

**COMMUNITY IMPACT ASSESSMENT**

Directorate / Service Area	Officer undertaking the assessment
Adult Social Care	Name: Ken Fairbairn
<b>Service / Document / Function being assessed</b>	Job Title: Head of Procurement – Adult Social Care
Procurement & Contract Monitoring Team	Contact details: 01223 703892
<b>Aims and Objectives of Service / Document / Function</b>	
The efficient and effective procurement of services from the independent and voluntary sectors to provide social care services for adults and older people across Cambridgeshire.	
The ongoing contract monitoring of services to deliver good quality, safe services to vulnerable people.	
<b>What is changing?</b>	
<b>Requirement for efficiency savings by independent sector providers</b>	
The way budgets have been prepared over the past four years has assumed that efficiencies can be realised by taking the increase for Adult Support Services and subsequently awarding a lower inflation to all care providers, across service types and across client groups.	
The standard inflationary increases for the past 4 years are shown below:	
<ul style="list-style-type: none"> <li>o 2009-10 2%</li> <li>o 2010 -11 0%</li> <li>o 2011-12 -3%</li> <li>o 2012-13 0.5%</li> </ul>	
This continues to be an appropriate approach given the fact that the vast majority of spend in Adult Support Services is in the independent sector (approximately 70%), and providers need to contribute to the requirement for year on year efficiency savings within the public sector.	
During 2012 the financial forecast for the country worsened and this has placed increased financial pressures on local councils. It is acknowledged that this has also placed pressures on provider organizations. The Council has set a 0% inflationary uplift on all internal budgets, and requires the independent sector to also continue to find efficiencies to manage with zero inflation in 2013/14.	
It is recognised that this is a very challenging requirement, and may lead to a reduction in the number of accessible beds due to providers not accepting the Council's benchmark price. This is increasingly becoming the case even though there is an over provision of care home placements in Cambridgeshire.	
The largest number of high inflationary increase requests come from Disability Service Providers. This service needs to maintain a robust approach, particularly for the high cost placements for this approach to have the positive impact expected.	
Contracts for home and community support were retendered in 2012 and the new contract started on the 1 <sup>st</sup> November. Providers submitted their most competitive prices across 5 contract areas that mirrored the boundaries of District Councils. Given that the start of the new financial year is only 5 months into the new contract there is no plan to offer an inflationary increase on these contracts from the 1 <sup>st</sup> April 2013.	
Recruitment and retention remain very challenging for providers of community and home care services. Increases in fuel costs, entitlement to pensions, unsocial hours and employment opportunities in other sectors such as retail all combine to make it difficult for providers to both recruit and retain staff.	
The supply of independent sector services is particularly critical for the whole health and social care system linked to acute hospital admissions and discharges. A lack of supply can lead to increased emergency admissions and can delay discharges from the acute hospitals, community hospitals as well as blocking up reablement	

**Who is involved in this impact assessment?**

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

Council officers continue to work with users of services when they develop new services or when there is a need to amend or improve existing services. There have been a series of provider meetings throughout 2012 focusing on a range of issues critical to the delivery of social care and health services across Cambridgeshire. Further events are planned for 2013, that will continue the dialogue with providers on the Councils plans and financial challenges for 2013/14 and future years.

It should be noted that Community Impact Assessments are dynamic in nature and that further work will be carried out in respect of individual savings activities, where required, as part of the ongoing work of Adult Social Care to deliver services within the budget available.

**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**

N/A

**Negative Impact**

Any decision to limit the inflationary increase to independent sector providers could have a negative impact on vulnerable people who use services and are included in the protected groups. This would include people with disabilities and older people. There could also be a negative impact on those vulnerable people living in rural areas or deprived areas of the County, if providers are not able to recruit and provide services in these areas. Officers are working with providers to identify areas where it has been historically difficult to recruit staff and have put in place recruitment fares along with initiatives with Jobcentre Plus. It should also be recognised that the County Council is not the only purchaser of services to vulnerable people. Up to 95% of some services are purchased by people who are able to fund their own care.

**Issues or Opportunities that may need to be addressed**

Developing a cross-sector approach to maximising the use of care staff across different sectors is an area that the County Council is developing. However, the majority of the workforce are employed by either health or the independent sector. The Council is willing to coordinate this activity but its success will be dependent on all parties committing to share ideas and work in a very different way if the whole system is to work towards using scarce skills to maximum effect.

**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
Learning Disability Partnership (LDP)	Name: Tracy Gurney
Service / Document / Function being assessed	Job Title: Head of Operations, LDP
LDP Operations	Contact details: 01223 715969
Aims and Objectives of Service / Document / Function	
<p>Operations (Learning Disability Partnership) which has responsibility for the delivery of multi-disciplinary assessment, care management and specialist health professional input for adults with learning disabilities. The primary focus is to lead, promote and manage the development and delivery of the key areas of the Learning Disability Partnership in response to the requirements of the Strategic Commissioning Plan and within agreed quality, time and cost parameters.</p>	
What is changing?	
<p>LDP will work to ensure that all assessed needs met through the RAS are being met as efficiently as possible. This will involve reviewing packages to ensure that low-level support is fully utilised where appropriate, such as Assistive Technology and community networks; and recognising the input of carers. An investment of £180k will be made in the LDP to increase care management capacity in order to deliver savings.</p> <p>An additional investment of £85 is being made to continue a project reviewing all Learning Disability Projects with a view to reducing revenue by increasing the use of Assistive Technology in order to reduce staffing hours.</p> <p>There will be no change in eligibility criteria - All Substantial and Critical eligible needs will continue to be met in line with the Council's statutory duties, although the way in which these needs are met may change, as described above.</p>	
Who is involved in this impact assessment?	
<p>e.g. Council officers, partners, service users and community representatives.</p> <p>Over the last 3 years Council officers, NHS partners, voluntary sector colleagues, independent sector providers, service users and their family carers have been involved in various ways in developing the agenda for learning disabilities. The involvement has included:</p> <ul style="list-style-type: none"> <li>• Service User Reference Group for Self Directed Support</li> <li>• Provider Champions Group</li> <li>• Learning Disability Partnership Board</li> <li>• Carers Partnership Board</li> <li>• Various Provider Fora</li> <li>• Training courses</li> <li>• Information Sharing events</li> </ul> <p>It should be noted that Community Impact Assessments are dynamic in nature and that further work will be carried out in respect of individual savings activities, where required, as part of the ongoing work of Adult Social Care to deliver services within the budget available.</p>	

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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
N/A
Negative Impact
N/A
Issues or Opportunities that may need to be addressed
<p>The impact on people with learning disabilities and family carers (particularly female carers) will be neutral as long as there is ongoing monitoring to ensure that no negative impacts arise as a result of the budget strategy.</p> <p>Whilst the person's assessed eligible needs will continue to be addressed, in line with the organisations statutory duty, there may be some concerns from service users and their families at a perceived change in service delivery and the impact to them personally. The LDP will work closely with service users to communicate this change in approach and would emphasise that all eligible needs will continue to be fully met.</p>

### Community Cohesion

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

N/A
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## COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area	Officer undertaking the assessment
Adult Social Care	Name: Claire Bruin
Service / Document / Function being assessed	Job Title: Service Director, Adult Social Care
Older People	Contact details: 01223 715665
Aims and Objectives of Service / Document / Function	
<p>The Older People's Service has responsibility for the delivery of assessment, care management and where eligible, provision of social care services for older people. The services lead, promote and manage the development and delivery of the key areas of the service in response to the requirements of relevant strategies and within agreed quality, time and cost parameters.</p>	
What is changing?	
<p><b>Reduction in residential placements</b>  The majority of the older people's budget is spent on placements in residential and nursing homes and on home care packages. The cost of a residential home placement is higher than the cost of supporting someone in their own home, with a home care package. It is proposed that expenditure on residential home placements will be reduced, by reducing the overall number of people who are receiving care in these homes throughout the year. This will be done by focusing on reducing the number of new admissions to residential homes and continuing to support these people in the community.</p> <p><b>Reablement</b>  All new service users and existing service users being discharged from hospital are to be considered for reablement. This intensive short term service aims at increasing independence and reducing the need for ongoing social care support. The use of reablement over the past 18 months has shown positive outcomes for older people and more people will have the opportunity to use this service in 2013/14, leading to reduced demand for home care services.</p> <p><b>Ensuring assessed need is met as efficiently as possible</b>  The Older People's Service will work to ensure that all assessed needs are being met as efficiently as possible. This will involve ensuring that low-level support is fully utilised where appropriate, such as Assistive Technology and community networks, and recognising the input of carers. This will be applied to new older people who are eligible for a service, and existing service users when their needs and services are reviewed.</p>	
Who is involved in this impact assessment?	
<p>e.g. Council officers, partners, service users and community representatives.</p> <p>Over the last 3 years Council officers, NHS partners, voluntary sector colleagues, independent sector providers, service users and their family carers have been involved in various ways in developing this agenda. The involvement has included:</p> <ul style="list-style-type: none"> <li>• Service User Reference Group for Self Directed Support</li> <li>• Provider Champions Group</li> <li>• Older People's Partnership Board</li> <li>• Carers Partnership Board</li> <li>• Various Provider Fora</li> <li>• Training courses</li> <li>• Information Sharing events</li> </ul> <p>It should be noted that Community Impact Assessments are dynamic in nature and that further work will be carried out in respect of individual savings activities, where required, as part of the ongoing work of Adult Social Care to deliver services within the budget available.</p>	

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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

**Reduction in residential placements:** There is a potential positive impact for older people, if they are supported to remain in their own homes for longer.

### Negative Impact

**Reduction in residential placements:** A residential home provides 24/7 support and supervision that would not be provided through a home care package. This could mean that an older person would become more vulnerable continuing to remain in their own home, with greater risk of accident or injury. Where the older person is also cared for by family or friends, this would put greater burden on them, which would be detrimental to their health and wellbeing and could lead to a crisis situation that leaves both the cared for person and their family carer vulnerable and in need of a greater level of intervention than would have been required if an earlier admission to a residential home had been supported.

### Issues or Opportunities that may need to be addressed

The impact on older people and family carers (particularly female carers) will be neutral as long as there is ongoing monitoring to ensure that no negative impacts arise as a result of the budget strategy.

Whilst the persons assessed eligible needs will continue to be addressed, in line with the organisations statutory duty, there may be some concerns from service users and their families at a perceived change in service delivery and the impact to them personally. The Older People's Service will work closely with service users to communicate this change in approach and would emphasise that all eligible needs will continue to be fully met.

### 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
Adult Social Care	Name: Linda Mynott
Service / Document / Function being assessed	Title: Service Manager
Sensory Services, Physical Disability Services and HIV Services	Contact details: 01480 373220
Aims and Objectives of Service / Document / Function	
<p>The service has responsibility for the delivery of assessment and care management and where eligible, provision of social care services for adults with physical disabilities and sensory impairments and people living with HIV. The services lead, promote and manage the development and delivery of the key areas of the service in response to the requirements of relevant strategies and within agreed quality, time and cost parameters.</p>	
What is changing?	
<p>Focusing the provision of deaf services equipment on items that mitigate potentially high risk situations for people who are deaf or hard of hearing, and withdrawing the provision of low level equipment that can be purchased from mainstream retailers. Work will continue to purchase the equipment to be supplied at the best cost available, and the return of equipment that is no longer needed will be promoted, to facilitate refurbishment and reuse.</p> <p>A reduction in the budget to support people living with HIV reflects the recent reduction in numbers of people requiring this service.</p> <p>All new service users and existing service users being discharged from hospital are to be considered for reablement. This intensive short term service aims at increasing independence and reducing the need for ongoing social care support. The use of reablement during 2012/13 has shown positive outcomes for people with physical disabilities and more people will have the opportunity to use this service in 2013/14, leading to reduced demand for home care services.</p> <p>The Physical Disability and Sensory Services will work to ensure that all assessed needs are being met as efficiently as possible. This will involve reviewing packages to ensure that low-level support is fully utilised where appropriate, such as Assistive Technology and community networks, and recognising the input of carers.</p>	
Who is involved in this impact assessment?	
e.g. Council officers, partners, service users and community representatives.	
<p>Over the last 3 years Council officers, NHS partners, voluntary sector colleagues, independent sector providers, service users and their family carers have been involved in various ways in developing this agenda. The involvement has included:</p> <ul style="list-style-type: none"> <li>• Service User Reference Group for Self Directed Support</li> <li>• Provider Champions Group</li> <li>• Older People's Partnership Board</li> <li>• Carers Partnership Board</li> <li>• Various Provider Fora</li> <li>• Training courses</li> <li>• Information Sharing events</li> </ul> <p>It should be noted that Community Impact Assessments are dynamic in nature and that further work will be carried out in respect of individual savings activities, where required, as part of the ongoing work of Adult Social Care to deliver services within the budget available.</p>	

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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

N/A

### Negative Impact

N/A

### Issues or Opportunities that may need to be addressed

The impact on people with physical disabilities, people with sensory impairments and family carers (particularly female carers) will be neutral as long as there is ongoing monitoring to ensure that no negative impacts arise as a result of the budget strategy.

Whilst the persons assessed eligible needs will continue to be addressed, in line with the organisations statutory duty, there may be some concerns from service users and their families at a perceived change in service delivery and the impact to them personally. The Physical Disability and Sensory Service will work closely with service users to communicate this change in approach and would emphasise that all eligible needs will continue to be fully met.

### 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
Adult Social Care	Name: Robert Nicholls
Service / Document / Function being assessed	Job Title: Interim Head of Commissioning, Mental Health  Contact details: 01223 507138
Mental Health	
Aims and Objectives of Service / Document / Function	
<p>The Council's investment in Mental Health Services funds the delivery of its statutory functions in relation to meeting the needs of people with mental health problems. This includes providing protection to individuals and the public through Mental Health Act duties. In addition the investment also provides support through the delivery of community based programmes focussing on supporting through recovery.</p> <p>This investment is delivered through partnerships with Cambridgeshire and Peterborough NHS Trust, NHS Cambridgeshire and a range of voluntary organisations.</p>	
What is changing?	
<ol style="list-style-type: none"> <li>1. Reducing the Social Work establishment. The service has been carrying a high vacancy level for a number of years. Traditionally recruitment has proved difficult. Proposals have been developed to enable the Council to deliver its statutory function around Mental Health Act responsibilities and the establishment is being reviewed to reflect this. Planned reductions will delete vacant posts.</li> <li>2. Reviewing and reducing the investment the County Council makes with Cambridgeshire and Peterborough NHS Trust to reflect the focus on the delivery of statutory social care, the social work function and the key strategic aims contained within "Shaping our Future" (the strategy for the Transformation of Adult Social Care in Cambridgeshire). This reduced investment will involve reductions in CPFT employed staff. CPFT is making significant changes to the way it delivers services which will need to reflect reduced funding levels. The detail of how these new services and pathways will be delivered will be developed jointly with officers from the Council, and the work will start before the end of January.</li> <li>3. Continuing to proactively manage care packages through assertive reviews, managed move on, the development of community assets and the continued roll out of personalisation and the development of life course pathways as opposed to age related services.</li> </ol>	
Who is involved in this impact assessment?	
<p>e.g. Council officers, partners, service users and community representatives.</p> <p>Over the last 3 years Council officers, NHS partners, voluntary sector colleagues, independent sector providers, service users and their family carers have been involved in various ways in developing this agenda. The involvement has included:</p> <ul style="list-style-type: none"> <li>• Service User Reference Group for Self Directed Support</li> <li>• Provider Champions Group</li> <li>• Older People's Partnership Board</li> <li>• Carers Partnership Board</li> <li>• Various engagement activities</li> <li>• Various Provider Fora</li> <li>• Training courses</li> <li>• Information Sharing events</li> </ul> <p>It should be noted that Community Impact Assessments are dynamic in nature and that further work will be carried out in respect of individual savings activities, where required, as part of the ongoing work of Adult Social Care to deliver services within the budget available.</p>	

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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

Services have traditionally been delivered on age specific grounds e.g. adults and older people. The focus in mental health will shift away from this and towards a more diagnosis/ condition led approach. This should create opportunities particularly for older people with mental health problems, but who are not experiencing conditions associated with age.

### Negative Impact

It is inevitable that some people with mental health problems will receive less support. It is felt that this will not be in relation to support associated with social care eligibility and a care plan, but in relation to meeting broader health and wellbeing needs. The work in identifying this has started and will be part of the work with CPFT in relation to service redesign.

### Issues or Opportunities that may need to be addressed

This work provides an opportunity to look at remodelling mental health services both from an integrated perspective but also through developing clarity around the role of social care within largely clinically lead environments.

### 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
Adult Social Care	Name: Geoff Hinkins
Service / Document / Function being assessed	Job Title: Regulation and Inspection Manager
Strategy and Commissioning	Contact details: 01223 699679
Aims and Objectives of Service / Document / Function	
<p>Strategy and Commissioning are responsible for articulating the vision and strategic direction of social care support to adults with social care needs living in Cambridgeshire. This work is informed by the national agenda and the local Joint Strategic Needs Assessment.</p> <p>This service works with colleagues internally and externally to implement the strategic direction, developing and changing services as necessary to achieve this.</p>	
What is changing?	
<p>As part of the restructuring of Adult Social Care and the creation of a new Children's, Families and Adults Directorate, a review will be conducted of strategic and commissioning roles across Adult Social Care and Children and Young People's Services, including project management, change management, business development, policy, service planning and administration roles. As part of this review, it is expected that up to six redundancies will be made from such posts currently within Adult Social Care.</p> <p>It is not yet possible to describe the new structure that will result from this review; this review will be conducted during the financial year.</p>	
Who is involved in this impact assessment?	
e.g. Council officers, partners, service users and community representatives.	
Council officers	

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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**

N/A

**Negative Impact**

N/A

**Issues or Opportunities that may need to be addressed**

The review will need to ensure efficient delivery to support other directorates and consider synergies between work in different services and directorates.

**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
Adult Social Care	Name: Robert Nicholls
Service / Document / Function being assessed	Job Title: Interim Head of Commissioning, Mental Health
Supporting People	Contact details: 01223 507138
Aims and Objectives of Service / Document / Function	
Supporting People funds housing-related support services in order to enable vulnerable people to live more independently, either in their own home or in a sheltered scheme, supported housing scheme or a hostel. The support needs to be directly linked to their ability to live in their own home or to move into independent accommodation.	
What is changing?	
<p>The Supporting People programme was launched nationally in 2003 as a new way for Local Authorities to fund projects that provided housing related support services.</p> <p>The programme was funded through a specific ring fenced grant with a highly centralised performance and reporting structure. This programme also enabled a commissioning and procurement structure to be put in place.</p> <p>As the programme matured, the focus has shifted from accommodation based support to more efficient and effective ways of utilising the investment, for example through housing related support. Further change has been driven through contracting rounds and the need to achieve savings.</p> <p>The Supporting People (SP) ring fence was removed from April 2011. This was with the explicit intention to give local authorities greater flexibility to apply this funding against local needs.</p> <p>The greater flexibility will enable the County to realign the functions associated with the Supporting People work programme within other structures given significant overlaps, and to focus the service on those people who need them most. The work of the Supporting People Programme covers 3 main areas:</p> <ol style="list-style-type: none"> <li>1. The Commissioning of Housing Related Support across client group areas covered by Adult Social Care (ASC). This includes support for people with Mental Health problems, physical disabilities, learning disabilities, older people, etc. This work will be aligned within existing ASC structures.</li> <li>2. The Commissioning of Housing related support for vulnerable groups that fall outside of ASC care group structures. This includes support for homeless people, young people leaving care, victims of domestic violence, travellers and drug and alcohol users. This will be realigned within existing services across the Council.</li> <li>3. Floating Support across all groups.</li> </ol> <p>There will be a need to create additional capacity within Adult Social Care and the DAAT to absorb additional functions around the commissioning of floating support and homelessness services; this will be incorporated into the review of strategic and commissioning staffing roles.</p>	
Who is involved in this impact assessment?	
e.g. Council officers, partners, service users and community representatives.	
<p>Over the last 3 years Council officers, District and City Council officers, NHS partners, voluntary sector colleagues, independent sector providers, service users and their family carers have been involved in various ways in developing this agenda. The involvement has included:</p> <ul style="list-style-type: none"> <li>• Service User Reference Group for Self Directed Support</li> <li>• Provider Champions Group</li> <li>• Older People's Partnership Board</li> <li>• Learning Disability Partnership Board</li> <li>• Physical Disability &amp; Sensory Services Partnership Board</li> <li>• Carers Partnership Board</li> </ul>	

- Various Provider Fora
- Training courses
- Information Sharing events

It should be noted that Community Impact Assessments are dynamic in nature and that further work will be carried out in respect of individual savings activities, where required, as part of the ongoing work of Adult Social Care to deliver services within the budget available.

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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.

<p><b>Positive Impact</b></p> <p>The reorganised services will be more coordinated enabling initiatives to be aligned within key sections utilising their skill and experience in these areas. This will make it easier for service users to access the support that they require, and the support offered will be more consistent. This in turn will improve individual outcomes and improve quality of life for service users.</p> <p>The alignment of services for people who are homeless or those with drug and alcohol problems has the potential to lead to more positive outcomes, supporting people back into more stable lifestyles.</p>
<p><b>Negative Impact</b></p>
<p><b>Issues or Opportunities that may need to be addressed</b></p> <p>As the services are aligned and reorganised to focus on the people who most need the services, any impact for people who may perceive that the changes are negative for them individually will need to be monitored and addressed.</p>

**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
Adult Social Care	Name: Derrick Biggs
<b>Service / Document / Function being assessed</b>	Job Title: Head of Provider Services
Provider Services Respite and Supported Living – Alder Close, March	Contact details: 01354 750084
Respite and Supported Living – St Luke's Close, Huntingdon	
Aims and Objectives of Service / Document / Function	
<p>At each location (Alder Close, March and St Luke's Close, Huntingdon) there are two, six bedded bungalows for adults with learning disability, classified as supported living. The people who live there are tenants of a housing association and the care support is provided by the County Council. The aim of the service is to support them in their daily life, living and skills and help them to maintain a move towards independence. It is also designed to ensure their safety and well-being.</p> <p>In addition to this, Alder Close has a five bedded respite unit and St Luke's has the six bedded respite unit. These are both residential services and provide people who live in the family home with short stays to give family carers a break from caring and to support them in continuing to care for their relatives.</p> <p>Currently both services are staffed on a 24-7 basis. This will continue but with a change around the waking night care support.</p> <p>Currently, at each service each of the three bungalows has a waking night support worker. In each service there is also one member of staff who sleeps-in on a rota basis in the event of emergencies where extra support is required.</p>	
What is changing?	
<p>The proposal in each of the services is to reduce the waking night staff from 3 to 2. One will cover the respite unit and the other one will cover the two supported living units. In both services supported living units are in close proximity. There is no proposed change to the sleeping-in commitment.</p> <p>It is also proposed to make use of Assistive Technology, which will ensure that there are adequate systems to alert the waking night staff that they may be needed during the night.</p>	
Who is involved in this impact assessment?	
<p>e.g. Council officers, partners, service users and community representatives.</p> <p>Over the last 3 years Council officers, NHS partners, voluntary sector colleagues, independent sector providers, service users and their family carers have been involved in various ways in developing this agenda. The involvement has included:</p> <ul style="list-style-type: none"> <li>• Service User Reference Group for Self Directed Support</li> <li>• Provider Champions Group</li> <li>• Learning Disability Partnership Board</li> <li>• Carers Partnership Board</li> <li>• Various Provider For a</li> <li>• Consultation events</li> <li>• Training courses</li> <li>• Information Sharing events</li> </ul> <p>It should be noted that Community Impact Assessments are dynamic in nature and that further work will be carried out in respect of individual savings activities, where required, as part of the ongoing work of Adult Social Care to deliver services within the budget available.</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		✓	
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 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.

<b>Positive Impact</b>
The aim is to enhance independence of service users by making them less dependent on staff support. However, staff support will be closely available if required and on immediate summons.
<b>Negative Impact</b>
Possible increase in vulnerability of service users who are currently used to having 24-7 staff presence in their bungalow. Staff will monitor the situation closely to minimise any risks.
<b>Issues or Opportunities that may need to be addressed</b>

**Community Cohesion**

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

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