

Community Impact Assessment

Living My Best Life: An integrated strategy for Disabled and Neurodivergent people in Staffordshire 2023-2028

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➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Cross Cutting themes - Impacts that affect all or multiple protected characteristics and health and care needs</p>	<p>The strategy is about people who are living with different conditions and disabilities, such as physical disabilities, sensory impairments, learning disabilities, Autism and other neurodivergent conditions.</p> <p>All of the actions within the Strategy are designed to support individuals with disabilities and neurodivergences in a positive way, which will consider and is intended to benefit all groups of people with protected characteristics and health and care needs to help to enable them to live their best lives.</p> <p>Raising awareness of various disabilities</p>	<p>The strategy needs to reach as many individuals with lived experience as possible and be sensitive to their individual needs to ensure its greatest impact.</p> <p>Understanding needs can be a challenge if people have rare conditions, if they mask or are undiagnosed or have multiple disabilities or neurodivergences for example. As such, community-based opportunities, support and services may struggle to be sufficiently sensitive and adaptable to their needs.</p> <p>To make a difference, the strategy requires a fundamental shift in understanding and behaviours in relation to individuals with a disability or neurodivergence, including the application of reasonable adjustments.</p>	<p>A review of best practice guidance has been collated in the development of the strategy.</p> <p>A central strategic outcome of the strategy is to make Staffordshire more open and inclusive to support individuals with disabilities and neurodivergences of all age groups and backgrounds. All other strategic outcomes within the strategy complement this, including more opportunities for partnerships which enable people to influence services and strategies in their areas; allowing individuals to have a voice and communicate their needs; improving accessibility to information advice and guidance, and; ensuring more timely identification and diagnostic services and aspirational person-centred care and support.</p> <p>A range of engagement activities have taken place in the development of the strategy, including a survey and public engagement events held across Staffordshire. These opportunities have involved individuals with lived experience of disabilities and neurodivergences, carers, professionals and organisations wishing to share their views. Our survey asked if individuals were happy to share</p>

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	<p>through communications, training, information, advice and guidance together with positive behaviour change campaigns and approaches and further embedding strength-based practice and personalisation, will help to support greater community integration and services being able to adjust to the needs of all individuals with protected characteristics.</p> <p>This strategy will complement the Staffordshire Special Educational Needs and Disabilities Strategy and the SEND Strategy for Special Provision - Staffordshire County Council and other local strategies such as:</p>		<p>certain protected characteristics with us to help us understand if we were being inclusive of their needs. Our responses indicated that for those characteristics, we were able to demonstrate they have inputted into this strategy.</p> <p>The strategy also involves sharing information, advice and guidance in an accessible way through various channels that people living with disabilities and neurodivergence access. This will focus on communicating key information and signposting to appropriate support according to different life stages, characteristics, and types of need.</p> <p>The strategy considers access to health and care services but also to wider universal services and day to day experiences (such as access to work, education, shops, and wider services and reasonable adjustments made on public transport etc). It means considering individuals' wider needs such as their disability and neurodivergence alongside their wider protected characteristics. In terms of care and support, it is about ensuring good quality care and support that is joined up across the health and care system, reflecting a least restrictive model so that people can be as independent as</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	<ul style="list-style-type: none"> • Our strategy for carers - Staffordshire County Council 2019-2023 • Good Mental Health in Staffordshire: 2023-28 • Staffordshire's Health & Wellbeing Strategy (2022-2027) • NHS Operation and Joint Forward Plan 		<p>possible and take personal responsibility for maintaining as healthy a lifestyle as possible.</p> <p>As we evaluate the strategy, we will ensure quality of life measures remain central to that. Collective (Council and Integrated Care Board) ownership and governance around the strategy and its action plan through the Disability Partnership Board will help to ensure successful delivery of the strategic outcomes within it.</p>
Age	See cross cutting themes section	See cross cutting themes section	<p>See cross cutting themes section</p> <p>The expertise of the Voice Project was used to support development of the online survey and to check wording of questions so that they were appropriate for children and young people to answer directly.</p> <p>This strategy will complement the SEND strategy for children and young people. It will be used to influence key developmental workstreams (such as preparing for adulthood) and commissioned services to ensure the needs of children and young people and adults with disabilities and neurodivergences are accounted for across key life course transitions (such as from childhood to adulthood, in parenthood and in retirement).</p>

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<p>Disability</p>	<p>See cross cutting themes section</p>	<p>See cross cutting themes section</p>	<p>See cross cutting themes section</p> <p>The Voice Project was used to support development of the online survey to ensure it was appropriate for children and young people to answer directly and to ensure general instructions were clear and that questions were straight forward for all groups to answer.</p> <p>Microsoft Forms was used as it allows good links with immerse readers and braille keyboards. Easy Read, large print and normal print forms were used as alternatives to online surveys. A webpage was developed using the Hemingway app to support more readable content. SCC have an inhouse British Sign Language service to ensure information, advice, guidance and signposting information, and the strategy itself is accessible to all communities.</p> <p>Engagement events were attended by child and adult advocates, sensory team staff and BSL interpreters. Venue accessibility was also clearly communicated on a dedicated strategy engagement webpage (e.g. disabled parking, wheelchair access, disabled toilets, breakout rooms, hearing loops etc.) Visitors were also asked to share any additional accessibility information with the commissioning team in case any further reasonable adjustments were</p>

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			<p>required. All poster content used in these sessions was converted to easy read format.</p> <p>People with lived experience will be directly involved in the development of the action plan through the engagement events and oversee its delivery through the Disability Partnership Board governance arrangements.</p>
Gender reassignment	See cross cutting themes section	See cross cutting themes section	See cross cutting themes section
Marriage & Civil Partnership	See cross cutting themes section	None identified	See cross cutting themes section
Pregnancy & Maternity	See cross cutting themes section	See cross cutting themes section	See cross cutting themes section
Race	See cross cutting themes section	<p>See cross cutting themes section</p> <p>People from ethnic minorities are more at risk of wider health inequalities that will impact on their physical and mental health and wellbeing. These need to be considered in addition to people's disabilities and or neurodivergences.</p>	<p>See cross cutting themes section</p> <p>SCC have a translation and interpretation supplier to ensure information, advice, guidance and signposting information, and the strategy itself is accessible to all communities.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Religion or Belief	See cross cutting themes section	See cross cutting themes section	See cross cutting themes section
Sex	See cross cutting themes section	<p>See cross cutting themes section</p> <p>There is evidence of gender differences in diagnosis of Autism. It is not clear why this is the case, but females appear to be more likely to mask their symptoms. Some evidence is suggesting incidence could be higher, but currently evidence is also mixed on links between gender dysphoria and incidence of Autism. Lack of awareness of traits to watch out for or delayed diagnosis in individuals with Autism can serve to isolate groups but could also cause inequalities in health and wellbeing outcomes.</p>	<p>See cross cutting themes section</p> <p>The Oliver McGowan Mandatory Training on Learning Disability and Autism Health Education England is being co-ordinated by the Integrated Care Board and will be rolled out across health and social care for adults. This training raises awareness of gender differences and traits of Autism. The plan is also to ensure that the electronic element of the training can be made universally available to help raise awareness of traits and reasonable adjustments that can be made.</p> <p>There are opportunities through information, advice and guidance and wider awareness raising communications to help to further raise awareness.</p>
Sexual orientation	See cross cutting themes section	See cross cutting themes section	See cross cutting themes section

➤ **Workforce Assessment**

Who will be affected -	Benefits	Risks	Mitigations / Recommendations
<p>Employees across Staffordshire</p>	<p>See cross cutting themes section</p> <p>Greater inclusion by employer organisations would allow more individuals with disabilities and neurodivergences to enter, be retained in and develop more skills within the workforce. At a time when pressure on working-age adults is clearly evident, this could make an invaluable contribution to economic growth and activity and to the spending power of individuals with disabilities and neurodivergences in the local economy.</p>	<p>See cross cutting themes section</p> <p>Businesses and organisations may need to invest both time and resources into ensuring individuals with disabilities and neurodivergences can make the most of their employment opportunities. At a time when businesses are under increasing financial pressures, it may be more difficult to promote the benefits of greater workforce inclusion measures, including training and awareness and costs of making reasonable adjustments and in managing and supporting staff with disabilities and neurodivergences.</p>	<p>See cross cutting themes section</p> <p>The strategy encourages access to meaningful training, work experience and work opportunities (both paid and voluntary).</p> <p>By promoting inclusion in employer organisations through widening Celebrating Differences, we would be encouraging them to openly share good practice in terms of how they are being more inclusive and the cost: benefits this brings to them. We would also be keen to ensure individuals with lived experience of disabilities and neurodivergences and businesses themselves are aware of and accessing support available to them to help people living with disabilities and neurodivergence into work (e.g. Intensive Personalised Employment Support and DWP Access to Work scheme, and the Council's Employment Broker scheme for people with a learning disability, autism and mental health needs). This may require training and awareness raising, cultural and</p>

Who will be affected -	Benefits	Risks	Mitigations / Recommendations
			behavioural change and policy change by employers.

Health and Care Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
Mental Health and Wellbeing	See cross cutting themes section	See cross cutting themes section We anticipate the demand for mental health support is high for individuals with disabilities and neurodivergences.	See cross cutting themes section The County Council and the Integrated Care Board have statutory duties under the Care Act and the Mental Health Act to meet people's health and eligible social care needs around their mental health and wellbeing. Alignment between this strategy and the Health and Wellbeing Strategy (2022-2027) and the Mental Health Strategy (2023-2028) and their associated action plans will be made.
Healthy Lifestyles	See cross cutting themes section The strategy recognises that independence and control is central to an individual living their best life, where this is possible and that this is affected by their physical health.	See cross cutting themes section Individuals with disabilities and neurodivergences are at a greater risk of wider health inequalities that will impact on their physical and mental health and wellbeing.	See cross cutting themes section Encouraging greater capacity building of voluntary sector life skills support and linking more people to the opportunities that are available has a key role to play in maintaining independence and providing people with the basic skills to maintain a healthier lifestyle (one example being through improving access to sport and physical activity opportunities in local communities).

Key considerations	Benefits	Risks	Mitigations / Recommendations
		<p>There is evidence healthy life years and life expectancy are lower for some disabilities.</p>	<p>Ensuring people living with disabilities and neurodivergence can access universal services supporting lifestyle, substance use, and sexual health will also be important where this is needed. Both approaches are integral within the strategy.</p>
<p>Access to Social Care</p>	<p>See cross cutting themes section</p> <p>Where people's needs require additional support, the strategy's strategic outcomes include making sure that support considers the whole person's needs in a least restrictive way, what they want to achieve and what people can do. The intention is that it should not interfere with their life. A personalised approach requires the right interventions to be in place at the right time</p>	<p>See cross cutting themes section</p> <p>Some individuals do not know where to go for support or the support that they need is not available or is not co-ordinated in the right way for their needs. This can ultimately result in people requiring more intensive care and support.</p>	<p>See cross cutting themes section</p> <p>The County Council has statutory duties under the Care Act to meet people's eligible social care needs.</p> <p>Building stronger partnerships between local organisations, people, and local communities as part of the strategy will aim to help people influence things that are happening around them that impact on them. For example, this supports partnerships including people with lived experience of disabilities and neurodivergences to influence strategies and services, and at an individual level, to build on a person's strengths and assets and provide choices about their care and support.</p>
<p>Independent Living</p>	<p>See cross cutting themes section</p> <p>This strategy recognises that many individuals will live their lives and need no support to retain their</p>	<p>See cross cutting themes section</p> <p>People often do not know where or how to access the information and / or opportunities</p>	<p>See cross cutting themes section</p> <p>The strategy is focussed on the quality of people's lives, regardless of their disability or neurodivergence and regardless of whether or not they have assessed health and care needs. Independence is recognised as being central to this, regardless of an individual's needs. That</p>

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	<p>independence. Many, with access to opportunities and support that is already available in their local communities will also manage to remain independent. A small minority will need more intensive and structured support to do so (and this may be part of an organised care and support package).</p>	<p>available to them or support that they need to enable them to lead a more independent life.</p> <p>There is a risk that factors such as poor quality housing owned by private landlords or lack of accessible housing options / access to adaptations or benefits are potentially significant barriers to an individual living a good life independently.</p> <p>Personal safety can be a big barrier to accessing opportunities in a local community that supports independent living.</p>	<p>means it is about access to education, job opportunities, providing support to manage finances, retain tenancies, accessing public transport etc, underpinned by ensuring people can feel safe from harm, discrimination and abuse.</p> <p>It also involves sharing information, advice and guidance in an accessible way through various channels that people living with disabilities and neurodivergence access. This can focus on measures that everyone can take to improve their independence.</p>
<p>Safeguarding</p>	<p>See cross cutting themes section</p> <p>Our strategic outcomes focus on inclusion, personalisation and people and organisations working</p>	<p>See cross cutting themes section</p> <p>There is an ongoing risk that masking behaviour, communication or reporting difficulties with</p>	<p>See cross cutting themes section</p> <p>The Strategy and associated action plan will consider the wider wellbeing needs of all individuals with disabilities and neurodivergences living in Staffordshire, including individuals with eligible care needs.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>together and listening to people's needs, views, wishes, feelings and beliefs, which are all fundamental to ensure their wellbeing is promoted and to prevent and stop both the risks and experience of abuse or neglect.</p>	<p>people living with disabilities and neurodivergence is a key barrier to being able to support people to communicate safeguarding concerns.</p> <p>Whilst safeguarding principles and practice are clear, there is a risk that care providers, volunteers, informal carers and professionals do not understand the needs of all individuals with different disabilities and neurodivergences or individuals living with multiple conditions.</p>	<p>Quality assurance, safeguarding principles and practice are already embedded within County Council, NHS and commissioned services and will continue to be so in all future service/tender models.</p> <p>The County Council's statutory duties under the Care Act in relation to safeguarding apply as does the County Council's responsibilities under the Equality and Mental Capacity Acts.</p> <p>It will be essential to ensure statutory training and development targets to raise awareness of conditions are achieved (such as the Oliver McGowan training for Learning Disabilities and Autism). There are also opportunities for making some of this training more available for a much wider audience. Promoting / delivering / sharing / signposting to any training and development and information advice and guidance available for other disabilities and neurodivergences will also be important for health and social care professionals as well as the wider community.</p> <p>Key also to supporting individuals with eligible needs is building a culture of listening and adapting to every individual's needs; an approach which is being built into the strategy. It also involves ensuring lessons are being learnt (e.g. from LeDeR for Learning Disability and Autism and learning from complaints and serious case reviews etc.)</p>

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>Community Development/ Capacity</p>	<p>See cross cutting themes section</p>	<p>See cross cutting themes section</p> <p>Positive actions will require changes in behaviours and attitudes at individual, community and organisational level.</p> <p>Failure to engage with a sufficiently diverse range of people within communities or not involving individuals and organisations who are able to drive and influence substantial positive change at a local level may limit the success of the strategy's aims.</p>	<p>See cross cutting themes section</p> <p>The Supportive Communities programme and Family Hubs and their links with organisations with a role in developing VCSE capacity will be key in helping to identify gaps and help to drive further community capacity in this area.</p> <p>Representatives from the Supportive Communities programme will be encouraged to be key partners on the Disability Partnership Board, overseeing the development of the action plan and delivery of the strategy.</p>
<p>Crime/ Community Safety</p>	<p>See cross cutting themes section</p> <p>Community inclusion, independence, crime and community safety is central to this. Preventing any potential discrimination</p>	<p>See cross cutting themes section</p> <p>Actions taken to reduce risk of harm, abuse and discrimination for people with disabilities and neurodivergences may</p>	<p>See cross cutting themes section</p> <p>Representatives from the police and criminal justice system will be encouraged to be key partners on the Disability Partnership Board, overseeing the development of the action plan and delivery of the strategy.</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
	<p>and/or hate crime, because of a person's disability or neurodivergence, will be an essential component of the strategy and action plan.</p>	<p>not always result in people feeling safe from harm, abuse and discrimination still occurring - although we would expect the incidence of these to reduce.</p>	
<p>Educational Attainment and Training.</p>	<p>See cross cutting themes section</p> <p>Accessibility is central to the strategy, including access to a good education and educational attainment.</p> <p>The strategy is intended to improve the lifelong learning outcomes for all individuals with disabilities and neurodivergences including access to training and employment/adult learning opportunities / work experience and volunteering opportunities.</p>	<p>See cross cutting themes section</p> <p>If communities and places where people learn are not inclusive or supportive of individuals with disabilities and neurodivergences, they may limit accessibility for some people to access or make the most of educational/training/work opportunities available to them.</p>	<p>See cross cutting themes section</p> <p>Representatives from Children and Families and the DWP will be encouraged to be key partners on the Disability Partnership Board, overseeing the development of the action plan and delivery of the strategy.</p> <p>DWP and SCC employment initiatives will be promoted to support employers and individuals with disabilities and neurodivergences to access more and better work opportunities.</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>Leisure and Culture</p>	<p>See cross cutting themes section</p> <p>The strategy aims to positively promote awareness, develop capacity, and improve access to leisure and cultural opportunities in an individual's local community recognising they are fundamental to people's physical and mental health and wellbeing.</p>	<p>A See cross cutting themes section</p>	<p>See cross cutting themes section</p> <p>The action plan will be central in helping to ensure information, advice and guidance on leisure and cultural opportunities available can be shared in an accessible way. It will also link with the Supportive Communities programme and Family Hubs initiatives which aim to link people to opportunities in their localities.</p>
<p>Volunteering</p>	<p>See cross cutting themes section</p> <p>The strategy is intended to improve the outcomes for children, young people and adults with disabilities and neurodivergences in Staffordshire, and this will include, where relevant and appropriate to the individual, access to volunteering opportunities.</p>	<p>See cross cutting themes section</p> <p>There will be pressures beyond the control of the strategy that can affect both the opportunities for volunteering and volunteer numbers. The current cost of living crisis is one such example.</p>	<p>See cross cutting themes section</p> <p>The Supportive Communities programme and Family Hubs will all support in helping to identify gaps and help to develop community capacity where gaps are identified.</p> <p>Representatives from the Supportive Communities programme will be encouraged to be key partners on the Disability Partnership Board, overseeing the development of the action plan and delivery of the strategy.</p> <p>SCC employment initiatives will be promoted to support employers and individuals with disabilities and</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
	<p>It will also aim to link people to opportunities and support within their local communities that are supported by / run by volunteers.</p>		<p>neurodivergences to access more and better volunteer work opportunities.</p>
<p>Best Start</p>	<p>See cross cutting themes section</p> <p>The strategy is intended to improve the outcomes for children and young people with disabilities and neurodivergences in Staffordshire and parents living with disabilities and neurodivergence.</p>	<p>See cross cutting themes section</p> <p>The greatest risks lie in timely diagnosis and support to ensure children / parents (pre and post-natal and in the early years) have the tools and opportunities they need to support this.</p>	<p>See cross cutting themes section</p> <p>In addition to the Integrated Care Board, representatives from Children and Families will be encouraged to be key partners on the Disability Partnership Board, overseeing the development of the action plan and delivery of the strategy.</p> <p>Improving timeliness of diagnosis and support will be a key commitment within the action plan.</p> <p>Access to support through Family Hubs and also better access to information, advice and guidance will be aimed at supporting parents. That includes parents with disabilities and neurodivergences themselves in key life transitions, including in their roles as parents.</p>
<p>Rural Communities</p> <p>Will the proposal specifically impact</p>	<p>See cross cutting themes section</p> <p>Raising awareness of various disabilities and neurodivergences through communications, training,</p>	<p>See cross cutting themes section</p> <p>Access to services and opportunities such as education, social, leisure, sport, cultural, health and</p>	<p>See cross cutting themes section</p> <p>Better communications and access to information, advice and guidance and local support through the Supportive Communities programme and through Family Hubs will be aimed at supporting individuals with disabilities and neurodivergences across the Staffordshire geography.</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>on rural communities?</p>	<p>information, advice and guidance together with positive behaviour change campaigns and approaches, will help to support greater community integration and services that more proactively listen to and adjust to the needs of all age groups in the population with these conditions as the norm rather than the exception.</p>	<p>work in rural communities can be more challenging, especially if accessibility to personal, private and public transport solutions are more limited. For individuals with disabilities and neurodivergences, additional physical, financial, cognitive or behavioural barriers may also exacerbate this.</p> <p>A significant number of individuals with disabilities and neurodivergences are also digitally excluded. High speed broadband connections may also be a limiting factor in some communities. This means that the limitations of digital technology to connect individuals, including those living in more rural locations with disabilities and</p>	<p>Digital inclusion and the importance of technology as a tool for connecting people and as a tool to enable people to be more independent is also a key consideration within this strategy.</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
		neurodivergences needs to be considered.	

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Economic Growth	See cross cutting themes section See Workforce Assessment section	See cross cutting themes section See Workforce Assessment section	See cross cutting themes section We would also anticipate benefits advice being of use to individuals entering paid employment.
Workplace Health and Environments	See cross cutting themes section Encouraging greater access to lifelong learning opportunities and employment should increase the number of people accessing not just work opportunities, but also meaningful work opportunities with all the benefits they can bring in terms of health and wellbeing. Reasonable adjustments made in the workplace will also help to	See cross cutting themes section As per the Economic Growth section above	See cross cutting themes section As per the Economic Growth section above

	lower the risk of work-related stress and ill health.		
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Climate Change Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
Access to environments	<p>See cross cutting themes section</p> <p>This strategy encourages more people to be engaged in their local communities, which includes promoting their access to and use of outdoor and green spaces. Access to green spaces has been shown to have positive impacts on physical health and wellbeing.</p> <p>Wellbeing models encourage spending time outdoors and staying active to improve physical and mental health and wellbeing. For the purpose of this strategy, that could be linked to leisure and to work and volunteering opportunities (some of which may also benefit the environment) that individuals with disabilities and neurodivergences are intended to have greater access to.</p>	<p>See cross cutting themes section</p> <p>Despite the best efforts of the strategy, there will be individuals who cannot access green spaces in their area, either due to the area in which they live or the complexity of their disability or neurodivergence.</p> <p>There is a careful balance between protecting natural environments and promoting greater access to such environments that protects and doesn't damage the biodiversity of that environment etc.</p>	<p>See cross cutting themes section</p> <p>The Disability Partnership Board includes representation from District and Borough Councils regarding planning and use of green infrastructure. It is recommended that consideration be made for more quiet outdoor sensory spaces, community gardens or orchards, disability accessible wild spaces or allotments and work experience and opportunities to support existing green infrastructure etc.</p> <p>Better communications and access to information, advice and guidance and local support through the Supportive Communities programme and through Family Hubs will be aimed at supporting individuals with disabilities and neurodivergences across the Staffordshire geography. These can link people to opportunities in their local community.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>High quality housing</p>	<p>See cross cutting themes section</p> <p>The Disability Partnership Board will include representation from planning authorities. There is potential they can positively influence standards of properties for people with disabilities and neurodivergences promoting good practice from planning to property maintenance.</p>	<p>See cross cutting themes section</p> <p>Developers and landlords failing to provide affordable, lifetime home standard housing or an appropriate standard of housing with support suitable for disabled people aligned to Staffordshire’s strategic plan for climate change action.</p>	<p>See cross cutting themes section</p> <p>It will be important to consider climate change adaptation opportunities in the commissioning of housing with care, including energy efficiency considerations within specifications or evaluations of tenders. Key links will be made between this strategy and a developing Housing with Care strategy.</p>
<p>Healthier workplaces</p>	<p>See cross cutting themes section</p> <p>Some reasonable adjustments that are made by employers who make their workplaces more accessible to people living with disabilities and neurodivergence (e.g. needing to dim lights and screens for light sensitive individuals) may also have a small beneficial energy use impact.</p>	<p>See cross cutting themes section</p> <p>Due to the nature of their disabilities and neurodivergences, some work-related travel arrangements and reasonable adjustments in the workplace may also have a slightly higher associated carbon footprint (e.g., needing to drive to work in motability vehicles, or printing more if an individual reads using braille).</p>	<p>See cross cutting themes section</p> <p>The strategy will acknowledge good practice requires a reasonable compromise between supporting both the wellbeing of the employee and finding suitable ways of offsetting these.</p>

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Built Environment/ Land Use</p>	<p>See the 'High quality housing' section.</p> <p>Access to green spaces and to work opportunities have been shown to have positive impacts on wellbeing, as identified in the 'Access to environments to support mental health' section.</p>	<p>See the 'High quality housing' section.</p> <p>Relevant environmental risks have been mentioned in the 'High quality housing', 'Healthier workplaces', 'Access to environments to support mental health' and the 'Rural communities' sections of this document.</p>	<p>See the 'High quality housing' section.</p> <p>See the mitigations within the 'High quality housing', 'Healthier workplaces', 'Access to environments to support mental health' and the 'Rural communities' sections of this document.</p> <p>Travelling more sustainably (e.g., making best use of public transport or environmentally friendly solutions such as shared taxis, home to work travel or community transport) is an alternative option to allow people to remain connected whilst also reducing their carbon footprint.</p>
<p>Rural Environment organisations.</p>	<p>See the 'High quality housing' section.</p> <p>Refer to the response in the 'Access to environments to support mental health' and 'Access to environments' sections.</p>	<p>See the 'High quality housing' section.</p> <p>Refer to the response in the 'Access to environments to support mental health' and 'Access to environments' sections.</p>	<p>See the 'High quality housing' section.</p> <p>Refer to the response in the 'Access to environments to support mental health' and 'Access to environments' sections.</p>
<p>Air, Water and Land Quality - n/a</p>			
<p>Waste and Recycling - n/a</p>			

Key considerations	Benefits	Risks	Mitigations / Recommendations
Transport	See cross cutting themes section See also comments made in the ' Rural communities ' section	See cross cutting themes section See also comments made in the ' Rural communities ' section	See cross cutting themes section See also comments made in the ' Rural communities ' section
Noise Will the proposal cause disruptive noise - n/a			