

## COMMUNITY IMPACT ASSESSMENT

The following template has been put together to record the results of your impact assessment.

*For each of these questions, take account of the following equality strands:*

- Age
- Sex
- Gender reassignment
- Marriage and civil partnership
- Disability
- Ethnicity, race and culture
- Sexual orientation
- Religion or belief
- Pregnancy and Maternity

*You may also want to consider these characteristics, which can be significant in areas of Cambridgeshire:*

- Rural isolation
- Deprivation

	Key Sections	Your Answer
1.	<p><b>Scope:</b></p> <ul style="list-style-type: none"><li>• What is the existing service, document or action being impact assessed?</li><li>• What are the aims and objectives of the service, document or action?</li></ul>	<p>Sheltered housing for Older People across Cambridgeshire funded through Supporting People. Also the hardwired alarms within these accommodation schemes.</p> <p>To provide housing related support to older people throughout Cambridgeshire, irrespective of whether they live in sheltered housing or out 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 with corporate objectives such as:</p> <ul style="list-style-type: none"><li>- minimising social isolation</li><li>- improving health and well-being</li><li>- integrating with other initiatives for the same client group</li><li>- sign-posting to existing services of relevance</li><li>- contributing to the preventative agenda</li></ul>

	<ul style="list-style-type: none"> <li>What is the proposed change? What will be different?</li> </ul>	<ul style="list-style-type: none"> <li>To extend out into the community, not just those in sheltered housing</li> <li>Moving from an insurance-based model to a needs-based approach</li> <li>Ensuring support is provided across all housing tenures</li> <li>A greater emphasis on sign-posting and enabling rather than doing to assist in maintaining greater independence and to prevent dependency</li> <li>Improved linkages with other relevant services for older people</li> <li>Complementing existing services rather than duplicating that which is already provided</li> <li>The service will reach out to a broader number of people, not just the 5% of older people that reside in sheltered housing</li> <li>Those older people out in the community will be at reduced risk of social isolation</li> <li>More short-term interventions to minimise the creation of dependency through on-going support as now</li> <li>Making better use of assistive technology as an alternative where appropriate</li> <li>Better outcomes for those in need as staff time will be dedicated to them more appropriately</li> <li>Greater access to information about relevant services</li> <li>A greater reliance on people looking out for and supporting each other ('good neighbour' approach)</li> <li>Freedom for older people to engage with and run their own community activities through greater confidence and independence</li> <li>More effective use of resources</li> <li>The new service will be targeted at those over 65 (there will be transitional protection for those currently living in sheltered housing that are under 65)</li> </ul>
2.	<p><b>Who should be involved:</b></p> <ul style="list-style-type: none"> <li>Who is involved in this impact assessment?</li> </ul> <p>e.g. Council officers, stakeholders from partner organisations, service users and community experts</p>	<p>Lead by:</p> <ul style="list-style-type: none"> <li>Richard O'Driscoll – Older People's Commissioner</li> </ul> <p>Supported by:</p> <ul style="list-style-type: none"> <li>HRSOP Project Board</li> </ul> <p>Council officers involved:</p> <ul style="list-style-type: none"> <li>Melanie Gray, Commissioning Manager</li> <li>Lynne O'Brien, Commissioning Officer</li> <li>Tim Brunton, Project Manager</li> <li>Louise Tranham, Contracts Manager</li> <li>Sunny Singh, Strategic Development Manager</li> </ul> <p>Stakeholders:</p> <ul style="list-style-type: none"> <li>Older People living in Cambridgeshire, their families / carers</li> <li>Current sheltered housing tenants</li> <li>Sheltered housing providers</li> <li>Scheme managers</li> </ul>

		<ul style="list-style-type: none"> <li>• District Councils / CRHB</li> <li>• Health / GPs</li> <li>• County Council Assistive Technology Commissioning Manager</li> <li>• Portfolio Holder for Adult Social Care</li> <li>• Voluntary sector</li> <li>• Legal</li> <li>• Procurement</li> <li>• Elected members</li> <li>• Adult Social Care Directorate</li> <li>• Quality for Adults Programme Board</li> </ul>
3 a)	<b>What will the impact be?</b> <ul style="list-style-type: none"> <li>• What groups will be affected by this?</li> <li>• What will the impacts on these groups be?</li> <li>• What evidence has been used to inform this view?</li> <li>• What plans are in place to mitigate any negative impacts identified?</li> </ul>	<p>All older people living in Cambridgeshire, particularly current tenants of sheltered housing</p> <p>A service that is needs-based Better outcomes Greater emphasis on:</p> <ul style="list-style-type: none"> <li>- maintaining independence</li> <li>- reducing social isolation</li> <li>- improving access to services</li> <li>- supporting people to improve their health and well-being</li> <li>- improving engagement with community activities</li> </ul> <p>For some existing tenants, they may perceive that their service is being reduced. The reality is that the service is being improved by focusing on the above outcomes.</p> <p>Some People may receive less hours of support in the future as a result of us commissioning greater equity of provision. To mitigate by developing greater capacity and independence within the community and the provision, thus enabling improved quality of life</p> <p>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.</p> <p>Evidence includes:</p> <ul style="list-style-type: none"> <li>- Cambridge City Council 60+ pilot</li> <li>- Remodelling of South Cambridgeshire District Council Sheltered Housing</li> <li>- Public Consultation conducted July – October 2012: Living Independently in Cambridgeshire</li> <li>- The fact that people are currently required to pay for a service that they do not need</li> </ul> <p>Negative impacts in addition to above:</p> <ul style="list-style-type: none"> <li>• concern for some of those in receipt of the current service whereby the way in which the service has been provided is in danger of creating dependency due to activities being done</li> </ul>

		<p>for people instead of enabling them to do these things for themselves</p> <ul style="list-style-type: none"> <li>• support staff not visible/available on site / removal of daily contact</li> <li>• those under 65 will not be in receipt of the new service</li> </ul> <p>Mitigation:</p> <ul style="list-style-type: none"> <li>• a transition period will be built into the contracts to allow for individuals such as these to be supported in a way that enables them to develop greater independence</li> <li>• reassure individuals that the service will respond flexibly as their needs change i.e. ensuring they are able to access support as and when they need it</li> <li>• emphasise being a 'good neighbour' as part of living in the sheltered community</li> <li>• those under 65 currently in receipt of the service will be transitionally protected or re-directed to appropriate alternative support for on-going needs</li> <li>• services for new clients under 65 are commissioned separately</li> </ul>																																							
4.	<p><b>Making a judgement:</b></p> <ul style="list-style-type: none"> <li>• Your final judgement – will your service, document or action have a positive, negative or neutral equality impact?</li> <li>• If it will have a positive impact on some groups and a neutral impact on others, is this justified?</li> <li>• Are there any existing or potential equality issues with your service, document or action that need to be addressed?</li> </ul>	<table> <tr> <th><b>Equality strand</b></th><th><b>Judgement based on evidence cited above (positive, negative, neutral)</b></th><th><b>Issues or opportunities that need to be addressed</b></th></tr> <tr> <td>Age</td><td>Positive</td><td></td></tr> <tr> <td>Sex</td><td>Neutral</td><td></td></tr> <tr> <td>Disability</td><td>Positive</td><td></td></tr> <tr> <td>Ethnicity, race and culture</td><td>Positive</td><td></td></tr> <tr> <td>Sexual orientation</td><td>Neutral</td><td></td></tr> <tr> <td>Religion or belief</td><td>Positive</td><td></td></tr> <tr> <td>Pregnancy &amp; Maternity</td><td>Neutral</td><td></td></tr> <tr> <td>Marriage and Civil Partnership</td><td>Neutral</td><td></td></tr> <tr> <td>Gender reassignment</td><td>Neutral</td><td></td></tr> <tr> <td colspan="3"><i>You may also want to make a judgement on:</i></td></tr> <tr> <td>Rural isolation</td><td>Positive</td><td></td></tr> <tr> <td>Deprivation</td><td>Positive</td><td></td></tr> </table>	<b>Equality strand</b>	<b>Judgement based on evidence cited above (positive, negative, neutral)</b>	<b>Issues or opportunities that need to be addressed</b>	Age	Positive		Sex	Neutral		Disability	Positive		Ethnicity, race and culture	Positive		Sexual orientation	Neutral		Religion or belief	Positive		Pregnancy & Maternity	Neutral		Marriage and Civil Partnership	Neutral		Gender reassignment	Neutral		<i>You may also want to make a judgement on:</i>			Rural isolation	Positive		Deprivation	Positive	
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5.	<b>Action planning:</b> <ul style="list-style-type: none"> <li>Are there any actions that you have identified to address any potentially unjustifiable differences in impact on different equality groups</li> <li>Are there any actions you have identified to take advantage of an opportunity you have identified to promote equality and diversity</li> <li>Where will these actions</li> </ul>	<table border="1"> <thead> <tr> <th>Issue/ opportunity</th> <th>Action</th> <th>Lead officer</th> <th>Timescale</th> <th>Action plan recorded in</th> </tr> </thead> <tbody> <tr> <td>To promote the new service and other related services available to older people</td> <td>Improve access to information about the services available</td> <td>Director Adult Social Care</td> <td>In line with the Transforming Adult Social Care Action Plan</td> <td>As per service specification, the Community Navigators Project, Your Life Your Choice</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					Issue/ opportunity	Action	Lead officer	Timescale	Action plan recorded in	To promote the new service and other related services available to older people	Improve access to information about the services available	Director Adult Social Care	In line with the Transforming Adult Social Care Action Plan	As per service specification, the Community Navigators Project, Your Life Your Choice										
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	be recorded (i.e. which service plan, strategy action plan etc.)?	
6.	<b>Monitoring and Review:</b> <ul style="list-style-type: none"> <li>• If the actions identified in stage 5 are not incorporated into an existing action plan, how will you monitor them?</li> <li>• When will you review this impact assessment? Who will be responsible?</li> </ul>	Review will be conducted as part of the monitoring of the transitional period within the new contracts to be conducted by the contract officers responsible.

*If it is relevant to your area, you may also need to consider the impact on community cohesion:*

<b>Community Cohesion</b>  <i>Answer the above with yes, no, or not applicable</i> <ol style="list-style-type: none"> <li>Will this service, document or action help community groups to develop a vision of a shared future?</li> <li>Will this service, document or action help community groups to improve their understanding and respect for each other?</li> <li>Does this service, document or action promote engagement of children and young people in the locality?</li> </ol>	
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d. Have local stakeholders and community leaders been engaged in the planning of this service, document or action?

If you have answered **NO** to any of these questions please outline the reasons and consider if and how this work needs doing