

# Community Impact Assessment

Children's Community Support (including domiciliary care)

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Date: August 2024



➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p><b>Age</b> - older and younger people 0-18</p>	<p>Integration with other commissioned Children's Services.</p> <p>Clearly understood pathways and flexibility to meet escalating or reduced need quickly.</p> <p>Providers who are dual registered with CQC may be able to continue care across Childrens and Adults services</p>	<p>Ensuring age appropriate support and whole family consideration</p> <p>Changes when needing adult services, new assessments and continuation of support</p>	<p>Working with providers and families to offer a range of suitable family support alternatives</p> <p>Ensure Preparing for Adulthood pathway is understood, embedded and supported by providers.</p> <p>Links to Adult Social Care Young Adults team and MPFT teams clearly established</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>Earlier support and more efficient targeting of support</p> <p>Statutory responsibility met. Duty of care and best practice demonstrated. Early intervention/preventative support to avoid escalation for more services or input from SCC. The proposed</p>	<p>The specialist providers required to deliver these services may not bid to join the Framework.</p> <p>Securing providers who can offer support for required times in a stressed care market</p>	<p>Development of the flexible framework, meaning the framework can be reopened if it becomes necessary will mitigate this risk and allow commissioners to review and plan for any gaps in support.</p> <p>Panel to agree allocation of resources. Clear pathways of step up and step down of provider input</p> <p>Market Engagement activity to encourage new entrants from adult</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	<p>option clearly offers a range of support to meet needs at the right time and place and efficiently</p> <p>More providers will enter the care market for Childrens disability support as they will have greater opportunities to offer appropriate levels of care in the step up /step down arrangements.</p>		<p>social care, other LA's and spot contract providers</p> <p>Support will be provided with appropriate registrations (CQC, Ofsted)</p> <p>Market engagement to understand barriers to new entrants, in order to remove them</p>
<p><b>Gender reassignment</b> - those people in the process of transitioning from one sex to another</p>	<p>Personal choice respected. Opportunities to develop support from similar or different aspects</p>	<p>Available resources i.e. Male and Female and transgender support workers</p>	<p>Recruitment campaigns to develop provider market</p> <p>Providers agree to support all aspects of Equality and Choice</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>Provision of service without discrimination. Staff ensured of employment opportunities and continuation of work</p>	<p>Any discrimination claims not resolved could affect personal and professional integrity</p>	<p>Providers agree to support anti-discriminatory practice. Evidence in compliance documentation</p>
<p><b>Pregnancy &amp; Maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>	<p>Staff ensured of employment opportunities and continuation of work</p>	<p>Providers recording risk assessments</p>	<p>To be included in Terms and conditions of any contracts and monitoring and Compliance documentation</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p><b>Race</b> - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins</p> <p>All families eligible for a service to ensure that there is full inclusion and consideration for everyone accessing the services</p>	<p>Multi-cultural and inclusion bringing together different experiences and an understanding of the different approaches to respect cultural differences</p>	<p>Integration and language barriers if not fully resourced</p>	<p>Careful matching of available staff, staff training, range of information formats</p> <p>Every effort will be made to ensure a breadth of provision is commissioned to meet the needs of families from different ethnic and cultural backgrounds</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>Multi faith awareness and understanding from everyone involved in delivery</p>	<p>Awareness of individuals needs and choices /A</p>	<p>Trained staff from a diverse range of backgrounds to deliver support.</p> <p>Information available in many formats.</p> <p>Expectations of providers set out in contracts</p>
<p><b>Sex</b> - men or women</p>	<p>Provision to meet needs regardless of gender</p>	<p>Risk of having sufficient and appropriate staffing and facilities</p>	<p>Centralised resource directory to ensure demands met</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>Personal choice respected. Opportunities to develop support from similar or different aspects</p>	<p>Available staff</p>	<p>Providers agree to support all aspects of Equality and Choice</p>

➤ **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
N/A	N/A	N/A	N/A

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

Key considerations	Benefits	Risks	Mitigations / Recommendations
Earlier, equitable access to support such as Life Skills and Independence Programmes	Allows for needs led support to be offered to Children and Young People across the County to achieve a specific desired outcome e.g learning how to catch a bus to college. This promotes	There is a risk provision may not meet all Children and Young People's needs.	Commissioners will complete analysis of Framework performance, ensuring plans are in place to meet any gaps.  Where support is not available on the Framework, commissioners will support the social care teams to identify possible solutions.

Key considerations	Benefits	Risks	Mitigations / Recommendations
	health and wellbeing and independence.		
Health and Wellbeing of Children and Young People	Services on the Framework are specifically designed to meet the needs of Children, Young People and their family. This could include personal care or feeding needs. Successful support at home means Children, Young People and their families can continue to stay at home, together and in some circumstances avoids the need for Children to go into care.	There is a risk provision may not meet all Children and Young People's needs.	Commissioners will complete analysis of Framework performance, ensuring plans are in place to meet any gaps.  Where support is not available on the Framework, commissioners will support the social care teams to identify possible solutions.

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Sufficient providers within rural communities of Staffordshire	The Framework operates countywide, covering the 4 double districts of Staffordshire. Providers will work in their chosen districts according to their particular specialism.	Due to the nature of service, there may be some rural communities that are harder to reach, for example in adverse weather conditions	Providers will be required to submit a business continuity plan, which will be signed off by commissioners. This plan will include how the provider will ensure continuity of service.

## ➤ Economic Assessment

Key consideration	Benefits	Risks	Mitigations / Recommendations
Economic Growth	<p>New entrants to the Childrens Care market could develop their business &amp; market share</p> <p>Current Adult Social Care providers could diversify and offer a</p>	<p>Recruiting staff challenging in a stressed (post Covid) care market.</p> <p>Care sector pay rates make other employment more attractive</p>	<p>Benchmarking rates across neighbouring geographical areas.</p> <p>To ensure optimal value for money not merely cheapest options.</p> <p>Joint working with care sector to make care giving an attractive option for suitably motivated individuals</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
	greater range of age support.		
Poverty and Income	<p>Employees will have job opportunities to improve their income</p> <p>Parent/carers will have opportunity to pursue work options whilst C/YP has support from SCC and their wider community</p>	<p>Rates paid for care staff need to be realistic and attractive to maintain workforce</p> <p>Suitable opportunities for parent/carers to access employment or training during care hours</p>	<p>SCC assessments to include whole family needs</p> <p>Agency rates benchmarked against other West Midlands Authorities</p>

### ➤ Climate Change Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
Social Value requirements within the tender process	Working with our Providers to understand their contribution towards our goal of net zero emissions.	Costs to providers to make changes	<p>Inclusion in specification</p> <p>Guidance and awareness as part of provider training</p> <p>Monitored as part of the provider QA process</p>



➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Built Environment/ Land Use	<p>Providers to utilise available premises and work with businesses to ensure compliant for C/YP with SEND needs</p> <p>Could make better use of School and especially Special School premises for delivery of support</p>	Costs to small businesses to make DDA compliant	<p>Grants for updating accesses and use, e.g. Disability Facilities Grant</p> <p>Joint working with District and Brough Strategic Housing Leads</p> <p>Joint working with OT teams</p> <p>Joint work with schools and other community venues to maximise use of facilities</p>
Waste and Recycling	Providers will need to evidence safe and appropriate disposal of any waste	Provider fined if not compliant and could affect reputation of SCC	Ensure compliance documentation and insurances cover responsibility of Providers
Agriculture and Food Production	Providers expected to adhere to SCC expectations to promote healthy eating and prepare culturally/faith	Working with families to promote best choices	Include in specification, tender process and monitoring of service delivery

Key considerations	Benefits	Risks	Mitigations / Recommendations
	appropriate food where required		
Transport	Opportunity to include independent travel training as part of service delivery	<p>Lack of suitable affordable transport and carer/companion.</p> <p>Existing transport policies inflexible to fulfil family's needs</p> <p>Difficulty of access in rural locations such as Moorlands &amp; South Staffs</p>	Providers will be required to offer support at accessible venues (where not home-based support) and encourage sustainable transport options wherever safe and possible to do so