

APPENDIX C

COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|--|-----------|---|
| Children Families and Adults / Learning Disability Partnership | | Name: Tracy Gurney |
| Service / Document / Function being assessed | | Job Title: Head of Service Learning Disability Partnership and Countywide Transitions |
| Learning Disability Partnership (LDP) contracts. | | |
| Business Plan Proposal Number (if relevant) | A/R.6.101 | Contact details: 01223 714692 |
| Aims and Objectives of Service / Document / Function | | |
| <ul style="list-style-type: none"> • To re-tender provider contracts. • To implement a framework contract that meets the requirements of the service. • To ensure services offer quality and value for money. • To manage negotiations with providers of specialist high cost placements through a dedicated team to secure better value for money • To manage and control the demand on the service's financial resource. | | |
| What is changing? | | |
| <p>There are a significant number of contracts for LDP commissioned services that need to be re-tendered over the next few years.</p> <p>A new framework contract has been developed as part of this process that will update previous contract arrangements in line with current service need and direction. The new contract will include reviewed reporting requirements and will reflect the personalisation agenda and the move towards a progression model focusing on skills development. The tender process is due to start September 2014 with awards being completed in time for April 2015 implementation.</p> <p>As part of this work commissioning models that will provide the correct level and quality of service, and lead to financial efficiencies, will be established.</p> <p>A specific team will also be established to manage the negotiations for specialist high cost placements to ensure the best possible price can be secured for these services. The team will also manage the use of any vacancies arising in local supported living services.</p> | | |
| Who is involved in this impact assessment? | | |
| <p>e.g. Council officers, partners, service users and community representatives.</p> <p>LDP managers Transitions service managers Service Development Manager Contract Managers</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

This work will ensure that the contracts in place for commissioned services are fit for purpose and fit with the current service direction including the personalisation agenda. This change will ensure that successful providers offer services that actively promote choice and control and empower people to be as independent as they are able to be. The service will have robust contracts in place that are clear and can be effectively monitored and deliver best value for money.

Negative Impact

NA

Neutral Impact

Other characteristics are not applicable as the planned work will be applied across all LDP service users who are in receipt of commissioned and contracted services.

Issues or Opportunities that may need to be addressed

The risk of any re-tendering exercise is that existing providers may not be successful. This could be unsettling and cause anxiety for service users and their families as changes take place. Teams will ensure that service users and their families are involved in the tendering processes.

There is potential for the local market to be impacted if current providers are not successful in tendering, potentially reducing the number of LD providers locally, this will need to be managed in a way that maintains market capacity and manages any risks.

Negotiations around specialist high cost placements may lead some providers choosing not to offer a placement to a service user from Cambridgeshire. The team will need to balance supply and demand to meet individual needs at the best possible price.

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 – Service Development Older People | Name: Jane Heath Job Title: Project Manager |
| Service / Document / Function being assessed | Contact details: 01223 703563 |
| Rationalisation of Housing Related Support contracts (previously part of the Supporting People Programme) A/R.6.106 | |
| Aims and Objectives of Service / Document / Function | |
| <p>To provide needs based housing related support to those living in sheltered housing, irrespective of their age and to older people (aged 65+) living in the broader community, to enable them to continue to live as independently as possible in their own homes. The intention is for the service to help address Cambridgeshire County Council's current priorities by:</p> <ul style="list-style-type: none"> Minimising social isolation. Improving health and well-being. Integrating with other initiatives for the same client group. Sign-posting to existing services of relevance. Contributing to the preventative agenda. | |
| What is changing? | |
| <p>The new service will be targeted at those living in sheltered housing and in the wider community. It will make more effective use of resources by:</p> <ul style="list-style-type: none"> Extending housing related support into the wider community, not just for those in sheltered housing. Moving from an insurance-based model to a needs-based allocation of support. Extending support across all types of housing tenures i.e. people who own and people who are renting property. A greater emphasis on sign-posting and enabling rather than doing, to assist in maintaining greater independence and to prevent dependency. Improving links with other relevant services for older people and increasing access to information about these services. Reducing duplication of services and service users' contacts. Reducing risk of social isolation to older people in the wider community. More short-term interventions to minimise the creation of dependency through on-going support as is the case now. Making better use of assistive technology as an alternative where appropriate. Achieving better outcomes for those in need as support will be more directed and dedicated to individual needs. Promoting a greater reliance on people looking out for and supporting each other ('good neighbour' approach). Freedom for older people to engage with and run their own community activities and thereby gain greater confidence and independence. | |
| Who is involved in this impact assessment? | |
| e.g. Council officers, partners, service users and community representatives. | |
| <p>Lead by:</p> <ul style="list-style-type: none"> Claire Bruin – Service Director ASC <p>Supported by:</p> <ul style="list-style-type: none"> HRSOP Project Board <p>Council officers involved:</p> <ul style="list-style-type: none"> Lynne O'Brien, Commissioning Officer Tim Brunton, Project Manager (now Jane Heath) Louise Tranham, Contracts Manager | |

Stakeholders:

- Older people living in Cambridgeshire, their families and carers
- Current sheltered housing tenants
- Sheltered housing providers
- Scheme managers
- Elected Members
- District Councils / CRHB
- Health / GPs
- County Council Assistive Technology Commissioning Manager
- Head of Service Development Older People (position vacant)
- Voluntary sector
- Legal team
- Procurement team

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 | | 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 or negative 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.

Positive Impact

A service that is needs-based places greater emphasis on:

- Maintaining independence.
- Reducing social isolation.
- Improving access to services.
- Supporting people to improve their health and well-being.
- Assisting people to engage more with community activities, some of which are faith based charities.

Those not currently in receipt that need the service will receive support in relation to their needs without having to move home to receive the support.

Evidence includes:

- Cambridge City Council 60+ pilot and the Fenland pilot.
- Re-modelling of South Cambridgeshire District Council Sheltered Housing.
- Public Consultation conducted July – October 2012: Living Independently in Cambridgeshire.
- The fact that people are currently required to pay for a service that they do not need.

Negative Impact

Some people may receive less hours of support in the future as a result of our commissioning greater equity of provision. This should be mitigated by signposting to existing voluntary services, particularly through the Community Navigators, and by promoting independence within the community rather than ongoing dependence on a single person or provider.

Issues or Opportunities that may need to be addressed

Some existing tenants may perceive that their service is being reduced with the withdrawal of on site scheme managers. The reality is that the service is being remodelled to focus on assessed needs to achieve more effective outcomes.

There is an opportunity to make better use of public resources by implementing a needs assessed model of delivery.

Community Cohesion

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

The proposed changes should lead to more residents of sheltered housing schemes becoming involved in community services and events outside their residential scheme.

COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|---|---|--|
| Adult Social Care | | Name: Linda Mynott Job Title: Head of Disability Service Contact details: 01480 373220 |
| Service / Document / Function being assessed | | |
| Demand Management: Manage Activity for Physical Disability against available budget. | | |
| Business Plan Proposal Number (if relevant) | A/R.6.108, A/R.6.118, A/R.6.119, A/R.6.121, A/R.6.122 | |
| Aims and Objectives of Service / Document / Function | | |
| Physical Disability & Sensory Services will focus on actions needed to manage demand within net available resources. | | |
| What is changing? | | |
| <p>The Physical Disability & Sensory Services will manage demand through:</p> <ul style="list-style-type: none"> 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 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 <p>In addition practitioners will continue to:</p> <ul style="list-style-type: none"> Work closely with partners; health, voluntary orgs Offer Reablement as default Maximise use of Housing Related Support Services Maximise the use of sensory equipment 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 <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> Limited opportunities for social inclusion within some areas may place carers under increased stress Withdrawal / non-use of services following assessment/review may impact on some providers. |
| Neutral Impact <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 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 |

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 / Learning Disability Partnership | | Name: Derrick Biggs Job Title: Head of Provider Services Contact details: |
| Service / Document / Function being assessed | | |
| Changes to in-house learning disability provider services | | |
| Business Plan Proposal Number (if relevant) | A/R.6.109 | |
| Aims and Objectives of Service / Document / Function | | |
| <ul style="list-style-type: none"> To change the model of service from residential care to supported living to promote greater independence and security for residents. To create space for an additional tenant on a shorter term occupancy (up to two years) with support focused on progressing to more independent living. | | |
| What is changing? | | |
| <p>The service is currently a registered residential home, regulated by the Care Quality Commission. The change to supported living will result in residents becoming tenants with the rights that come with that status. The support provided by staff will still be regulated by the Care Quality Commission but they will be operating as a home care service visiting the tenants in their own home.</p> | | |
| Who is involved in this impact assessment? | | |
| e.g. Council officers, partners, service users and community representatives. | | |
| LDP managers Care Quality Commission Service users, their families and advocates | | |

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.

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|--|
| Positive Impact |
| The supported living model gives people more rights as tenants than they have as residents in a registered residential home. |
| Negative Impact |
| NA |
| Neutral Impact |
| There are no specific impacts for people who have the characteristics above. |
| Issues or Opportunities that may need to be addressed |
| Service users, their families and advocates will need to be supported to understand the positive impact of the change. The Care Quality Commission will need to support the change in registration of the support provided to the people living in the service. |

Community Cohesion

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

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| N/A |
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COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|--|-------------------------|---|
| Children Family and Adults / Adult Social Care | | Name: Tracy Gurney Linda Mynott Job Title: Head of Service Learning Disability Partnership , Head of Disability Services Contact details: 01223 714692 |
| Service / Document / Function being assessed | | |
| Use of assistive technology to maximise independence of people with learning disabilities and use of assistive technology to maximise independence of people with physical disabilities. | | |
| Business Plan Proposal Number (if relevant) | A/R.6.113 and A/R.6.117 | |
| Aims and Objectives of Service / Document / Function | | |
| <ul style="list-style-type: none"> To fully utilise the benefits of assistive technology. To embed the practice of identifying and referring for assistive technology as part of support planning To maintain appropriate levels of risk management To manage and control the demand on the services financial resource by using technology in place of staffing where possible. | | |
| What is changing? | | |
| <p>This work has been taking place in the LDP for the last year.</p> <p>The service has invested in a specialist OT who is leading on a project to assess where assistive technology could improve a service user's independence, reduce their reliance on staffed services and embed the thinking around ATT into the practice of the service.</p> <p>Thorough assessments are carried out using "just checking" equipment for a period of approximately six weeks. This determines the level of activity / need of an individual. For example it will detail the number of times a person needs assistance during the night from members of staff. The assessment outcomes are therefore very person centred, evidence based and can highlight any risks.</p> <p>The outcome of this work to date is that a number of packages of care where waking night staff has traditionally been commissioned have reduced as staffing, (with the benefit of assistive technology equipment provided as a result of the assessment) has reduced to a requirement for a sleep in. A saving of approximately £15,000 per annum per person. Any equipment needed that would not normally be provided by the generic ATT service run by CCS has been funded from the savings that have been made.</p> <p>The changes for this project going forward into 2015/6 is that the practice of the LDP is changing and we will no longer commission long term waking night support as part of a package without this assessment taking place and only where the assessment outcomes indicate risks or need can not be met by assistive equipment.</p> <p>To manage a crisis or episode of ill and unstable health waking nights may be required but this will be commissioned on a time limited basis and only remain where the above assessment indicates the necessity.</p> <p>In addition training is taking place with all practitioners to highlight the benefits of ATT and the requirement to complete a checklist as part of an assessment and funding agreement.</p> <p>The learning from this approach in the LDP is being introduced into the Physical Disability Service to ensure that a wide range of assistive technology is considered when identifying how to support people to maintain or develop greater independence.</p> | | |

Who is involved in this impact assessment?

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

LDP and PD managers
Transitions service managers
Finance colleagues
ATT project lead

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 | | 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 implementation of this project has already demonstrated that thorough assessment and use of technology it can reduce a person's reliance of staff support and therefore promote their independence. The resulting efficiencies this provides for the service ensures that our financial resource can be used more effectively and can also result in our ability to fund equipment which is not available through generic ATT services where this would give the desired outcomes.

Negative Impact

There has been a resistance from some independent providers around reduction in staffing levels as a result of the assessments carried out.

There has been some reluctance from carers of service users to participate in the assessment process this is for two reasons, firstly that the outcome could see a reduction in their financial allocation and secondly, an increased level of anxiety that provision of equipment will not manage any risks as well as a member of staff being present.

Any issues raised by providers or family members are discussed with them using the detail evidenced in the assessment to support the service's decision whilst re-assuring that if a person's needs change then a re-assessment will be carried out.

Neutral Impact

Other characteristics are not applicable as the planned change in practice will be applied across all LDP service users who are in receipt of waking night support and all people with a physical disability who could benefit from the use of a range of assistive technology equipment.

| Issues or Opportunities that may need to be addressed |
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| The training / awareness sessions for all staff need to be completed. |

Community Cohesion

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

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| N/A |
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COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|--|----------------------|---|
| Children Family and Adults / Learning Disability Partnership | | Name: Tracy Gurney Job Title: Head of Service Learning Disability Partnership Contact details: 01223 714692 |
| Service / Document / Function being assessed | | |
| Demand Management: Manage Activity for Learning Disability against available budget. | | |
| Business Plan Proposal Number (if relevant) | A/R.6.115, A/R.6.122 | |
| Aims and Objectives of Service / Document / Function | | |
| <ul style="list-style-type: none"> To reduce and eliminate any remaining over provision of service whilst still meeting assessed eligible needs To manage and control the demand on the services financial resource To change the focus of discussions with service users and their family during support planning | | |
| What is changing? | | |
| <p>The LDP financial calculator was reviewed and reduced in 2014/15 to ensure that the resulting offer does not lead to over provision of service against assessed eligible need.</p> <p>The changes that were put in place were considered against current active cases. The result was that the offer will be the minimum requirement to meet assessed needs.</p> <p>This change means that the discussion between care managers and service users and carers will change from being around not spending the full indicative amount where this would result in an over provision of service to a discussion about how needs can be met within the new amount and where there is evidence that this can not be achieved the current business process allows for additional resource to be agreed.</p> <p>This change will be rolled out in parallel with the change to AIS which will also mean that the previously used upper banding calculator will no longer be used and bespoke support planning will take place for those with the most complex needs.</p> <p>Teams are continuing to work with the new financial allocation, introducing it when reviews are carried out for service users giving the opportunity to revisit how needs can be met in the most cost effective way. Greater clarity on the provision of transport and activities will support this approach.</p> | | |
| Who is involved in this impact assessment? | | |
| e.g. Council officers, partners, service users and community representatives. | | |
| LDP managers Transitions service managers Representatives of the transformation team Representatives from the AIS project board / team. | | |

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 | | 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 positive impact is that the financial resource of the service will continue to be allocated on the basis of assessed critical and substantial need. The change will eliminate any remaining over provision of service meaning that the resource can be used more equitably.

Negative Impact

Where there is current over provision in a package reducing the financial offer will be seen as a reduction in service. The responsibility of the service is to evidence that critical and substantial needs are being met by the final support plan that is put in place.

Neutral Impact

Other characteristics are not applicable as the planned reduction in the financial calculator will be applied across all LDP service users.

Issues or Opportunities that may need to be addressed

The reduction in the financial allocation may lead to an increased number of complaints. To mitigate this a communication briefing is available for staff emphasising the need for value for money, not over providing but still having a legislative duty to meet assessed eligible need. The current business process allows managers to increase an indicative amount if there is evidence that need cannot be met in the original offer.

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 | | Name: Linda Mynott Job Title: Head of Disability Services Contact details: |
| Service / Document / Function being assessed | | |
| Support for people on the autistic spectrum | | |
| Business Plan Proposal Number (if relevant) | A/R.6.116 | |
| Aims and Objectives of Service / Document / Function | | |
| The aim is to provide information, advice and signposting for people on the autistic spectrum to enable them to access appropriate support to lead independent lives, reducing demand on statutory services. | | |
| What is changing? | | |
| <p>There will be dedicated advice and support for young people and adults on the autistic spectrum in Cambridgeshire, delivered through two new posts recruited to by the National Autistic Society.</p> <p>This will ensure that needs are met at an early stage in a community setting thereby avoiding the requirement for more intensive statutory services.</p> <p>It represents a substantial improvement in services for people on the autistic spectrum in the county and will provide essential support for people on the autistic spectrum and their carers.</p> | | |
| Who is involved in this impact assessment? | | |
| e.g. Council officers, partners, service users and community representatives. | | |
| Representatives included in the planning group from: Children Families and Adults Directorate Family Carers People on the autistic spectrum National Autistic Society Independent Provider (Red2Green) Cambridgeshire and Peterborough Foundation Trust | | |

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.

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|---|
| Positive Impact |
| The posts will enhance the health, well-being and quality of life for a group of marginalised and potentially vulnerable people by enabling them to access services in the local community. |
| Negative Impact |
| None identified |
| Neutral Impact |
| Other characteristics are not applicable in this service or are not relevant in the delivery of this service as no distinction is made when delivering the service. |
| Issues or Opportunities that may need to be addressed |
| None identified |

Community Cohesion

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

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|---|
| The proposal will improve community cohesion by promoting the inclusion of a marginalised group of people |
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COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|---|--|--|
| Children's, Families and Adults / Older People and Mental Health | | Name: Charlotte Black Job Title: Service Director Older People and Mental Health Contact details: 01223 727990 |
| Service / Document / Function being assessed | | |
| Older People / Management for Nursing Care Placements, Residential Care Placements and Home Care Hours (Demand Management) | | |
| Business Plan Proposal Number (if relevant) | A/R.6.201 A/R.6.202 A/R.6.203 A/R.6.204 A/R.6.205 A/R.6.208 | |
| Aims and Objectives of Service / Document / Function | | |
| The demand management plan is focussed on actions needed to secure greater financial control and enable the Older People's Services Teams to manage demand within the net available resources. This is in order to respond to the increase in demographic pressures and the increasing numbers of older people who are very frail and have complex needs and therefore need higher levels of support. | | |
| What is changing? | | |
| <p>A number of changes will be made as part of the overall demand management action plan, building on the work that will have been completed in 2013/14. Some are more focussed on continuing to develop more robust processes and procedures internally and with partners, which will result in a more explicit and transparent process required underpinning the commitment of County Council budget. The following changes are planned that may result in visible differences in the service received by users:</p> <ul style="list-style-type: none"> Ensuring that the funding follows the accountability within the NHS and social care- this will be most evident when consideration is being given to whether someone has continuing health care needs (CHC) Identifying any additional savings that can be secured through effective commissioning of the integrated community equipment service Changing the way in which respite care is planned and contracted for moving away from one off 'spot' purchases to a more planned approach- this may also involve a move away from respite care in residential and nursing homes to community and home based respite Ensuring that any contracts the Council holds with providers of care and support for older people are fit for purpose Ensuring that where someone has had a financial assessment that concludes that they can pay for their own care, and the reablement service is providing that until home care becomes available, this is paid for by the service user Reviewing the highest cost packages of care and identifying any possible savings Comparing the costs and amount of care that CCC provides to other Local Authorities and identifying any possible savings or efficiencies Reducing the Council's investment in interim beds in Huntingdonshire in consultation with NHS colleagues- as this is an area where it has been identified that the Council is paying for care that the NHS should be funding | | |
| Who is involved in this impact assessment? | | |
| e.g. Council officers, partners, service users and community representatives. | | |
| The Older People and Mental Health Directorate and staff. Issues covered in this plan have also been discussed with key partners in the NHS. | | |

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 | * | | |
| 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. 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 |
| An increased focus on how with the available resources we can provide the best possible quality of support for older people. |
| Negative Impact |
| As the Council seeks to become more explicit about what funding is used for in line it's accountabilities, this may result in some decisions that are experienced by service users and partners in a negative way and or as a reduction in support or funding. The eligible needs of people receiving a social care assessment will continue to be addressed in line with the Council's statutory duties, although the way in which these needs will be met may change. |
| Neutral Impact |
| There are no obvious ways in which these changes would have an impact on the other key elements listed. |
| Issues or Opportunities that may need to be addressed |
| None identified. |

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 older 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 Services | | Name: David Frampton |
| Service / Document / Function being assessed | | Job Title: Commissioning Manager Mental Health |
| Review of non statutory community based support services for adult mental health - Choices | | Contact details: david.frampton@cambridgeshire.gov.uk |
| Business Plan Proposal Number (if relevant) | A/R.6.210 | |
| Aims and Objectives of Service / Document / Function | | |
| <p>Choices is a third sector Counselling service based at Alex Wood Hall, Norfolk Street, Cambridge</p> <p>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.</p> <p>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 people suffering from depression and anxiety disorders due to historic sexual abuse.</p> <p>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. (The CCG has no current plans to reduce its funding). In addition to this, Choices receives some limited funding from donations and grants.</p> <p>The funding of the service is used for room hire, training, sessions with counsellors, employment of an admin/data worker and a coordinator.</p> <p>The service is provided at the satellite premises around Cambridgeshire. Referrals are accepted from primary care, secondary services, IAPT services and by self referral.</p> <p>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). The responsibility for commissioning specialist counselling for clients of the SARC lies with the National Commissioning Board. This responsibility was transferred from the CCGs in the Eastern region in 2013.</p> <p>Extracts from the contract are summarised below:</p> <p>It is the aim of the service provider to provide a 2 hr assessment within 4 – 6 months. It is also the intention that all clients deemed appropriate for the service after the assessment will wait no longer than 6 months to receive their first counselling session.</p> <p>If it is appropriate, they will be offered an hour session once a week for up to 2 years in a location convenient to the client where a counsellor is available.</p> <p>The service will consider all referrals on an individual basis and work in partnership with other service providers to provide the most appropriate service for each client. Each new referral is contacted initially via telephone and will receive treatment within the timescales highlighted above.</p> <p>The service will be available to all people 16 years + registered with a GP practice within Cambridgeshire or if not registered living in Cambridgeshire.</p> | | |

Performance data supplied by Choices for the period 1st April 2013-Sept 2014 shows that the number of people who started treatment in the period was 15 and the number who finished treatment was 9. Counselling was provided in the period to 47 clients in total. The number of counsellors providing treatment was 15. Of the 47 people in treatment, 41 were women and 5 were men. Ethnicity statistics reflect the general population characteristics of Cambridgeshire. Choices report that there is a waiting list for the service.

What is changing?

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 of 29% to be achieved over a 4 year period, all contracts were reviewed. 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.

In the case of Choices, the funding of counselling is not a core social care responsibility.

The Choices contract referral routes (with the exception of self referrals referral pathways lie within existing NHS funded services (primary care , IAPT, secondary care and other counselling services).

Therefore the proposal discussed with the CCG and Choices in May-July 2014 was to end funding of the service from April 2015. On reviewing the impact on the service, this has been substantially modified.

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.

April 2016-17 a further reduction of £3925. to £19,222.

This represents an 8.5% reduction over each of the 2 years as a percentage of total funding (Council and CCG funding) for the project.

It is recognised that this will have a significant impact on the organisation. Giving early notice to the organisation 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.

The Council, (contract and commissioning managers). The NHS Clinical Commissioning Group, commissioning managers, Choices. Service users are not included. It is not possible to involve people who have used the service as they wish to preserve their anonymity.

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

There is no positive impact.

Negative Impact

There will be a reduction in the number of people accessing the service 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 not immediate and 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).

There will need to be contract meetings with Choices and CCG commissioners to work to review the impact monitor performance data and work with the organisation.

Neutral Impact

There are no obvious ways in which these changes would have an impact on the other key elements listed.

Issues or Opportunities that may need to be addressed

This is covered under negative impact.

Community Cohesion

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

The number of people in the service is small and covers a wide geographical area so this is not a relevant area.

COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|---|-----------|---|
| Children, Families and Adults Services | | Name: David Frampton |
| Service / Document / Function being assessed Review of non statutory community based support services for adult mental health Lifecraft (Community centre support mental health) | | Job Title: Commissioning Manager Mental Health Contact details: david.frampton@cambridgeshire.gov.uk |
| Business Plan Proposal Number (if relevant) | A/R.6.210 | |
| Aims and Objectives of Service / Document / Function | | |
| <p>Lifecraft offers community centre support for people with mental health problems. People attend a base in Mill Rd Cambridge for support .Service is run by a charity known as Lifecraft.</p> <p>The overall aim of the service is to enable service users to play a strong part in running the Service (including paid employment) with an emphasis on mutual support based on activities at the centre and accessing mainstream services.</p> <p>Objectives</p> <p style="margin-left: 20px;">The Service supports people by:</p> <ul style="list-style-type: none"> Working with Service Users who are reluctant or disengaged and with those who have additional vulnerabilities through social isolation, including homelessness. This will include Service Users with whom statutory agencies may have found it difficult to work with. Positive role modeling in the form of Service User employees and encourage Service Users to take up training opportunities or to become employees within the Service. A creative approach by enabling Service Users to develop self esteem through exhibitions, performances and social enterprise activities. Meets the needs of vulnerable people by providing a safe and supportive environment. The Service promotes keeping safe by self help and mutual peer support to enable people to make informed choices. This includes opportunities for people to form new relationships and take advantage of new social opportunities. To improve life skills, for example, budget skills. Develop coping skills for dealing with mental illness and crises. Support people to access new roles, relationships and mainstream social/leisure opportunities of their choosing. To work with the Service Users to enable them to access resources that will assist with training/ employment and volunteering <p>Funding for the service for 2014-15 (prior to any reduction in funding) is £84,400 from the County Council. The CCG contract for a counselling and telephone helpline service from the same organization, but do not fund the community centre.</p> | | |

| What is changing? |
|---|
| Reduction in funding of the community centre by 10%. Commencing from 30 th September 2014. This will be a reduction of £4,203 in financial year 2014-15 and then a further reduction of £4,203 in 2015-16. |
| Who is involved in this impact assessment? |
| E.g. Council officers, partners, service users and community representatives. |
| Lifecraft, service user engagement officer for the Council service users, contract and commissioning managers, CCG commissioners and Service User Engagement service (SUN network) and service users. |

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 |
|---|
| <p>There is positive impact in that, in recognition that the organisation is small, Lifecraft are planning to enter into a partnership with a much larger mental health organisation. This will give increased governance, enable the service to have access to greater expertise to guide future development which will enable better use of available resources and offer more stability to the organisation. In turn this will lead to more effective support for people who are supported by the service.</p> <p>There has been substantial work undertaken by the County Council in reviewing the service as the contract was coming to an end and a review was required. Service users have been substantially involved in the review. Feedback has been positive.</p> |
| Negative Impact |
| <p>Potential to have a negative impact on disability as the service supports people who have mental health issues and who find it difficult to access work opportunities.</p> <p>This impact is likely to be low as discussions with the manager of the service indicate that activities can be maintained within the new budget by the use of volunteers and members of the centre. There will be more potential for a negative impact should the service not enter into a partnership arrangement.</p> <p>Mitigation: As the changes in funding will only come into effect from 1st October 2014 this has given the organisation time to review the operation of the service and to enter into partnership with a larger mental health organisation. The service will be more at risk if this does not occur. Commissioners and contract managers from both the CCG and County Council will continue to meet with the organisation to work to mitigate the effect of reduction in funding.</p> |

Neutral Impact

There are no obvious ways in which these changes would have an impact on the other key elements listed.

Issues or Opportunities that may need to be addressed

As listed under 'positive impact'. Lifecraft will enter into a partnership with a larger mental health organisation. This will need monitoring and the County Council supporting the new arrangement to ensure the service has a clear focus.

Community Cohesion.

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

The service does have a positive impact on community cohesion as it offers support to local people who are isolated because of mental health issues. Although the funding is reducing there should still be capacity in the organisation to maintain its open door policy so no negative impact is anticipated.

COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|--|-----------|---|
| Children, Families and Adults Services | | Name: David Frampton Job Title: Commissioning Manager Mental Health Contact details: david.frampton@cambridgeshire.gov.uk |
| Service / Document / Function being assessed | | |
| Review of non statutory community based support services for adult mental health | | |
| CIAS (Mental Health Advocacy Service) | | |
| Business Plan Proposal Number (if relevant) | A/R.6.210 | |
| Aims and Objectives of Service / Document / Function | | |
| <p>CIAS is a third sector organisation contracted to supply an advocacy service for people with mental health issues. The service covers the whole of Cambridgeshire.</p> <p>There are 2 contract areas.</p> <ol style="list-style-type: none"> 1. A specific IMHA (independent mental health advocate) service for people detained under the Mental Health Act. It is a statutory responsibility to enable people to access an advocate where there is no other person available to the person being detained. 2. A generic advocacy service which accepts referrals from the general population <p>Total funding is £261,335 of which the CCG fund £73,653</p> | | |
| What is changing? | | |
| <p>From 1st April 2015 there will be a reduction in funding of £30,000 which is the equivalent of one post.</p> | | |
| Who is involved in this impact assessment? | | |
| <p>E.g. Council officers, partners, service users and community representatives.</p> | | |
| <p>The Council, (contract and commissioning managers). CIAS. Service User Network (SUN)</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

As this will be reduction in funding there is no positive impact.

Negative Impact

This does represent a reduction in funding so there will be a potential for negative impact but there is scope to use the resources more efficiently so impact should be low. The service has been reviewed, the proposal discussed with CIAS managers and Council Commissioners and Contract Managers are working with CIAS managers to focus remaining resources to cover potential gaps. There has been a period of substantial management change in the organisation and contract meetings have shown a need for the service to more clearly prioritise its work. IMHA work will be given a priority as this is a statutory duty.

Neutral Impact

There are no obvious ways in which these changes would have an impact on the other key elements listed.

Issues or Opportunities that may need to be addressed

This is an opportunity to work constructively with new managers in CIAS to focus the work of the service. The contract has been running for 2 years and there has been a large amount of organisational change.

Community Cohesion

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

The number of people in the service is small and covers a wide geographical area so this is not a relevant area.

COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|---|-----------|---|
| Children, Families and Adults Services | | Name: David Frampton Job Title: Commissioning Manager Mental Health Contact details: david.frampton@cambridgeshire.gov.uk |
| Service / Document / Function being assessed | | |
| Review of non statutory community based support services for adult mental health | | |
| CRI (Cambridgeshire Street Outreach Service) | | |
| Business Plan Proposal Number (if relevant) | A/R.6.210 | |
| Aims and Objectives of Service / Document / Function | | |
| <p>The CRI Street Outreach Service is a third sector organisation contracted to support people who are homeless, or are at risk of losing existing accommodation. The service supports people within the Cambridge City District Council area with the exception of the homelessness prevention worker based at Fulbourn Hospital who has a County wide remit.</p> <p>The contract with the County Council sets the following aims for the service:</p> <p>The Service shall provide community based outreach support to single people aged over 18 who are homeless or at risk of becoming homeless who are, typically, hard to engage and require a flexible outreach approach to ensure they receive the services they need. Such people will be vulnerable and may have mental health needs, a learning disability, and substance misuse issues, suffer from physical ill health or disability or may be engaged in a Street Based Lifestyle. I.e. those who sleep rough, drink, beg, sex work or indulge in a number of other potentially anti-social behaviors. They will often have a combination of such needs, lead chaotic lifestyles and present considerable challenges to Statutory Services in how their needs can be adequately met.</p> <p>The Service shall provide mental health support to any person who is found to be homeless or living in temporary accommodation in the Cambridge City area, or who is living in their own accommodation within the Cambridge City area but who is at serious risk of becoming street homeless and who requires support to maintain this accommodation which cannot be provided by the usual mechanisms, because they are hard to engage due to their chaotic lifestyle. The aim of the service shall be to support the individual to access mainstream services, however, the service shall actively engage with the person until a robust support mechanism is sustained to enable the person to manage in a more permanent accommodation.</p> <p>The total funding of the contract is £247,916 .The County Council fund £114,494 of this amount with the balance being funded by Cambridge City Council.</p> | | |
| What is changing? | | |
| <p>From 1st April 2015 there will be a reduction in funding from the County Council of £10,000.</p> | | |
| Who is involved in this impact assessment? | | |
| <p>E.g. Council officers, partners, service users and community representatives.</p> | | |
| <p>The Council, (contract and commissioning managers). Cambridge City Managers and CRI managers.</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

As this will be reduction in funding there is no positive impact.

Negative Impact

This does represent a reduction of funding and the service does work with the most vulnerable in society so there will be a potential for negative impact but the impact for users (if any) of the service should be low. A CIA has been completed because the service supports a vulnerable client group.

The reasons for stating a low impact are:

1. Part of the work of the CRI is tenancy sustainment rather than working with incidents of homelessness. It should be possible for CRI to transfer some of this work to a new service which is being tendered for a start date of February 2015. This is the Mental Health Support and Prevention Service .The remit of that service is tenancy sustainment. That should release capacity.
2. Although the funding will be reduced by £10,000 the remaining funding value still represents an increase from the contract award in 2008 .The reason being that in 2013 there was an increase in funding of 37K to employ a worker based at Fulbourn hospital with a remit to work in amore focused way regarding issues of homelessness following admission to psychiatric hospital. Although the worker has a particular remit this still takes work pressure off the rest of the service.

In effect the service is retaining a higher level of funding than in the original contract value but is being asked to protect the work of the Fulbourn worker. The service will have to manage its general homelessness work with reduced staffing hours and this may have a negative impact. The service should be able to adapt but this will be kept under review via contract meetings.

Neutral Impact

There are no obvious ways in which these changes would have an impact on the other key elements listed.

Issues or Opportunities that may need to be addressed

There will be a need to work with the newly appointed CRI managers to manage the change and in ensuring the CRI and the new Mental Health Support and Prevention Service support each other.

Community Cohesion

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

This service has a positive impact on community cohesion as it supports those who are most in danger of being excluded. The changes should not affect this.

COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|---|----------|---|
| Children, Families and Adults Services | | Name: David Frampton Job Title: Commissioning Manager Mental Health Contact details: david.frampton@cambridgeshire.gov.uk |
| Service / Document / Function being assessed | | |
| Review of non statutory community based support services for adult mental health Metropolitan Housing. Mental Health Supported Accommodation Service | | |
| Business Plan Proposal Number (if relevant) | A/R.6210 | |
| Aims and Objectives of Service / Document / Function | | |
| <p>Priority Group Metropolitan Housing run under contract to the County Council accommodation support services for adults with mental health needs in Cambridgeshire.</p> <p>Priority is given to people who:</p> <ul style="list-style-type: none"> Are most in need in terms of inability to function and are most at risk without this supported accommodation. 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. As an alternative placement for people who may otherwise have been placed in residential care but can be supported by this Service. Are able to be re-enabled to live in their own accommodation (they may need some continuing support via the floating support service or other community based services). To facilitate a timely discharge from hospital and to prevent hospital admission where possible. <p>The Service is accessed by referral to the Cambridgeshire Mental Health Accommodation forum. The provider supports a range of accommodation projects ranging from low level support to projects with higher staffing levels designed to offer an alternative to residential care.</p> | | |
| What is changing? | | |
| <p>The funding will be reduced by £84,000 from the 1st October 2016. This will mean a reduction in funding of £42,000 in budget year 2015-16 as it is being reduced part-year. In effect, this means the closure of one service of between 10 -12 units (a unit is one bedspace). Discussions are taking place to identify the most appropriate project.</p> <p>There was a tender of nearly all mental health supported accommodation services in Bedfordshire in 2012 and the services were reorganised into tiers of support, i.e form low level need to higher level need. At the time of the tender service users were consulted regarding the service model. There have been a number of changes since that time with the closure of older services and the opening of more modern services where people do not have to share facilities.</p> | | |
| Who is involved in this impact assessment? | | |
| E.g. Council officers, partners, service users and community representatives. | | |
| The Council, (contract and commissioning managers). Metropolitan Housing. Cambridgeshire and Peterborough NHS Foundation Trust. | | |

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

As this will be reduction in funding there is no positive impact.

Negative Impact

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, the use and turnover in the various projects has changed since the start of the new contract. There has been an increase in move-on of tenants as the service has changed to a recovery focus to enable people to move on. This has meant there have been some voids across the service. In terms of numbers then the service as a whole should be able to reduce numbers slightly. But this is not straight forward. Some vacancies have resulted from a service being unsuitable for peoples needs (shared properties where people, share facilities can be difficult to fill).

For the individual tenants closure of any service can be problematic in terms of timescale and in addressing individual needs whilst at the same time holding sufficient vacancies in order for any moves to take place with the subsequent delay in placing new referrals to the service.

The risk can be mitigated by working with the service provider and the accommodation forum lead to ensure there is a project plan in place and the forum works with the provider to allocate vacancies.

Part of the negative impact is more difficult to quantify as it is a function not of changes within the contract relating to individual projects, but on wider service pressures. The relatively large number of supported accommodation units in Cambridgeshire is partly a response to the 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.

Neutral Impact

There are no obvious ways in which these changes would have an impact on the other key elements listed.

Issues or Opportunities that may need to be addressed

As stated a detailed project plan will be developed.

Community Cohesion

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

This service has 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 |
|--|-----------|---|
| Children Adults and Families Service | | Name: David Frampton Job Title: Commissioning Manager Mental Health Contact details: David Frampton@cambridgeshire.gov.uk |
| Service / Document / Function being assessed | | |
| Review of non statutory community based support services for adult mental health Richmond Fellowship .Access to Work Employment Support Service. | | |
| Business Plan Proposal Number (if relevant) | A/R.6.210 | |
| Aims and Objectives of Service / Document / Function | | |
| <p>The service provides an employment support service for adults who have moderate to severe mental health needs who are ordinarily resident in Cambridgeshire. The service covers all areas of Cambridgeshire. The service is provided from 2 bases, one in Cambridge, the other in Godmanchester.</p> <p>This includes the provision of employment advisors to provide one to one support to people with mental health problems who require assistance to access and sustain employment. This is to achieve the following objectives:</p> <ul style="list-style-type: none"> Increasing employment rates of people with a mental health problem Increasing the number of people with a mental health problem accessing training and education Increasing the number of people with a mental health problem accessing volunteering opportunities <p>The service provides an employment support service working through the principles and practice of Individual Placement and Support Service (IPS). This is a model used in mental health supported employment services.</p> <p>The IPS model is seen to be the most effective means of enabling people with severe and enduring mental health problems to access and maintain employment. The key principles of this mode are:</p> <ul style="list-style-type: none"> Competitive employment is the primary goal Everyone who wants it is eligible for employment support Job search is consistent with individual preferences Job search is rapid and where assessed as appropriate this to happen within one month The development of opportunities to build confidence and support for people who may have been out of the job market for some time. Support is time-unlimited and individualised to both the employer and the employee Specialist advice on welfare benefits is available to the person through the transition from employment into paid work. | | |
| <p>The service is not the only service locally working with people with mental health needs. There are;</p> <ol style="list-style-type: none"> 1. The Work Programme providers (the national scheme) .This is run by Seetec and Ingueus UK Ltd (provided via Papworth Trust). 2. Job centre Plus Disability employment advisors. <p>The Work Programme is a national schemes catering for all categories of unemployed but it includes people with mental health needs.</p> <p>The original reason for funding Richmond Fellowship was that people with mental health needs require a more specialist service. This CIA examines the links with these other services.</p> | | |

Information from the Parliamentary Review into the Work Programme 2013

1.32 % of claimants for the out of work disability benefit ESA have primarily for mental health problems.

2. People with mental health needs have one of the lowest employment rates among disabled people (at 27% for depression and anxiety and 14% for more severe conditions ,compared to 46% for disabled people as a whole) whilst they have the highest” want to work rate” amongst claimants.

What is changing?

Current funding for the service for 2014-15 prior to any reduction was £354,600 with the County Council mental health Commissioning funding £300,000 and Public Health funding £55,000. The funding for the service from the County Council is being reduced by a total of £150,000. The start date is December 2014. This means a reduction of £50,000 in 2014-15 and £100,000 in 2015-16.

Who is involved in this impact assessment?

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

Richmond Fellowship, Council Commissioning and Contract managers, CCG commissioners,

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

Negative Impact

There is likely to be an overall negative impact on Disability and deprivation as fewer people will be supported into employment.

There are opportunities to mitigate this. Current service users will not be affected as they will finish their planned period of support, but there will be reduction in future service capacity. However Commissioners will seek to reduce the impact by working more closely with the Wellbeing contract and focusing the work of the employment service on those people who need more support than the national Work Programme providers. The service will still have £202,000 funding per annum.

In evaluating the potential negative impact several sources of information have been used.

1. Parliamentary review into the work programme 3. "The Work Programme: experience of different work groups" 201. This gathered evidence from by the mental health organisations: the centre for mental health, MIND, rethink and the Scottish Association for Mental Health.

2. Review of the National Work Programme by The Work Foundation

3. A report from Richmond Fellowship into the local Cambridgeshire 'Access to Work Employment Support Service'. (The subject of this CIA). This covers outcomes of the service and compares this to the Work Programme.

Information from the Parliamentary Review into the Work Programme 2013 and The Work Foundation Report 2012

1. 32 % of claimants for the out of work disability benefit ESA are primarily for mental health problems.

2. People with mental health needs have one of the lowest employment rates among disabled people (at 27% for depression and anxiety and 14% for more severe conditions ,compared to 46% for disabled people as a whole) whilst they have the highest " want to work rate" amongst claimants.

3. A criticism of the programme is that the payment structure encourages work programme providers to concentrate on people with less complex needs. The system fails to recognise progress that people with mental health diagnosis can make but who may not yet have gained employment.

4. There is a lack of understanding of mental health amongst the more generic providers.

The Richmond Fellowship report states that employment outcomes for the year 2012 was 16% (77) of people worked with and those moving into voluntary work /education outcomes was 14% (66) of people worked with. The report attempts to compare this to outcomes for the Work programme. This is not straight forward as the disability categories for the Work programme are wide. In addition figures for the Work Programme are based on payment for people who have been in work for 26 weeks or more so will ignore people who work for fewer weeks. The report states that local providers achieve a rate of job outcome of 7.6% (for all client groups' not just mental health) (The parliamentary report gives a figure of 13% for all groups). The figures for Richmond Fellowship although higher does not mean all people have been in employment for 26 weeks or more.

Conclusions for impact assessment

The support for employment for people with mental health needs splits into 3 broad groups

Group 1. Some people with mental health needs will be able to use the new Work Programme unaided.

Group 2. Some people with a mental health need could benefit if the programme were better tailored to the needs of people with a mental health condition

Group 3. Some people will require additional more specialist support over and above that provided by the Work Programme to gain and sustain employment. This will be the role of the Richmond Fellowship contract.

The overall conclusions are that figures for employment rates are difficult to compare but given the overall evidence for a service based solely around the support of people with mental health needs a reduction in the local service will lower the number of people having employment opportunities.

However there are several mitigation factors which will affect the impact of the funding reduction as described below.

Mitigating factors.

1. The impact will partly depend on whether there can be more joint work/integration with the Mental Health Wellbeing (day services) contract. Richmond Fellowship also provides the Wellbeing Service under contract to the Council. Some of the activities of the employment service are the same as the Wellbeing services for example the emphasis on gaining confidence, assertiveness training, gaining basics skills such as IT and gaining opportunities for volunteering. There could be synergy between the services.

2. The service will still be funded at a level of £202,000 .This leaves resource to concentrate on those people who are in group 3 outlined above who need more specialist support than the work programme.

Neutral Impact

The other protected characteristics indicated above will not be affected by this. There is no change to the policies that the organisation follows. The service works with adults under the age of 65 so there will not be an impact on Age. (Note the service is predominantly supports people below the age of 65 but is expected to work with older people as required).

Issues or Opportunities that may need to be addressed

As listed above there is an opportunity for the access to work contract and Wellbeing contract to work more closely together.

Community Cohesion

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

Overall there should be limited impact on community cohesion. The service will continue and there will be links and signposting to the Wellbeing Service.

COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|---|-----------|---|
| Children Adults and Families Service | | Name: David Frampton Job Title: Commissioning Manager Mental Health Contact details: David Frampton@cambridgeshire.gov.uk |
| Service / Document / Function being assessed | | |
| Review of non statutory community based support services for adult mental health Richmond Fellowship Wellbeing and Recovery Service (mental health day services) | | |
| Business Plan Proposal Number (if relevant) | A/R.6.210 | |
| Aims and Objectives of Service / Document / Function | | |
| <p>Purpose of Service The purpose of this Service is to provide support to adults with medium to severe mental health needs. in a range of community settings. The service is County wide. The service is supplied under a partnership arrangement by Richmond Fellowship and Mind in Cambridgeshire. The Wellbeing staff are based at 4 locations; Cambridge, St Neots, March & Wisbech. Services are provided throughout Fenland, Huntingdonshire, in Cambridge, East Cambs and South Cambs.</p> <p>Aims and Objectives The overall objective of the Service is to provide structured and outcome focused goals agreed and set with the Service User to enhance coping skills and resilience, This will be based on evidence based, best practice time limited psycho-social interventions that enable people to develop the skills and resources needed to gain independence, build resilience and work towards self-help and autonomy.</p> <p>The service is expected to fulfil the following key objectives:</p> <ul style="list-style-type: none"> a) To work with the Service User on their emotional needs and mental health issues so as to assist the service user to improve his/her coping strategies to enable them to be maintained or develop independence. b) Provide support to develop or to maintain skills that will enable the Service User to maintain independence. c) To give advice and support that will enable people to use mainstream resources/ agencies and where required give direct assistance d) Provide opportunities for social contact and support. e) Support people to retain existing social roles, relationships and existing social/leisure activities that they value. f) Support people to access new roles, relationships and mainstream social/leisure opportunities of their choosing. g) To work with the service users to enable them to access resources that will assist with training/ employment and volunteering. <p>Funding for the service from the County Council is currently at £485,000 for financial year 2014-15 (Includes £26,000 from the CCG)</p> | | |

What is changing?

1. A reduction in funding of up to £24,500 from the 1st October 2015 (budget year April 2015-16) and £14,000 from budget year 2016-17 (from the 1st April). i.e. a reduction in contract value starting in on 1st October 2015 of £38,500.
2. A factor that has to be added in since the drawing up of the original proposal is the reduction in funding by the CCG (Cambridgeshire Commissioning Group). This will be approximately £10,000 reduction. The amount should be known by October 2014. The exact reduction from Cambridgeshire County Council and the timing in the next budget year will be dependent on this figure as it is not desired to impose on the service a total reduction exceeding 10% (£ 48,500) this year due to capacity issues in the service and general pressures in the mental health system which is increasing demand on the service. Managers in the service report more referrals.
3. With the anticipated reduction from the CCG of £10,000 from the 1st April 2015 it may be an option for the service to be asked to operate from reduced funding from the County Council from the same date. However this will mean a reduction of £48,500 from 1st April 2015. Given current pressures on the service a phased introduction may be more appropriate. We will need to understand the background to the reports on increased number of referrals

Who is involved in this impact assessment?

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

Richmond Fellowship, Mind in Cambridgeshire Council Commissioning and Contract managers, CCG commissioners, Sun network (service user network).

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

N/A

Negative Impact

There will be a negative impact as the funding for the service will be reduced and this will affect the capacity of the service.

There are factors that make it difficult to quantify the exact impact of the reduction in funding as this is still a relatively new partnership arrangement between the two mental health providers of Mind in Cambridgeshire covering the Huntingdon /South Cambridgeshire area and Richmond Fellowship covering Fenland. The services are still in the process of developing joint working and reporting performance data. Two key managers have left and this has slowed development.

The performance management report of March 2014 reported that the service was not operating a waiting list i.e. all referrals could be assessed and allocated. However the service is now reporting (August 2014) an increase in the number of referrals. This may be as a result of other changes and reductions in the mental health system which is feeding through to this service. This may increase the demand on the service. This will have to be kept under review as the current change to working within a recovery model has changed the operating model of the service in that although there are large numbers of referrals, people do not remain for a long period of time in the service. The service will have to be monitored to see if there is a trend for people with more significant difficulties being supported by the service.

There may be an impact in the following areas:

1. Cover in the rural areas:

The service was contracted in a tender in 2012 and replaced a number of mental health day services providers who were not able to cover the whole of the County. The remit of the new service includes an objective to cover the whole of the County and it has been piloting satellites in the rural areas. This is likely to be affected as it is time consuming in terms of staff hours. In terms of the present number of service users being affected this is currently small. This area of work is to be reviewed as it is costly in terms of resources.

2. A reduction in staffing hours will affect general ability to cover for absences and bases.

The service operates from 4 sites and particularly in Fenlands it has been difficult to cover the 2 bases March and Wisbech with current levels of staff. The service has already responded by moving to work on alternate days at each base and a further reduction in staff should be absorbed within this current working arrangement.

3. A reduction in capacity to work with people being referred. This will really depend on whether the current reported increase in referrals is maintained. This will be monitored in the contract meetings and commissioners and contract managers will work with the service provider to understand the pressure points.

Neutral Impact

N/A

Issues or Opportunities that may need to be addressed

This is an opportunity to work with the new managers of the service to address demand.

Community Cohesion

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

Overall there should be limited impact on community cohesion as the service will still be available.

COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|--|-----------|---|
| Children, Families and Adults Services | | Name: David Frampton Job Title: Commissioning Manager Mental Health Contact details: david.frampton@cambridgeshire.gov.uk |
| Service / Document / Function being assessed | | |
| Review of non statutory community based support services for adult mental health Wintercomfort (centre supporting the homeless) | | |
| Business Plan Proposal Number (if relevant) | A/R.6.210 | |
| Aims and Objectives of Service / Document / Function | | |
| <p>Wintercomfort offers a range of social enterprise and support services for the homeless.</p> <p>Cambridgeshire County Council commission jointly what is termed a Learning and Development and Welfare Service. Funding from Cambridge City Council is £85,000 and from Cambridgeshire County Council it is £40,200. Other funding (not connected with funding from the two County Councils) for the organisation totals £320,000 as it operates a number of social enterprises.</p> <p>The purpose of the Learning and Development and Welfare Service of is to augment existing homelessness services by assisting service users to find a route out of homelessness through building self esteem and confidence by offering a range of learning and personal development opportunities for homeless people. The service is provided for the adult single homeless or formerly homeless (i.e. street homeless or within the hostel system within the last 12 months) population in the City of Cambridge, with the focus upon people currently using hostels, day centers, street outreach services and those using tenancy sustainment services. This includes adults with mental health needs and substance/alcohol abuse</p> <p>The service offers a range of learning and welfare functions including Art, DIY, Drama, Formal education and training, Gardening, IT, Literacy, Numeracy, Volunteering opportunities, Welfare services including, washing/showering, laundry facilities, breakfast , Drop in, Signposting/advice re finding accommodation and foot care.</p> | | |
| What is changing? | | |
| Reduction in funding from Cambridgeshire County Council of £5000 in financial year 2015-16 ,start date 1 st April 2016. | | |
| Who is involved in this impact assessment? | | |
| E.g. Council officers, partners, service users and community representatives. | | |
| The Council, (contract and commissioning managers). Cambridge City Managers and Winter Comfort managers. | | |

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 |
| |
| Negative Impact |
| <p>A community impact assessment has been completed due to the sensitive nature of the service in that it supports the homeless. However the conclusion of the assessment is that there will not be a negative impact as a result of reducing the funding by £5,000. This is because:</p> <p>The reduction in funding can be offset as the organisation has sufficient staff spread over its various activities that can be used flexibly. Winter Comfort managers have been given a long period of notice regarding the reduction and feel that the impact can be absorbed without an impact on service users.</p> <p>Work has also been undertaken jointly with Cambridge City Council and Wintercomfort in substantially revising the contract and being clearer on the focus of the work of the service.</p> <p>A general point to note from the managers is the beginning of an increase in demand for the service which is put down to the general economic situation. This will be kept under review.</p> |
| Neutral Impact |
| N/A |
| Issues or Opportunities that may need to be addressed |
| Keeping the impact of change under review and quantifying any increase in demand for the service |

Community Cohesion.

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

The service does have a positive impact on community cohesion as it offers support to local people who are isolated because of mental health issues. There should not be an impact.

COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|---|-----------|--|
| Children, Families and Adults Strategy and Commissioning | | Name: Hazel Belchamber Job Title: Head of 0-19 Place Planning & Organisation Contact details: 01223 699775 |
| Service / Document / Function being assessed | | |
| Dual -Use Funding | | |
| Business Plan Proposal Number (if relevant) | A/R.6.401 | |
| Aims and Objectives of Service / Document / Function | | |
| <p>Prior to 1 April 2014, the County Council had a long-standing arrangement whereby it made funding available towards the cost of hire and use of leisure facilities maintained and run by Huntingdonshire District Council by the following five secondary schools in the Huntingdonshire area:</p> <p>St Peter's School, Huntingdon St Ivo Ernulf Academy (formerly St Neots Community College) Abbey College Sawtry College</p> | | |
| What is changing? | | |
| <p>As no other schools in Cambridgeshire receive financial support from the Council to enable them to hire sports and leisure facilities, it was agreed as part of the Business Plan process to bring the arrangements which operate in Huntingdonshire into line with the rest of the County.</p> <p>The majority of the funding, £373,000 was withdrawn at the end of March 2014, the residual £50,000 is supporting St Ivo School during 2014/15 with its transitional arrangements in recognition of the fact that the decision to cease provision of dual-use funding for the secondary schools in Huntingdonshire has had the biggest impact on this school due to the level of the funding it had been used to receiving.</p> <p>The Council will no longer be party to any joint use agreements; these will simply be between the schools and Huntingdonshire District Council.</p> | | |
| Who is involved in this impact assessment? | | |
| e.g. Council officers, partners, service users and community representatives. | | |
| Officers from Finance & Performance Officers from CYPS The schools concerned Officers from Huntingdonshire District Council Service users | | |

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 |
| |
| Negative Impact |
| <ul style="list-style-type: none"> Potential negative impact on children & young people aged 11-18 Potential reduction in sports and leisure activities provided and funded by schools <p>Groups which will be affected: Young people on roll at St Ivo School.</p> <p>By phasing the implementation of the budget reduction, the Council has ensured that the school most affected has been given a longer lead-in time to prepare for the cessation of funding.</p> |
| 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 |
| |

Community Cohesion

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

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COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|--|-----------|--|
| Strategy and Commissioning | | Name: Helen Andrews Job Title: VCS Market manager Contact details: Helen.andrews@cambridgeshire.gov.uk |
| Service / Document / Function being assessed | | |
| Contract Recommissioning | | |
| Business Plan Proposal Number (if relevant) | A/R.6.404 | |
| Aims and Objectives of Service / Document / Function | | |
| <p>This Voluntary & Community Sector (VCS) contract aims to support VCS organisations develop quality and safe services.</p> <p>This service is delivered in partnership with Children England who brings a national perspective and lead on the national 'Safe Network' project. It has engaged with Cambridgeshire's large and varied voluntary, building the skills and confidence of the sector to represent, influence and negotiate on behalf of themselves and others and contribute to policy and practices.</p> <p><i>Children's Links</i> has created:</p> <ul style="list-style-type: none"> An independent VCS Network called 'VOYCES' that is enabling information to be communicated to, from and between VCS organisations and the council. A model of VCS representation at strategic and Area Boards that relies on communications to and from the VOYCES network in order to be truly representative of the sector. <p>And worked with the sector on:</p> <ul style="list-style-type: none"> Training: 'Outcomes and Impacts' and 'Future Forms of Finance' Providing market analysis of the sector's needs, trends of growth, delivery areas and issues Sharing of best practice, knowledge and skills between the VCS and the statutory sector Signposting VCS organisations to local, regional and national training opportunities to support capacity building and commission readiness. | | |
| What is changing? | | |
| <p>The Voluntary and Community Sector Infrastructure support contract ends on 31st March 2015 and will not be re-let. The Annual allocation of £75,000 will therefore become savings for 15-16.</p> | | |
| Who is involved in this impact assessment? | | |
| e.g. Council officers, partners, service users and community representatives. | | |
| <p>This impact assessment is a work in progress. A survey will be conducted and will help to inform the assessment of voluntary sector organisations who are the main users of this service as well as chairs of statutory boards where VCS are represented and CFA managers who have had direct activities with children Links</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

Over the last 10 years, VCS infrastructure support contracts have created demand and dependency. Without infrastructure support, voluntary and community organisation will need to withstand difficult economic conditions. In doing so, they will need to work together and combine their skills and resources. The change may therefore encourage greater collaborations within the sector.

Relationships between commissioners and the VCS have strengthened and for many organisations an ongoing dialogue is well established. This direct communication enables swift decision making processes, stronger collaborations and opportunities for innovative service delivery options.

Negative Impact

Quality and Safeguarding

This change could impact on the quality of voluntary sector services to children and communities.

Cambridgeshire's frontline voluntary and community groups/organisations often don't have the resources to get the support that they need. Most of Cambridgeshire's voluntary organisations are small or community groups. In some cases, they may not understand their own needs or be aware of the most effective ways of building their capabilities or of how different kinds of support could benefit them.

Many voluntary and community sector organisations have a sense of awareness about their duty to safeguard the children in their care but lack the capacity for fact finding to do more and rely on infrastructure networks to tap into information and support.

Representing the sector

Gathering the views of the sector and keeping the sector informed of policy changes will be difficult without a platform to coordinate communications.

Reaching the VCS

Without a single point of contact, CFA managers and commissioners wishing to contact the sector will need to find other means of contacting the sector re consultations/provider forums.

Neutral Impact

The voluntary sector's infrastructure support market has grown over the last few years and there are a number of different models operating that are available for a membership fee. These can be broadly categorized into specialist and generalist provision and include:

- National infrastructure and umbrella bodies e.g. National Council for Voluntary Organisations (NCVO)
- Specialist support providers, including umbrella bodies for specific types of organisations e.g. Home Start UK, YMCA
- Online resources, NAVCA (the umbrella body for Councils for Voluntary Action throughout England)
- Peer-to-peer support from other voluntary organisations
- Council for Voluntary Services (CVS) e.g. Hunts Forum, Cambridge CVS.

Issues or Opportunities that may need to be addressed

Compact

Honouring the commitments set out in *Cambridgeshire's Compact* and the expectations on Councils to avoid passing on disproportionate reductions onto the voluntary and community sector (*Best Value Statutory Guidance, 2011*).

Any reduction in investment to voluntary sector organisations is likely to be sensitive and risks being challenged. In the past, we have experienced the lobbying of members by Trustees of voluntary organisations who have experienced funding cuts and argued at the lack of transparency and consultation on the issue. There is a VCS protocol in place to ensure the right steps are taken but this will not prevent lobbying of members.

Impact on other CCC contracts

CVS who provide generalist infrastructure support may see an influx in demand.

Partners in planning and delivery

Policy changes have shifted the role of the public sector and with budget cuts the VCS has had to rely less on statutory sector funding and seek other sources of support. With rising demand in services we have argued that community empowerment and self help is a way of preventing need escalating. The VCS is best placed to develop forms of local solutions and their experience and expertise can offer innovative solutions to public sector in service planning and delivery

Community Cohesion

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

COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | Officer undertaking the assessment |
|---|--|
| Children, Families and Adults Services | Name: Judith Davies |
| Service / Document / Function being assessed | Job Title: Head of Commissioning Enhanced Services |
| Keeping Families Together: The Placements Strategy for Looked After Children (LAC) <p>The Placements Strategy provides the strategic framework for planned changes and activity across Children's Services relating to our arrangements for children looked after and our efforts to keep families together and so reduce the number of children in care. The scope covers a large number of individual work streams and projects, some of which already have their own impact assessments and some which may require a specific assessment as plans are refined.</p> <p>A/R.6.405</p> | Contact details: 01223 729150 |
| Aims and Objectives of Service / Document / Function | |
| <p>The scope of the strategy covers the following objectives:</p> <ol style="list-style-type: none"> 1. Manage risk confidently and support families at the edge of care to make sure the right children come into care at the right time. 2. Provide a high quality placement and a good education for all Looked After Children so that all children have positive experiences in care and education whatever their needs. 3. Give children clearly planned journeys through care which allow them to be reunited with family and friends where possible, have stable placements with alternative carers where not and exit the care system positively at whatever age this happens. | |
| What is changing? | |
| <p>The key work streams and projects within the scope of the strategy, are summarised below:</p> <p>Manage risk confidently and support families at the edge of care</p> <ul style="list-style-type: none"> • Revised protocol for the assessment of homeless 16/17 year olds and care leavers. The protocol aims to ensure that by working together, agencies will prevent homelessness and/ or resolve the homelessness of young people and care leavers. The protocol has now been developed and will be monitored and reviewed for effectiveness as part of the LAC Commissioning Board portfolio of projects. • Provide additional shared care for families. • Develop new Alternative to Care Models for Section 17 Provision (teenagers). • Review, develop and implement Urgent Response models to help to resolve a situation before it becomes a crisis (at the very beginning of the referral). • LAC Revolving Door: new work stream to explore working with parents/ families to prevent multiple children being taken in to care. This is an invest to save proposal which could involve significant initial investment to provide additional support to families when a first child is taken in to care. It is expected that this could reduce the number of children entering care. | |

Provide a high quality placement for all Looked After Children

- Change the mix of placements for children in care by recruiting significantly more in-house foster carers and significantly reducing the number of residential placements.
- Implement a hub model in residential child care which focuses on outreach and assessment and supports young people to move on to foster care or stay with their own families where appropriate. Residential placements are expensive and a focus on ensuring residential provision is only used when absolutely necessary will reduce costs and enable more young people to benefit from a family environment.
- Ensure continuity of education placements.
- Undertake analysis to investigate why adoption placements break down and explore what can be done to prevent this and support families involved.
- Develop a 16+ Supported Accommodation Strategy to deliver sufficient available accommodation for LAC who are 16+ and successfully support young people presenting as homeless. An increased portfolio of options for independent or semi-independent living will reduce placement costs as we will be less reliant on expensive out of county residential placements.

Give children clearly planned journeys through care

- Explore joint commissioning options with Health colleagues and look at how we can work together to meet funding gaps. We are expecting an increase in LAC based in county. If we don't invest in our own services, they may not be able to manage demand and provide looked after children with the quality of care they need.
- Use Going Home audits and a newly formed permanency panel to check that there is no drift in care planning and that children and young people are being supported to go home where this is in their best interests.
- Introduce concurrent planning in fostering and adoption, to reduce placement moves for children under the age of one where rehabilitation to birth families is not viable. This work will also be carried forward by the newly formed Coram Cambridgeshire Adoption, CCC's partnership with Coram to form a VAA, whereby a significant increase in the number of children adopted in Cambridgeshire is expected.
- Tracking of cases where the plan is adoption and the courts disagree.

Supporting Processes:

- We have now developed a Sufficiency Strategy which sets out how the Council will meet the placement needs of current and future children in care and care leavers, in light of our understanding of their needs and current provision. The development of this strategy will form part of the LAC Placements Strategy's future work plan.

The 2015/16 LAC savings target of £1.292m will be delivered through the Placements Strategy.

Who is involved in this impact assessment?

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

The following groups have been involved in analysing the impact on the community:

Council Officers:

- Placements Strategy Task Group – Workstream leads for each element of the project
- Children, Families and Adults Management Team (CFA MT)- strategic oversight of the project

Service Users:

- Young People

Service Providers:

- Voluntary and Community Sector Organisations
- Schools
- Carers

Other Stakeholders:

- Members
- Children's Trust Partners

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 or negative 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.

Positive Impact

Age: The strategy's purpose is to improve the lives of children aged 0-19, either through supporting them to stay with their families or in cases where this isn't possible by ensuring all children have positive experiences in care.

Disability: The intention is that the new strategy will include the development of new in-county provision for children with both physical and learning disabilities. This will have a positive impact by reducing the need to find placements for such children a long way from their families and communities.

Negative Impact

N/A

Issues or Opportunities that may need to be addressed

Groups affected:

1. Children & Young People between ages of 0 and 19, in particular:
 - LAC
 - Children in need or with a child protection plan
 - Vulnerable children with additional needs which mean they are at an increased risk of coming into care
 - Children with disabilities
 - Children at risk of exclusion from school
 - Children between the ages of 16 and 18 presenting to Social Care as homeless
 - Care leavers
 - Relinquished babies
2. Parents and Families in need
3. Staff across Children, Families and Adult Services, in particular those working in the following areas:
 - Children's Social Care (especially the Looked After Children's Service)
 - Enhanced & Preventative Services (especially those involved in parent and family support)
 - Access to Resources Team

Impact

- There will be fewer children in care (to be achieved through successful early intervention with no change of threshold).
- More children in care will be placed in Cambridgeshire rather than out of county or at a distance from their community.
- A greater proportion of children in care will have placements with in-house services rather than with private providers.
- LAC will be given clearly planned journeys through care with no drift in care planning and fewer changes of placement.
- Children coming to the end of their time in care will be supported to live more independently and will be given skills to allow them to cope when they reach adulthood.
- There will be fewer requests for children to come into care made in an emergency or at very short notice.
- Fewer vulnerable children will be excluded from school.
- Greater support will be available for children and families identified as at risk of coming into care as they become more specifically the focus of preventative efforts.
- Disengagement and disaffection amongst vulnerable children and young people will be tackled through excellent teaching and learning and an engaging curriculum.

Key impacts on Parents and Families are:

- There will be a more coherent range of support for parents including a clearly defined mix of generic support and more specialist programmes.
- Our approach to supporting parents will have a greater emphasis on building capacity and 'upskilling' parents so they can help themselves rather than relying on professionals to provide direct support.
- Work with the extended family will be expanded to see if capacity can be identified as a preferable solution to dependence on services or children coming into care.

Key impacts on Council Officers are:

- Children and Young People's Services residential home workers will support children and young people with greater levels of need (e.g. challenging or sexualised behaviour) in future.
- Social Workers will manage greater levels of assessed risk.
- The work of preventative services will be more targeted and may involve meeting higher levels of need and more complex and difficult situations than previously.
- The use of volunteers to work alongside and complement the work of professionals is being undertaken through the Volunteers in Child Protection (ViCP) project.

Evidence

The strategy and anticipated impacts outlined above have been developed based on the following evidence;

- Data and needs analysis of the current cohort of LAC.
- Reviews of key services and processes for LAC – Fostering & Adoption, High Cost Residential Placements, CAM panel.
- Internal consultation with Extended Children's Leadership Group using case studies to inform consideration of the future shape of preventative services.
- Input from Members.
- Development of funding and savings model based on analysis of current areas of spend.
- Research into national best practice using consultancy resource.

Plans to mitigate impact

- The transformation and re-structure of Social Care to a unit model has been a key component of the strategy to both deliver and manage a smaller looked after population and therefore a larger number of families being supported to stay together at the edge of care. The unit model has a strong emphasis on professional development and putting practice first and is specifically designed to help social workers manage risk confidently and support families to stay together.
- We re-invested savings delivered by the strategy in year one (2011-12) into preventative services in year two. This is part of the commitment to early intervention which will mitigate the risk of those with emerging needs being missed by the more targeted services which are being redesigned.
- The impact of the strategy on the numbers in care and the outcomes for these children and young people will be continuously monitored through the delivery – both at Regular Social Care Performance Boards and by the Placements Strategy's own governance and reporting arrangements.

Review

Service Director: Strategy and Commissioning, Children, Families and Adults
Head of Commissioning Enhanced Services, Children, Families and Adults
Annually at beginning of each Financial Year for period 2011-14

Community Cohesion

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

This strategy will help community groups to develop a vision of a shared future by the development of a community model which will establish a role for volunteers and community figures in supporting families in crisis as part of our system of services to keep families together.

The last round of consultation with children and young people regarding the content of the strategy took place in February 2011 – through the 'Just Us' groups which bring together LAC to discuss issues in how we work for them.

Individual workstreams within the project have also sought young people's involvement, particularly in service design and awarding contracts. For example, the 16+ Supported Accommodation strategy involved young people in producing the service specification and awarding the tender in May 2013.

COMMUNITY IMPACT ASSESSMENT

| Directorate / Service Area | | Officer undertaking the assessment |
|---|-----------|--|
| CFA, Strategy and Partnerships | | Name: Geoff Hinkins Job Title: Integration and Transformation Senior Manager Contact details: 01223 699679 |
| Service / Document / Function being assessed | | |
| Better Care Fund (work in progress) | | |
| Business Plan Proposal Number (if relevant) | A/R.6.701 | |
| Aims and Objectives of Service / Document / Function | | |
| <ul style="list-style-type: none"> ◆ To bring together all of the public agencies that provide health and social care support, especially for older people. ◆ To co-ordinate services including health, social care and housing. ◆ To maximise individuals' access to information, advice and support in their communities. ◆ To help people live as independently as possible in the most appropriate setting. | | |
| What is changing? | | |
| <p>A new pooled budget is to be created within Cambridgeshire County Council which will improve integration between health and social care, in order to:</p> <ul style="list-style-type: none"> • Protect social care services from service reductions • Improve 7-day services in order to support timely discharge from hospital • Improve data sharing between organisations in the health and social care system • Introduce joint assessments of need and new ways of working with an accountable lead professional <p>The detail of the schemes are still being developed at this stage of the process.</p> | | |
| Who is involved in this impact assessment? | | |
| E.g. Council officers, partners, service users and community representatives. | | |
| <p>At this stage the CIA is being developed by council officers. As work on BCF continues further consultation will be done with partners and service users which will inform reviews of this assessment.</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

A positive impact is expected on older people, particularly as services to support discharge are improved as this will support people to return to independence more quickly following a hospital episode

Negative Impact

No negative impacts are anticipated.

Neutral Impact

For most groups we are currently demonstrating a neutral impact. This is because the funding is being used to protect existing social care services; i.e. to ensure that the Council can maintain its current eligibility criteria for social care; and avoid a negative impact. It is likely that further positive impacts will be identified on specific groups as work continues on BCF proposals; however at this stage it is not possible to be specific.

Issues or Opportunities that may need to be addressed

This CIA will be reviewed as work continues.

Community Cohesion

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

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