

# Community Impact Assessment

Proposal Title : West Midlands Provision Of Residential For Children  
Framework

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➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p><b>Age</b> – Children and younger people 6-17 year olds</p>	<p><b>Having a wide remit will ensure it meets the demand for all children but it will also provide flexibility around matching.</b></p>	<p>There is a risk that within the framework providers take easier to manage children.</p>	<p><b>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.</b></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>Although this contract is aimed at children with emotional and behaviour difficulties and mental health it can also include children with mild learning difficulties</b></p>	<p>The awareness or the correct diagnosis may not occur or in a timely manner.</p>	<p>The contract will ensure comprehensive information is collated and processed to ensure all children are considered fairly</p>
<p><b>Gender reassignment</b> - those people in the process of transitioning from one sex to another</p>	<p>The contract will ensure needs are supported for the transitioning and the appropriate support is available when required.</p>	<p>Staff not having the knowledge or understanding of the emotional support needed.</p>	<p>The contract to ensure appropriate training and knowledge to support and meet the needs and requirements of all children in our care.</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>n/a</p>	<p>n/a</p>	<p>n/a</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p><b>Pregnancy &amp; Maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>	<p>The Contract will be able to provide a service during pregnancy.</p>	<p>There are possible risks being pregnant in a children's home with other complex children.</p>	<p>Appropriate risk assessments would be put in place. An alternative provision would be sourced once the young person gives birth.</p>
<p><b>Race</b> - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins</p>	<p>This contract will have the ability to meet the requirements of all regardless of race, by meeting needs appropriately</p>	<p>Organisations may not be equipped to work with a diverse group of children and young people</p>	<p>The contract ensures close monitoring to ensure all needs and requirements are met.</p>
<p><b>Religion or Belief</b> - 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>The contract will ensure all needs are met</p>	<p>Staff in the homes may not have the awareness of different religious beliefs.</p>	<p>Training would be expected by the contracted organisation and the LA (s) would monitor this as part of their statutory reviews, regulatory visits and the quality assurance processes.</p>
<p><b>Sex</b> - men and women</p>	<p>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.</p>	<p>With the higher demand for male placements and the high percentage of the workforce female in the sector, there is a lack of positive male roles models.</p>	<p>Good recruitment and ensuring positive role models is promoted.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<b>Sexual orientation</b> - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	<b>The contract will ensure that the needs are met regardless of sexual orientation</b>	<b>Some staff in the homes may not have the awareness or knowledge</b>	<b>All staff are provided appropriate training</b>

➤ **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
<b>N/A</b>			

➤ **Health, Well-being and Social Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<b>Emotional Well-being</b>	<b>The aim is to ensure children and young people feel safe and</b>	<b>Some children needs may not be met due to their complexities</b>	<b>To ensure we have robust specification and we access the most appropriate providers in which a child and young person</b>

Key considerations	Benefits	Risks	Mitigations / Recommendations
<b>Health Care</b>	<p>are able to thrive in their environment.</p> <p>Contract will ensure CYP have access to a GP and attends dentist appointments.</p>	<p>and their experiences.</p> <p>CYP may not engage with attending.</p>	<p>can thrive and be the best they can.</p> <p>Service specification sets out the requirements of the provider to ensure appropriate access to health services.</p>
<b>Mental health</b>	<p>The contract is also to meet the needs of children and young people with mental health needs by having different lots</p>	<p>Some CYP maybe too complex therefore requiring more specialised care.</p>	<p>To ensure were appropriate that for CYP with acute mental health needs these are referred to the appropriate resources.</p>
<b>Independence</b>	<p>The contract covers children up until 17, therefore this allows</p>	<p>Some homes don't always prepare</p>	<p>Robust contract monitoring and feedback via social work teams and our quality assurance</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	children where appropriate to have the support so they are ready for independent living	children in a timely manner.	process to ensure timely preparation is made.

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Impact on the local community	More homes would provide Staffordshire with more choice.	There is a risk of impact on community cohesion due to local communities not accepting homes.	Strong engagement with Providers, West Midlands Local Authorities, and engagement with councillors the community to address issues if and when they occur.

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Contract may encourage more homes opening up in Staffordshire	Increase capacity for Staffordshire to use. Provides increased employment opportunities for the	Risk that employment could be from outside of Staffordshire.	Market engagement events to work with Staffordshire to employ local population

Key consideration	Benefits	Risks	Mitigations / Recommendations
	<b>residents of Staffordshire.</b>		

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<b>N/A</b>			

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<b>Framework may encourage the expansion of Providers within Staffordshire</b>	<b>The contract may encourage more providers to come into Staffordshire.</b>	<b>There maybe a small impact on the local services such as Social Care, Police, health and mental care facilities</b>	<b>To ensure needs are met robustly within the provision. Staffordshire to try to place more children locally.</b>

