

# Community Impact Assessment

Proposal Title : Local Authority Children's Homes

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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 the home may 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 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 the home is aimed at children with emotional and behaviour difficulties and mental health it can also includes children with mild learning difficulties</b></p>	<p>The awareness or the correct diagnosis may not occur or in a timely manner.</p>	<p><b>The home will ensure comprehensive information is collated and processed to ensure all children are considered fairly</b></p>
<p><b>Gender reassignment</b> - those people in the process of transitioning from one sex to another</p>	<p><b>The home will ensure needs are supported for the transitioning and the appropriate support is available when required.</b></p>	<p>Staff not having the knowledge or understanding of the emotional support needed.</p>	<p><b>The home to ensure appropriate training and knowledge to support and meet the needs and requirements of all children in our care.</b></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>

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<p><b>Pregnancy &amp; Maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>	<p>The home 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>The home 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 home 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 home 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 to be provided by the LA (s) and this would be monitored via statutory reviews and regulatory visits.</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 home 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 home 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>The home to ensure they have the best trained and skilled staff so</b>

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<b>Health Care</b>	<p>are able to thrive in their environment.</p> <p>Home will ensure children &amp; young people have access to a GP and attends dentist appointments.</p>	<p>and their experiences.</p> <p>CYP may not engage with attending.</p>	<p>children and young person can thrive and be the best they can.</p> <p>The home sets out the requirements of the home to ensure appropriate access to health services at all times.</p>
<b>Mental health</b>	<p>The home 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 are referred to the appropriate resources.</p>
<b>Independence</b>	<p>The home covers children up until 17, therefore this allows children where appropriate to have the support so they are ready for independent living</p>	<p>Some homes don't always prepare children in a timely manner.</p>	<p>Robust monitoring and feedback via social work teams and our quality assurance process to ensure timely preparation is made.</p>

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<b>Impact on the local community</b>	<b>More homes would provide Staffordshire with more choice.</b>	<b>There is a risk of impact on community cohesion due to local communities not accepting homes and complaints as it is a local authority home so risk of reputational damage.</b>	<b>Strong engagement with neighbour's other agencies such as Police, health and engagement with councillors in the community to address issues if and when they occur.</b>

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<b>Local authority homes may dis-courage more homes opening up in Staffordshire</b>	<b>Increase capacity for Staffordshire to solely use. Provides increased employment opportunities for the</b>	<b>Risk that employment could be from outside of Staffordshire.</b>	<b>Engagement with the workforce to work with Staffordshire to employ local population</b>

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>Local Authority homes may discourage more homes private run homes to open in Staffordshire.</b>	<b>Fewer private homes could mean less impact on local services such as social care, Police, health and mental care facilities.</b>	<b>Limited choice could result in placing outside of Staffordshire.</b>	<b>To continue to engage with the market to ensure we have sufficient supply to meet any unmet need.</b>