as a best interest assessor are not able to practice as a BIA or not have access to relevant update training.	BIA's employed by SCC and MPUFT will continue to be able to complete assessments either through the rota or through the additional hours.  Training will continue to be provided to qualified BIA's

➤ **Health and Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Ability to meet statutory duties under the MCA - Deprivation of Liberty (Safeguards)</p>	<p>The proposed changes will enable the County Council to reduce risk of increase waiting times for people requiring a Best interest assessment under the Deprivation of Liberty Safeguards legislation.</p> <p>This not only means that we as a council meet our statutory duty but that adults we support have appropriate safeguards in place..</p>	<p>There is a low risk that the staff will not provide the same level of quality service as they are not familiar with the Council's policies and processes.</p>	<p>The noted risk will be mitigated by all assessments being reviewed and authorised by a trained member of Staffordshire County Council staff.</p> <p>The requests for a best interest assessment are also initially reviewed by a member of Staffordshire County Council who will have prioritised it and ensure equality at this stage..</p>

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<b>No impact</b> - The service will be provided across all communities in Staffordshire.			

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<b>No impact</b>			

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<b>No impact</b>			

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<b>No impact</b>			