

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
CFA - Adult Social Care		Name: Linda Mynott Job Title: Head of Disability Service Contact details: 01480 373220 Approved 14/10/15
Service / Document / Function being assessed		
Reduction in expenditure on meeting the needs of people with physical disabilities and people on the autistic spectrum		
Business Plan Proposal Number (if relevant)	A/R.6.101	
Aims and Objectives of Service / Document / Function		
<p>The Physical Disability Team and Adult and Autism Team in the context of the Transforming Lives model will focus on maintaining and increasing independence and the use of community resources and family networks where these are able to meet a persons needs. There will be an expectation that people access the Reablement service and Assistive Technology. Through this work we will reduce dependence on and provision of ongoing social care services. For those people who receive social care services, the Teams will ensure that eligible needs are met in the most cost effective way possible. This approach will include the expectation that people pay for chosen activities where the specific activity is a choice rather than the only way that eligible needs can be met. The Teams will continue to use a benchmark cost of what we would expect to pay for each type of care provision.</p>		

What is changing?

The Physical Disability & Autism & Adults Teams will reduce expenditure on ongoing social care services through:

- Ensuring people have access to information and advice to help them themselves
- Ensuring people have access to support when they need it to assist them through unstable periods/crisis in order to maintain independence
- Considering community resource before provision of statutory support
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- Using local resources to avoid the need for transport
- Setting progressive goals to increase/regain independence to negate or reduce the need for ongoing support
- Supporting carers through a new model of carers support
- Increased use of mobile technology for practitioners, saving time and travel expense
- Working with CYPS to improve preparation for independence - focussing on lifelong skills and employment skills for children with disabilities whilst still in education
- Ensuring that eligible needs are met in the most cost effective way possible, with benchmarking of unit costs being used to inform this approach
- An acceptance of greater levels of risk where services are meeting needs but not going beyond this to cover situations that might arise e.g. temporary changes in condition
- Expectation that people pay for activities that are their choice rather than specifically required to meet assessed eligible needs.
- Where there are a number of different ways to meet eligible needs, the most cost effective way will be adopted

In addition practitioners will continue to:

- Work closely with partners; health, voluntary orgs
- Maximise the use of the Reablement Service to promote independence
- Maximise use of Housing Related Support Services
- Maximise the use of sensory equipment
- Maximise moving and handling reassessments to reduce the use of 'double of care'
- Continue to maximise access to Visual Impairment Rehabilitation and Occupational Therapy

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

All relevant Adult Social Care managers
Council Officers

What will the impact be?

Tick to indicate if the impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			X
Disability			x
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation			X
Deprivation		X	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

The service is only provided to people with specific needs that meet the national eligibility criteria for social care and so the positive impact of the changes will be focused on people with those “characteristics”.

- People will have access to the information and advice they need to help themselves and will be well supported at all levels to maximise their independence and to increase inclusion in their local communities
- Young people will be supported to maximise the skills needed for adulthood before reaching the age of 18.

Negative Impact

The service is only provided to people with specific needs that meet the national eligibility criteria for social care and so the negative impact of the changes will be focused on people with those “characteristics”.

- Where it is possible to meet eligible needs and reduce the expenditure on the social care package, some people will have a change in their package and an associated reduction in their personal budget.
- Support/provision will be informed by the most cost effective way to meet assessed needs.
- Greater expectation on carers to continue to provide care and support may lead to more pressure on carers

Neutral Impact

- The characteristics where the impact is deemed as neutral are those which are not relevant as no distinction is made when delivering the service.

Issues or Opportunities that may need to be addressed

- Ensure adequate capacity of re-ablement and housing related support services
- Ensure practitioners across ASC have adequate knowledge of Sensory Services
- Availability of mobile technology for staff
- Work with partner agencies/organisations to increase local opportunities/activities for people with a disability
- Ensure that information, advice and guidance is accessible for all across the county
- Services in place that support progression/maximising independence
- Ensure that the service/personal budget offered is sufficient to meet eligible needs in the most cost effective way
- Ensure all practitioners across ASC have an up to date awareness of Assistive Technology
- Ensure practice is in line with the councils Transforming Lives approach

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

The proposals are underpinned by the intention to reform adult social care which will mean that there is a much stronger focus on supporting people within their community and this will have a positive impact on community cohesion

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
CFA, Adult Social Care		Name: Tracy Gurney Job Title: Head of The Learning Disability Partnership Contact details: 01223 714692 Date completed: 16/10/15 Date approved: 16/10/15.....
Service / Document / Function being assessed		
Reduction in expenditure on meeting the needs of people with Learning Disabilities		
Business Plan Proposal Number (if relevant)	A/R.6.102, 6.111	
Aims and Objectives of Service / Document / Function		
<p>The Learning Disability service in the context of the Transforming Lives model will focus on maintaining and increasing independence and the use of community resources and family networks where these are able to meet a persons needs. Through this work we will reduce dependence on and provision of ongoing social care services. For those people who receive social care services, the Teams will ensure that eligible needs are met in the most cost effective way possible. This approach will include the expectation that people will pay for chosen activities where the specific activity is a choice rather than the only way that eligible needs can be met, that where possible assistive technology will be used to promote independence and reduce demand on social care services, particularly staffing. Work will also focus on setting a benchmark cost of what we would expect to pay for each type of care provision.</p>		
What is changing?		
<p>Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.</p>		
<p>The funding for the LDP operates a pooled budget bringing together through a section 75 arrangement health and social care funding. Whilst the budget proposals relate to the CCC element of funding it is necessary to maintain the agreed financial contribution to the pool and therefore the LDP service needs to make an additional 20% saving (£1,042) to that outlined in the CCC financial tables.</p> <p>The integrated Learning Disability Teams and in-house providers services will reduce expenditure on ongoing health and social care services through:</p> <ul style="list-style-type: none"> Ensuring people have access to accessible information and advice to help them themselves Ensuring people have access to support when they need it to assist them through unstable periods/crisis in order to maintain independence. Considering community resource and family or social network support before provision of statutory support Using local resources to avoid the need for transport Setting progressive goals to increase/regain independence to negate or reduce the need for ongoing support Supporting carers through a new model of carers support Increased use of mobile technology for practitioners, saving time and travel expense Increased use of Assistive Technology to increase independence and reduce the need for staffing Working with CYPS to embed the principles of increasing independence in life skills alongside educational attainment in preparation for greater independence in adulthood therefore reducing need for services over a person's lifetime. Ensuring that eligible needs are met in the most cost effective way possible, with benchmarking of unit costs being used in the same way it is used in other client groups to inform this approach An acceptance of greater levels of risk where services are meeting needs but not going beyond this to cover situations that might arise e.g. temporary changes in condition Expectation that people pay for activities that are their choice rather than specifically required to meet assessed eligible needs. 		

- Reducing the number of activities in care packages that are related to social inclusion where a person already attends education / community groups or lives with others.
- Expectation that where 24 hour care and support is funded that providers will be expected to meet social inclusion and activity needs within that funding.
- Where there are a number of different ways to meet eligible needs, the most cost effective way will be adopted
- Accepting a higher degree of risk within care packages withdrawing that is currently in place to mitigate likelihood of a situation occurring rather than actual risk.
- Identifying where people attend activities / services with one to one support and where possible commission shared support in these situations which will be more cost effective. This will include identifying opportunities for activities which meet assessed needs being provided more cost effectively in groups rather than individually.
- Review of the current model of specialist health support including commissioned inpatient provision. This will involve market testing to ensure cost effectiveness of current provision.
- Review of current performance delivery and capacity of in house services to ensure this is as cost effective as possible. This will include a review of staffing structure and use of agency and relief staff.
- Consider any scope for rationalisation of in house services respite services with independent sector providers.

In addition practitioners will continue to:

- Work closely with partners; health, voluntary orgs
- Focus on people placed out of county and establish new more cost effective provisions within county.
- Use assistive technology to reduce the need for care staff particularly waking night staff.
- Meet the requirements of the winterbourne concordat and transforming care agenda.
- Only commission single person services where this is an assessed eligible need.

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

All relevant Adult Social Care managers
Council Officers

Further consultation is planned with service users, carers and partners from November onwards.

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			X
Disability			X
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		x	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation			X
Deprivation		X	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

The service is only provided to people with specific needs that meet the national eligibility criteria for social care and so the positive impact of the changes will be focused on people with those “characteristics”.

- People will have access to the information and advice they need to help themselves and will be well supported at all levels to maximise their independence and to increase inclusion in their local communities
- Young people will be supported to maximise the skills needed for adulthood before reaching the age of 18.

Negative Impact

The service is only provided to people with specific needs that meet the national eligibility criteria for social care and so the negative impact of the changes will be focused on people with those “characteristics”.

- Where it is possible to meet only eligible needs within a reduced level of funding on the health and social care package this will be implemented and therefore most people will have a change in their package and an associated reduction in their personal budget to fund that package.
- Choice will be informed and limited by the most cost effective way to meet assessed needs.
- Greater expectation on carers to continue to provide care and support may lead to more pressure on carers
- Expectations on independent sector providers to meet needs around social inclusion and activity within their funding to a greater extent than is expected currently.
- Greater expectation on community resources to help meet the needs of those with a Learning Disability in their local area. Some areas of the county are currently in a better position than others to do this.

Neutral Impact

The characteristics where the impact is deemed as neutral are those which are not relevant as no distinction is made when delivering the service.

Issues or Opportunities that may need to be addressed

- Ensure resources in local communities are accessible to people with learning disabilities.
- Ensure practitioners have knowledge and promote the use of assistive technology
- Availability of mobile technology for staff
- Work with partner agencies/organisations to increase local opportunities/activities for people with a disability
- Ensure that information, advice and guidance is accessible for all across the county
- Services in place that support progression/maximising independence
- Ensure that the service/personal budget offered is sufficient to meet eligible needs in the most cost effective way

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

The proposals are underpinned by the intention to reform adult social care which will mean that there is a much stronger focus on supporting people within their community and this will have a positive impact on community cohesion

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
Children, Families and Adults Adult Social Care Services Service Development Housing Related Support		Name: Mike Hay Job Title: Head of Practice and Safeguarding.....
Service / Document / Function being assessed		
Housing related support - Accommodation based homeless hostels in Cambridge City, Huntingdonshire and South Cambridgeshire.		Contact details: 01223 703563 Date completed: 13/10/15.....
Business Plan Proposal Number (if relevant)	6.103	Date approved: 13/10/15
Aims and Objectives of Service / Document / Function		
<p>To provide support to vulnerable households placed in temporary accommodation by local councils where a statutory homelessness duty exists. The support provided ensures that households in need of additional support are able to maintain their accommodation and link with other statutory and voluntary services. The intention is to reduce repeat homelessness, provide support to maintain accommodation and ensure residents maximise their income and benefit entitlement.</p> <p>The accommodation based support is linked to the accommodation and is paid to the landlord. The support cannot continue after the resident has left.</p>		
What is changing?		
<p>Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.</p> <p>The funding for the accommodation based support contracts with Cambridge City Council (30 units) and Sanctuary Housing (8 units) will end on 31st March 2016. The funding for the Metropolitan Housing scheme (30 units) in Huntingdonshire will end at the end of the contract period on 30th November 2016.</p> <p>This change follows a full review of the service involving stakeholders which identified that the support needs currently being met through these contracts can be met by linking in with the multi-disciplinary floating support providers in these areas.</p>		
Who is involved in this impact assessment?		
e.g. Council officers, partners, service users and community representatives.		
<p>Led by: Mike Hay, Head of Practice and Safeguarding Supported by: Trish Reed, Interim Service Development Manager – Housing related support Council officers involved: Alison Bourne/Louise Tranham, Contracts Manager</p>		

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age		x	
Disability		x	
Gender reassignment		x	
Marriage and civil partnership		x	
Pregnancy and maternity		x	
Race		x	

Impact	Positive	Neutral	Negative
Religion or belief		x	
Sex		x	
Sexual orientation		x	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		x	
Deprivation		x	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact
None
Negative Impact
None
Neutral Impact
The service user's needs continue to be met through the delivery of the service in a different way. So while the provider of the support is no longer the landlord, the implementation plan for the change will ensure that the floating support provider is closely linked in with the accommodation provider, and has appropriate referral and assessment procedures in place to ensure that the service can be delivered in an effective way.
Issues or Opportunities that may need to be addressed
An implementation plan will be agreed with the relevant service providers and stakeholders to ensure a smooth transition to the new way of working at the appropriate time.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

Not applicable – the client group affected are homeless households living in temporary accommodation. This change does not impact on the wider community.

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment												
Children, Families and Adults: Adult Social Care Services – Service Development Housing Related Support		Name: Mike Hay Job Title: Head of Practice and Safeguarding Contact details: 01223 703563 Date completed: 13/10/15 Date approved: 13/10/15.....												
Service / Document / Function being assessed														
Housing related support – Multi-disciplinary floating support service covering the whole of Cambridgeshire.														
Business Plan Proposal Number (if relevant)	6.103													
Aims and Objectives of Service / Document / Function														
<p>To provide short term (up to two years) housing related support to vulnerable households across different tenures to enable them to maintain their accommodation. The support provided is a preventative service and ensures that households in need of low level support but not yet meeting statutory thresholds for care and support are able to maintain their independence, budget and live independently. It is also a homelessness prevention tool and aims to work with at risk households to avoid crises.</p> <p>The service while sitting within the ASC directorate is a multi-disciplinary one and provides support to a wide range of household types:</p> <ul style="list-style-type: none"> • Families with children (including teenage parents) • Older people who have been homeless or have complex needs • Young homeless people • People with physical or low level learning disabilities • People with drug and/or alcohol problems with chaotic lifestyles • People who have been homeless • People who are on the integrated offender management programme. <p>Once someone has achieved a settled home and is managing their home independently the support then tapers and ends with the support is then 'floating' off to another client.</p> <p>The service is currently provided by two separate service providers and current funding supports the following numbers of clients:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 80%;">Cambridge City:</td> <td style="text-align: right;">172</td> </tr> <tr> <td>South Cambs:</td> <td style="text-align: right;">62</td> </tr> <tr> <td>Huntingdonshire:</td> <td style="text-align: right;">134</td> </tr> <tr> <td>East Cambs:</td> <td style="text-align: right;">54</td> </tr> <tr> <td>Fenland:</td> <td style="text-align: right;">77</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">499</td> </tr> </table>			Cambridge City:	172	South Cambs:	62	Huntingdonshire:	134	East Cambs:	54	Fenland:	77	Total	499
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South Cambs:	62													
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East Cambs:	54													
Fenland:	77													
Total	499													
What is changing?														
<p>Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.</p> <p>A comprehensive review of the service has been carried out of the level of service being delivered by the current providers. This involved consultation with stakeholders who had an opportunity to feed back on the impact if the service were to end. As the service is a preventative one it is difficult to quantify what might happen if it were to end. However, the review has highlighted that the contract provided by Centra in the Cambridge City, South Cambridgeshire and Fenland areas is not delivering a service to the number of clients contracted for. This has led to the decision to reduce the funding to match the number of clients (from 311 to 200) that the service is being delivered to in those areas.</p>														

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

Led by: Mike Hay, Head of Practice and Safeguarding

Supported by: Trish Reed, Interim Service Development Manager – Housing Related support

Council officers involved: Louise Tranham, Contracts Manager

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age		x	
Disability		x	
Gender reassignment		x	
Marriage and civil partnership		x	
Pregnancy and maternity		x	
Race		x	

Impact	Positive	Neutral	Negative
Religion or belief		x	
Sex		x	
Sexual orientation		x	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		x	
Deprivation		x	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

None

Negative Impact

None

Neutral Impact

The funding is being reduced to match the number of clients being supported by the provider therefore there will be no negative or positive impact on the community.

Issues or Opportunities that may need to be addressed

None

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

There is no proposed reduction in service so there is no impact on community cohesion

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
Children Families and Adults Services Adult Social Care		Name: Linda Mynott Job Title: Head of Disability Services Contact details: 01480 373220 Approved 14/10/15
Service / Document / Function being assessed		
Support for carers		
Business Plan Proposal Number (if relevant)	A/R.6.108	
Aims and Objectives of Service / Document / Function		
<p>To support carers to maintain their health and wellbeing and continue in their caring role through advice, information, general activities (e.g. interest groups) and specialist activities (e.g. carers of people with dementia) preventing, reducing or delaying the need for statutory support. To provide statutory assessments and meet eligible needs where these cannot be met through the other types of support described above.</p>		
What is changing?		
<p>In 2015/16 a new model of support for carers was introduced to meet the requirements and expectations of the Care Act 2014. The council now commissions information, advice and support for carers across the county through Carers Trust Cambridgeshire, this includes undertaking statutory assessments where the cared for is unknown to ASC.</p> <p>The Care Act 2014 which came into effect on 1st April 2015 gives carers, for the first time, the right to an assessment and personal budget to meet their eligible needs.</p> <p>The take up of assessments and personal budgets has been lower than expected and in 2015/16 this budget will overspend. A proposal has been put forward to reduce the budget by £300K for 2016/17 and 2017/18 and monitor the take up of assessments and personal budgets through the 2 year period.</p>		
Who is involved in this impact assessment?		
<p>e.g. Council officers, partners, service users and community representatives.</p>		
<p>All operational managers across ASC & OPMH Directorates Carers Trust Cambridgeshire Carers Partnership Board Other partner organisations</p>		

What will the impact be?

Tick to indicate if the impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			X
Disability			x
Gender reassignment		x	
Marriage and civil partnership		x	
Pregnancy and maternity		x	
Race		x	

Impact	Positive	Neutral	Negative
Religion or belief		x	
Sex			x
Sexual orientation		x	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		x	
Deprivation		x	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact
None
Negative Impact
<p>The service to carers, and the change proposed would be applied across all characteristics, but as more people who care for a relative or friend are over 65 and female, these two characteristics may be impacted more negatively than other characteristics if the demand for assessments and personal budgets increases beyond the budget allocated for 2016/17 and 2017/18.</p> <p>It may be necessary to manage the personal budget allocations within the budget which could mean less provision for the 3000 carers currently supported by ASC.</p>
Neutral Impact
Carers who are not eligible for a personal budget or choose not to take up a personal budget would not be affected by this change.
Issues or Opportunities that may need to be addressed
If demand increases beyond the capacity of the reduced budget, the Council will need to review how it provides support through the allocation of personal budgets to carers.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

N/A

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment	
Children, Families and Adults: Adult Social Care Services – Safeguarding Adults and MCA/DoLS service		Name: Mike Hay	
Deprivation Of Liberty		Job Title: Head of Practice and Safeguarding	
Service / Document / Function being assessed		Contact details: 01223 703563	
Business Plan Proposal Number (if relevant)	6.110	Date completed: 16/10/2015	
		Date approved:	
Aims and Objectives of Service / Document / Function			
<p>The Deprivation of Liberty Safeguards (DOLS) was implemented in April 2009 to protect a group of people who are not able to give valid consent to their placements either in hospital or care home and that their care regime amounting to a deprivation of their liberty. At that time, government only estimated it could be as many as 50,000 of those admitted to care homes and 22,000 hospital in-patients – it will be mainly people with dementia, autism and learning disabilities and brain injuries.</p> <p>In March 2014 the House of Lords post-legislative scrutiny committee on the Mental Capacity Act (the “House of Lords committee”) published a report, which, amongst other matters, concluded that the DOLS were not “fit for purpose” and proposed their replacement. Following this, we also have the Supreme Court handing down a landmark judgment in the cases of P v Cheshire West and Another and P and Q v Surrey County Council [2014].</p>			

What is changing?

Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.

The Supreme Court's judgment extended the definition of deprivation of liberty when determining whether arrangements made for the care and/or treatment of an individual lacking capacity to consent to those arrangements amounts to a deprivation of liberty.

The judgment also extended the application of Article 5 of the European Convention for Human Rights (ECHR) to those who live in their own homes (owned, rented, supported living or shared lives), and who lack the mental capacity to give valid consent as to where they should live or the level and type of care they need and are in receipt of publicly funded or publicly arranged care services. It also ruled that the person's compliance or lack of objection to their placement, the purpose of it or the extent to which it enables them to live a relatively normal life for someone with their level of disability were all considered irrelevant to whether they were deprived of their liberty or not.

This major change in the interpretation of the law has led to a very significant increase in the number of DOLS applications received by Local Authorities in England and Wales in their capacity as Supervisory Bodies. For example, Government figures show that there were a total of only 13, 000 DOLS applications in 2013/14. However, following the judgement, there have been 119,500 applications till the end of June this year, with the number of applications increasing each quarter.

Over 1.2 million pounds was set aside to meet the expected upsurge in referrals however due to the following issues £540,000 have remained unspent:

- Although we have seen a 10 fold increase in applications for DOLS, our ability to keep up with the demand for DOLS assessments has been hampered by an inability to recruit staff to carry out the assessments.
- With an increased number of Standard Authorisations being granted, there is an expectation that more cases will be challenged in the Court of Protection.
- The judgement has been extended to those people who live in their own homes (owned, rented, supported living or shared lives), and who lack the mental capacity to give valid consent as to where they should live or the level and type of care they need and are in receipt of publicly funded or publicly arranged care services. The cost for Learning Disability alone is estimated at £900.000 although to date we have only submitted one case, with another in the process.

The service is monitored on a regular basis by the MCA/DOLS management and development group which reports to the Safeguarding Adults Board.

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

Led by: Joseph Yow and Ivan Molyneux

Supported by: Mike Hay, Head of Practice and Safeguarding

All service users across Cambridgeshire who would be deemed not able to give valid consent to their placements and care arrangements in all settings including in their own home if the imputable to the state element is met.

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age	X		
Disability	X		
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		X	
Deprivation		X	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

The positive impact of the legislation is that Article 5 of the Human Rights Act 1998 requires that no one should be deprived of their liberty except in certain, pre-defined, circumstances unless prescribed by law and also able to have access to speedy recourse to challenge their deprivation of liberty.

Article 5 of the Human Rights Act 1998 requires that no one should be deprived of their liberty except in certain, pre-defined, circumstances unless prescribed by law and also able to have access to speedy recourse to challenge their deprivation of liberty. As such, the DOLS are likely to provide protection to older people or people with learning disability people with acquired brain injuries.

Negative Impact

Prior to the Supreme Court's judgement, Cambridge County Council in its capacity as Supervisory Body ensured that the legal timescales to conduct DOLS' assessments were being adhered to. However, with the 10 folds increase in applications for DOLS following the Supreme Court 's judgment, we no longer are in this position and have a waiting list for applications on our waiting list

When a person dies with a Standard Authorisation in place, the death is considered to be a death in custody and as such an inquest will be needed to be convened by the Coroner. It has reported nationally that this procedure has impacted negatively on families in that funeral arrangements have been delayed and the contention that their relative was classified as death in custody.

Neutral Impact

N/A

Issues or Opportunities that may need to be addressed

If the local authority did not meet the requirements of the supreme court judgement it would be in breach of the law.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

Not applicable – these changes only affect those service users that lack capacity and therefore does not impact on community cohesion.

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment	
Older people and mental health		Name: Jackie Galway..... Job Title: Head of Service Contact details: jackie.galwey@cambridgeshire.gov.uk Date completed: 16 October 2015 Date approved:	
Service / Document / Function being assessed			
Care for older people – proposals to reduce cost of the care offer			
Business Plan Proposal Number (if relevant)	A6.201		
Aims and Objectives of Service / Document / Function			
To achieve budget savings (£1.184m) in the care commissioned by the Council for older people whose assessed needs meet national eligibility criteria.			
What is changing?			
Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.			
<p>At any given point in the year there are currently 7000 older people who have a personal budget that is fully or partially funded by the Council County. To achieve the required savings the number of people supported must remain close to this level and overall costs must reduce despite the known demographic projections, and actions taken to reduce the Council's contribution to meeting the person's needs. This means that every opportunity will be taken to prevent, delay and reduce the need for ongoing care and that the Older People's Teams will be operating within a closely monitored monthly allocation.</p> <p>The consequences of this will be that</p> <ul style="list-style-type: none"> - Older people and their carers will be expected to seek more support from the families and wider community. They will be enabled to do this. - Older people should expect that their care and support plan and personal budget will be reviewed for any opportunity to reduce the Council's contribution to their care while aiming to meet their assessed need. For example any contingency in the person budget for events outside the usual level of care will be removed - Older people may not receive the care they think they need and/or may experience a delay in accessing care if the teams allocation for the month has been exceeded. This could have significant consequences for the health and wellbeing of the older person and their carers. For example this will mean that older people in their own homes could temporarily experience a much higher level of risk that could have serious or life threatening consequences. It could also result in older people staying longer in suboptimal care settings or being delayed in hospital increasing the risk of adverse events or deteriorating health 			
Who is involved in this impact assessment?			
e.g. Council officers, partners, service users and community representatives.			
Council officers We will share the likely consequences of the budget proposals with the Older People's Partnership Board			

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			✓
Disability			✓
Gender reassignment		✓	
Marriage and civil partnership		✓	
Pregnancy and maternity		✓	
Race		✓	

Impact	Positive	Neutral	Negative
Religion or belief		✓	
Sex		✓	
Sexual orientation		✓	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation			
Deprivation			✓

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

There will be a positive impact from managing the Council's budget effectively and making sure that there is careful scrutiny of Council resources.

Negative Impact

These changes are likely to impact on outcomes for older people, their carers and their quality of life. These changes will have a direct impact on older people who through disability and frailty, are eligible for support. There may be a disproportionate impact on older people with low income who are unable or unwilling to seek and accept help and support from their families or wider community and are reliant on Council support. The worst case scenario is that older people's lives end sooner than they would have done or they die in a setting that they would not have chosen. Also that their quality of life is poorer than it would otherwise have been due to reductions in the amount of care provided.

Neutral Impact

We will share the likely consequences of the budget proposals with the Older People's Partnership Board

Issues or Opportunities that may need to be addressed

Encourage and enable older people to take up their benefit entitlement.
Improve access to third sector support.
Work with independent sector providers to mitigate and manage risk

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

There may be a positive impact on community cohesion for those communities that have the capacity to develop new solutions to support older people with complex needs

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
Children, Families & Adults Older People & Mental Health		Name: Lynne O'Brien Job Title: Service Development Manager Contact details: 01223 507142 Date completed: 8 th October 2015 Date approved:
Service / Document / Function being assessed		
Housing Related Support		
Business Plan Proposal Number (if relevant)	6.202	
Aims and Objectives of Service / Document / Function		
<p>Prior to 2013, the housing related support service for older people had only provided support to people living in sheltered housing. The funding also contributed towards the cost of the hardwired alarm service in those schemes. The new service provides housing related support to all older people, irrespective of whether they live in sheltered housing, to enable them to live as independently as possible in their own homes</p> <p>The main aims of the service are to:</p> <ul style="list-style-type: none"> Maximise people's household income Minimise social isolation Improve health and well-being Signpost to other relevant services. 		
What is changing?		
<p>Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.</p> <p>As part of the transitional arrangement the County Council continued to make a contribution towards the cost of the hardwired alarm service in sheltered housing schemes. This transitional arrangement is due to end in March 2016.</p> <p>The remainder of the savings were achieved as a result of the tendering exercise for the Housing Related Support service and various tenders for extra care schemes.</p>		
Who is involved in this impact assessment?		
<p>e.g. Council officers, partners, service users and community representatives.</p> <p>The project Board to re-model the services was led by Richard O'Driscoll, Older People's Commissioner and Claire Bruin, Service Director, Adult Social Care.</p> <p>The original consultation was carried out in 2013 and involved:</p> <ul style="list-style-type: none"> Older People living in Cambridgeshire, their families / carers sheltered housing tenants Sheltered housing providers District Councils County Council Assistive Technology Commissioning Manager CCC Portfolio Holder for Adult Social Care Voluntary sector Legal Procurement Elected members 		

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			X
Disability			X
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		X	
Deprivation		X	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact
None
Negative Impact
<p>Ceasing the transitional payment which was a contribution towards the cost of the alarm service may impact upon some households, however, the change was phased in over a two year period. Over this time, it is likely that some of these costs may have been absorbed by Registered Social Landlords. As part of the tendering exercise, bidders and landlords were informed that funding would cease after the two year transition. Households that are adversely affected by the ending of the transitional contribution can access support from the visiting support services that operate in each district that can help older people maximise their household income.</p> <p>As part of contract monitoring, providers of the visiting support services collate information on the support they have provided to older people.</p>
Neutral Impact
There is no impact from the savings accrued from the unallocated monies from the Housing Related Support funding.
Issues or Opportunities that may need to be addressed
No issues or opportunities identified

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

These changes will not directly impact community cohesion

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment	
Children, Families and Adults Services Older People and Mental Health		Name: Kim Dodd	
Service / Document / Function being assessed		Job Title: Head of Mental Health	
Reduction in expenditure on care for adults with mental health needs.		Contact details: 01223 729057	
Business Plan Proposal Number (if relevant)	AR.6.203	Date completed: 12.10.15	
		Date approved: 14/10/15.....	
Aims and Objectives of Service / Document / Function			
Care packages for adults with mental health needs, these are most likely to be packages for residential care, home and community care, supported accommodation, and nursing placements.			
What is changing? Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.			
<p>Each package of care is planned according to the individual's eligibility and assessed needs and therefore will vary according to the individual. It is planned to reduce the amount of funding spent on packages through a range of improvements and efficiencies in planning, commissioning and providing care.</p> <p>The aim is to reduce the number of new care packages, proactively reviewing high cost packages, reducing the weekly cost of residential packages and reducing the number of weeks people spend in residential care before moving towards great independence and recovery.</p> <p>This will be achieved through several changes these are:</p> <ul style="list-style-type: none"> - To improve training to staff and the rigour of routine review of care packages to enable to people to achieve their outcomes and move through the care system towards independence - Increasing the use of prevention, early help and increased community support - Improved understanding and application of health funded care and joint funding with social care - Review of micro-commissioning of transport to include improved commissioning approaches in line with council policy. - Review of accommodation and supported living strategy to improve commissioning efficiencies and service quality - Developing a reablement service for adults with mental health needs <p>This work is developmental and will be revised as greater knowledge and feedback on impact is obtained. Therefore other changes may emerge as work commences.</p> <p>Although led and supported by the Council the majority of the work will be completed by staff delivering the Councils duties within the specialist mental health NHS Trust under the Section 75 Agreement. This work will be completed with partners within mental health provision including VCS providing services for care packages. Also continued links to the Service User Network (SUN) and Rethink to obtain service user and carer feedback on council provided mental health services.</p>			
Who is involved in this impact assessment? e.g. Council officers, partners, service users and community representatives.			
Council Officers following discussion with Social Care Leads with the specialist mental health NHS trust delivering the Councils delegated duties.			

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age		√	
Disability		√	
Gender reassignment		√	
Marriage and civil partnership		√	
Pregnancy and maternity		√	
Race		√	

Impact	Positive	Neutral	Negative
Religion or belief		√	
Sex		√	
Sexual orientation		√	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation			√
Deprivation			√

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact
Overall and not characteristic specific there may be some positive impact in that a more recovery and progression to independence focused is taken through proactive reviews and better commissioning of some services.
Negative Impact
Rural isolation. Currently there is no specific evidence but it is possible that there will be some negative impact on rural areas where access to services are limited and may cost more to provide. Deprivation Also where people have less independent resources any reduction on these groups maybe more than others.
Neutral Impact
It is possible that with training of staff leading to improved practice, prevention, recovery and improved commissioning during 2016/17 the reduction in spend on care packages may have an overall neutral impact. However this may be more challenging if future years include further reduce budgets.
Issues or Opportunities that may need to be addressed
Being open to service user and carer feedback on impact of changes, staff training, review of related policies and building collaborative relationships with health and other partners.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

There may be some impact on community cohesion in rural and deprived communities but there is no direct planned change to impact on the communities.

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
Children, Families and Adults Services Older People and Mental Health		Name: David Frampton
Service / Document / Function being assessed		Job Title: Commissioning Manager Mental Health
Mental health third sector contracts and homelessness third sector contracts		Contact details: david.frampton@cambridgeshire.gov.uk Date completed: 22.10.2015 Date approved:
Business Plan Proposal Number (if relevant)	6.211	
Aims and Objectives of Service / Document / Function		
<p>This community impact assessment covers the following services.</p> <ol style="list-style-type: none"> 1. Mental Health Community support service ;Riverside ECHG 2. The CRI Homelessness support and street outreach service. 3. The Ferry Project Homelessness Service. Wisbech 4. Metropolitan Housing. Mental Health Supported Accommodation Service. 5. Choices counselling service <p>Service 1: Mental Health Community support service: Riverside ECHG</p> <p>The contract is run by Riverside ECHG. This is a service that was retendered in February 2015 and replaced the previous service that was known as a floating support mental health service. The main change in the tender from the previous service was a shift in focus to specifically supporting people with mental health and accommodation difficulties as it was identified that gaining and maintaining accommodation is a key component in people's wellbeing and in reducing the need for other social care and mental health services. The contract was also designed to ensure the service is spread equitably across the County, specifically to ensure Fenland residents have access to the service.</p> <p>Background:</p> <p>The aim of the Service is to provide support to people with mental health issues who are not being supported by secondary mental health services and where they need support with maintaining, gaining and keeping accommodation. The primary aim of the Service is to prevent people with mental health needs deteriorating to the point where they are referred to secondary mental health services or social care. By actively supporting people to gain or maintain stable accommodation this will enable people to maintain their independence in the least restrictive setting.</p> <p>Service 2: The CRI Homelessness support and street outreach service.</p> <p>The service supports people in the Cambridge City area .CRI provides community based outreach support to single people aged over 18 who are homeless or at risk of becoming homeless .They may be at serious risk of becoming street homeless and require support to maintain this accommodation which cannot be provided by the usual mechanisms, because they are hard to engage due to their chaotic lifestyle. Such people will be vulnerable and may have mental health needs, a learning disability, and substance misuse issues and have physical ill health difficulties or disabilities.</p> <p>The service helps rough sleepers to access accommodation, Primary Care, Substance Misuse Services and a range of other Statutory Services. The CRI works closely with the City Council's Homelessness Service Development Manager.</p> <p>Service 3: The Ferry Project Homelessness Service. Wisbech</p> <p>The Ferry Project .The aim of the service is to provide support to people who are homeless to establish a more stable lifestyle and enable them to learn coping skills in order to gain settled accommodation.</p> <p>The people being supported in addition to homelessness may have a range of issues ranging from mental health, substance misuse and offending. The County Council fund 39 beds in the project.</p> <p>The breakdown of the 39 beds is as follows:</p> <ol style="list-style-type: none"> 1. 24 beds for homeless people at the main assessment centre of Octavia House where their needs can be assessed. 2 Provision of group home supported accommodation for 15 people who have been through assessment and can be moved on as a way of encouraging independence and helping them to transition into independent 		

accommodation;

3. Of the above 8 beds are reserved for offenders. These are split equally (4 each) between the two service elements.

4 3 of the 15 move on beds are for people with mental health issues.

Service 4: Metropolitan Housing. Mental Health Supported Accommodation Service.

Metropolitan Housing run under contract to the County Council supported accommodation services for adults with mental health needs in Cambridgeshire. The provider supports a range of accommodation projects ranging from low level support to projects with higher staffing levels

Priority is given to people who:

1. Are most in need in terms of inability to function and are most at risk without this supported accommodation.
2. Individuals who are in residential care but have been assessed as being able return to the community, but need the level of support being offered by this Service.
3. To facilitate a timely discharge from hospital and to prevent hospital admission where possible.

Service 5: Choices counselling service

Choices is a third sector Counselling service based in Cambridge

The contract with Choices is held by the NHS Cambridgeshire and Peterborough Clinical Commissioning Group (CCG) and the service is available to people 16 years and above registered with a GP practice within Cambridgeshire.

The client group for this service are individuals 16 years or over living within Cambridgeshire who have been victims of past/historic sexual abuse as children (16 years and under) whether this was a single isolated incident or ongoing abuse. The service offers counselling to adults suffering from depression and anxiety disorders due to historic sexual abuse.

The Choices organisation is not fully funded by the Council. The total funding from the CCG and Council is £46,937 with the Council contributing £26,937 of this figure

Referrals are accepted from primary care, secondary services, IAPT services and by self referral.

This is not a rape counselling service. That is a separate service funded by the National Commissioning Board. (The Oasis centre in Peterborough). The Choices contract specifically states that the service will not accept referrals from the Sexual Assault Referral Centre (SARC).

What is changing?

Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.

Service 1. Mental Health Community support service: Riverside ECHG

The change that is being assessed in this CIA is specifically a reduction in funding in the service because of the County Councils overall financial position of £41,000 in 2016-17 out of total funding of £178,000. In staffing terms this will mean there will be 1.5 fewer staff than would have been the case without this reduction in funding. In terms of caseload capacity (per week) the expected capacity was 50 -60 people and this will reduce to 37-44. The specific protected characteristic that is being affected is that of disability (mental health).

Service 2. The CRI Homelessness support and street outreach service.

The current level of funding is £104,000 from the County Council. Cambridge City Council also funds the service (£178,500). The funding from the County Council (but not Cambridge City Council) will be reduced when the service is retendered in April 2016. The funding from the financial year 2016-17 will be reduced by £5,000.

Service 3. The Ferry Project Homelessness Service. Wisbech

The change that is being assessed in this CIA is specifically a reduction in funding in the service because of the County Councils overall financial position of £5,000 in 2016-17 out of total funding per annum of £ 202,500. The new contract for the service will start on the 1st April 2016. It intended that this will be the new funding level (£197,500) as the County Council has to achieve savings. There has however, been positive work undertaken when reviewing the contract to increase the degree of joint working with the Mental Health Services in Wisbech (Cambridgeshire and Peterborough Foundation Trust). Three additional beds in the service have been made available in the service for the specific use of people being supported by the mental health services.

The funding reduction is a small percentage reduction but it will have accumulative effect on the contract as the service will face inflationary pressures and the impact of the living wage. Over the lifetime of the contract (up to 6 years from April 2016).

Service 4. Metropolitan Housing. Mental Health Supported Accommodation Service.

Funding for in 2015-16 will reduce by £37,000. Discussions are taking place with the provider as to the best way to achieve this level of savings. The plan is to achieve this by reducing the number of beds at one service (Vicarage Terrace) by 6 beds i.e a reduction from the current 18. The service however has been running with this level of voids for all of financial year 2015-16. The reason is the service is based on the group home model and it is difficult to accommodate people with mental health issues in group homes with shared facilities as one person's ill health and behaviour affects the other tenants. Resources are therefore not being used effectively by the County Council.

Service 5. Choices counselling service

The Council has the intention of reducing its funding contribution from April 2015. The reduction would be spread over 2 financial years.

During the Council's business planning process for 2014/15, which required significant savings all contracts were reviewed including Choices. It was not possible to apply a standard reduction across all services as the unit cost of some services cannot be significantly reduced, for example residential care. Therefore an overall approach was taken that gave consideration to several factors such as;

- Was this service a statutory responsibility and delivering a legal duty of the council?
- Was it providing a core service for example supported accommodation?
- Was it a service that delivered against the Health Wellbeing Strategy, Priority Four - Create a safe environment and helping to build strong communities, wellbeing and mental health?
- Had the service already been subject to recent reductions in funding?
- Was the service of good quality delivering recognised outcomes and an effective use of Council resources?

This has meant that reductions have fallen on non core service areas.

The funding of counselling is not a core social care responsibility

The intention now is to reduce the funding over a 2 year period as follows :

April 2015-16 to reduce Council funding by £3925 to £23,147. Note: this has now occurred. April 2016-17 a further reduction of £3925. to £19,222.

It is recognised that this will have a significant impact on the organisation. Giving the early notice to the organisation starting in 2015 and the continuing reduction in 2016 regarding funding reduction gives time to work with the Choices to help manage the impact

Who is involved in this impact assessment?

E.g. Council officers, partners, service users and community representatives.

Cambridgeshire CC Commissioning and Contract Managers. Cambridge City Housing Advice Manager, Riverside ECHG Area Manager. Cambridge City Housing Advice Manager. Director Ferry Project. Metropolitan Housing. Cambridgeshire and Peterborough NHS Foundation Trust. The NHS Clinical Commissioning Group commissioning managers, Choices Trustees and Manager.

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age		x	
Disability			x
Gender reassignment		x	
Marriage and civil partnership		x	
Pregnancy and maternity		x	
Race		x	

Religion or belief		x	
Sex			X (For Choices service)
Sexual orientation		x	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		x	
Deprivation		x	

Impact	Positive	Neutral	Negative
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For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

Service 3: The Ferry Project Homelessness Service. Wisbech

There is some positive impact from reviewing the contract and funding. The work reviewing this contract has identified some opportunities to increase the joint working between the Ferry project and CPFT. An additional 3 beds (additional to the contract) have been allocated for the use of people being supported by CPFT and there will be greater liaison between the two services to support people with mental health issues in the rest of the Ferry project. This will have a positive impact on the 'disability' protected characteristic as it increases the support offered to the mental health service user group.

Other services covered in this CIA

No positive impact for other services in this CIA

Negative Impact

Service 1 : Mental Health Community support service ;Riverside ECHG

There is a negative impact for disability as described earlier in terms of a reduction in capacity of the service from supporting 50-60 people to supporting 37-44 people at any one time. This will mean fewer people can benefit from the support.

In terms of mitigating this impact :

1. The service was not yet up to capacity at the time of this reduction so no individuals have been directly affected as all current service users will continue to be supported.
2. The service will still have enough capacity to work with those people most at risk of losing their accommodation as the first priority of the service is to work with homelessness providers and District Councils to help people gain accommodation and be supported to maintain it. This is the target group that has been identified as being most at risk if support is not given and may be admitted to hospital, require further support from psychiatric services or require social care services. This was the priority for this service as set out in the contract for year one 2015-16. There is sufficient capacity for this main role.
3. The part of the service that will be more affected is the year 2015-16 plan of working with primary care.

This will be scaled back as a result of this funding reduction although some pilot work can still be undertaken to guide future service development.

Service 2: The CRI Homelessness support and street outreach service.

There is a potential negative impact on the protected characteristic of disability as this may lead to fewer staffing hours being available to support users of the service. It also is in addition to a reduction of £10,000 in funding for the service that has already happened in budget year 2015-16.

There are however 2 considerations that will mitigate this and keep the impact low.

1. The service is due to be retendered in 1st April 2016. There is potential that the bidders will be able to tender so that direct support hours are unaffected. This cannot be guaranteed but is a realistic possibility.
2. The strongest mitigating factor is that service supports a number of people with mental health issue who have moved into settled accommodation. A new mental health community support service has been commissioned to support people with mental health issue. The CRI service (or the new service provider from April 2016) will be able to transfer people in this category requiring such support to this new service. This will enable CRI to match staff capacity to demand.

Service 3: The Ferry Project Homelessness Service. Wisbech

This is a potential/longer term issue rather than immediate issue. There is no immediate negative impact but this reduction in funding will make it more difficult for the provider to cover staffing costs over the lifetime of the contract. This could affect staffing levels and this will have an impact on the level of support.

Mitigation: The County Council Commissioning Manager will have regular contract review meetings to review the impact. There will continue to be regular meetings with the provider to identify issues.

Service 4: Metropolitan Housing. Mental Health Supported Accommodation Service.

As the affected accommodation beds are vacant then no individuals are directly affected

There will be some negative impact at a County operational level as overall this will represent a reduction in the number of beds available. However there were in reality, vacancies in the service because of its long term unsuitability as people do not wish to live in shared group homes and ill health in one person affects the other tenants sharing the group home. This means that vacancies can be difficult to fill despite the overall accommodation system being under pressure. As the affected accommodation beds are vacant then no individuals are directly affected.

There is a difficult housing supply problem particularly in Cambridge City. There is a risk that as mental health services as a whole are under pressure this could feed through to increased demand for supported accommodation.

If the reduction in funding was available to be recycled within the accommodation service then it could be used to fund more modernised services or increase staffing levels. There is then, an opportunity cost to the reduction in funding, as it reduces the flexibility to redesign other accommodation services.

There are regular meetings with the support provider with the aim of making best use of existing resources. The main challenge will be to match the staffing levels to the lower level of funding as this reduction will have an impact on staffing levels. The provider does however pool the staffing resources across several projects and this gives some flexibility. Vicarage Terrace will be refocused to support people with lower level needs which will be a more appropriate use for the group homes.

Service 5: Choices counselling service

The impact is negative as there will be a reduction in the number of people accessing the service (in particular women) and they will not receive treatment from the service for anxiety/depression and stress brought on by their experiences. There is a negative impact on the sex protected characteristic as the service reduction affects more women than men (of the total of 47 people treated, 41 were women). The service runs a waiting list so this will increase.

The following points are relevant in seeking to mitigate the immediate impact.

1. The reduction is spread over 2 years.
2. The Choices organisation has built up reserves so that continuity of treatment can be made to all people currently in counselling (the timescale is for 2 years of counselling).

Neutral Impact

There should not be a specific impact for the other protected characteristics as this is a reduction in capacity .The aims of the service remain the same.

Issues or Opportunities that may need to be addressed

Work will be undertaken with the service providers to ensure there is a clear process of prioritising people in most need of the service. There will continue to be regular meetings with the provider to work with them to in order to use remaining resources effectively.

In the case of the CRI contract, how well the service meets demand for support from April 2016 with reduced resources will depend on the quality of the working relationship with the Mental health community support service contract, run by Riverside (ECHG) as support for some people will be transferred between the services. The County Council Commissioning Manager will work with both services to ensure this is robust.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

The services will continue to have a positive impact on community cohesion as it supports those who are most in danger of being excluded.

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
CFA, Strategy & Commissioning		<p>Name: Chris Rundell, Rebecca Hudson, Judith Davies, Dee Revens</p> <p>Job Title: Head of Information Management Systems Service, Head of Strategy for Children, Families and Adults Services, Head of Commissioning Enhanced Services, Executive Officer (CFA)</p> <p>Contact details: 01223 699010</p>
Service / Document / Function being assessed		
Information Management Systems functions, Strategy functions, Commissioning and Procuring functions for Children, Families and Adults Services, SEND cross-directorate savings and Business Support.		
Business Plan Proposal Number (if relevant)	6.401, 6.402, 6.404 6.701, 6.702, 6.703, 6.704, 6.705 (6.618, 6.504)	
Aims and Objectives of Service / Document / Function		
<p>The Information Management Systems Function, Strategy function and Procurement and Commissioning functions support all teams within the children, families and adults directorate.</p> <p>Commissioning Enhanced Services deliver : Assessment, allocation , placement , advice , guidance , training , case management, review and monitoring of provision/contracts children and young people , and adults with LD, who are vulnerable and /or have complex needs</p>		
What is changing?		
<p>Information Management Systems Service - The Business Plan proposes a reduction of £100,000 in the budget of £124,315 for IT Systems development.</p> <p>Strategy Service – The Business Plan proposes a reduction of £126,000 in the budget for the Strategy Service. In 2016/17 this saving will be achieved through and a reduced staffing levels in the Strategy Team and through a restructure of the Information Team, including the Welfare Benefits Advice Team. It will also be achieved through a reduction in funding for Child Poverty.</p> <p>The Business Plan proposes £40k reduction in the budget for Commissioning Enhanced Services - significant reduction in budget will decrease the capacity of the teams to deliver statutory duties and activity detailed above. Monitoring and review will be reduced to emergency/safeguarding issues only and support for other CFAS commissioning will need to cease</p> <p>The Business Plan also proposes savings are realised through bringing together the strategic functions across CFA - £150k, procurement and commissioning functions - £200k, information function - £150k and cross directorate savings to SEND services £250k.</p> <p>Business Support – it is proposed to review business support functions across CFA to standardise systems and processes to build greater flexibility across this workforce - £300k. In addition Business Support savings are proposed in Learning -£30k and Enhanced and Preventative Services -£50k.</p>		

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

Council Officers

The following will be involved in discussing proposed savings

Service Users including children and young people with disabilities and their families, LAC

Parents/Carers

Schools and Governing Bodies

Other SEND Services, Pin point and other parent groups,

Partners i.e. health, districts, providers, Localities, CSC units, LDP, Speaking Out ,Corporate Parenting Board

What will the impact be?

Tick to indicate if the impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			X
Disability			X
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		X	
Deprivation			X

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

The bringing together of similar functions across CFA is likely to have a positive impact through closer working arrangements and single direction of work.

Negative Impact

The Child Poverty Working Group will continue to drive forward the actions within the Strategy and to work together, aligning resource to improve outcomes for children and families living in poverty.

SEND Cross Directorate savings will have a negative impact on the quantity of free after school time available to children with disabilities at a special school. The proposal is to reduce the Council funded hours from 4 days to 3 days.

Business Support – No direct impact on communities, but the proposals will see support mechanisms change in line with CFA business and with a more centralised approach to business support.

Neutral Impact

Information Management Systems Service - There is no foreseeable impact within the timescale of the change. There is a project to identify Information Management System requirements which will seek separate funding depending on the solutions identified.

Strategy Service – The proposed reductions to staffing levels in the Service will not impact on communities but may have impact on transformational change in CFA and thus impact delivery of changed services and provision to service users.

SEND Cross-directorate savings are being made due to the successful delivery of SEND reforms and therefore a reduced need for the SEND Reform Grant that offers financial support for these changes. In addition SEND teams are including income targets in their work by selling services to FE Colleges, schools and other authorities.

Issues or Opportunities that may need to be addressed

Information Management Systems function - If there are new requirements for reporting or service delivery affecting people with the defined characteristics which emerge in the course of the year, and which require system development, this reduction may affect our ability to respond.

Commissioning Enhanced Services – There will be a review of how teams deliver functions and innovate to reduce administration time and provide as much focus directly on children and young people

Strategy Service – changes and reduction may impact on support for transformational change. Bringing together all strategy roles will help reduce duplicated effort and streamline processes.

Business Support – there will be a review of functions as a whole for business support, but specialisms will still need to be maintained within services were required.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

These savings will not directly impact community cohesion