

tendered domiciliary service

Well-being Impact Assessment Report


This report summarises the likely impact of the proposal on the social, economic, environmental and cultural well-being of Denbighshire, Wales and the world.

Assessment Number:	682
Brief description:	Tendering out a service that will provide care and support staff to deliver domiciliary and /or responsive support services to the citizens who will live on the Awel y Dyffryn site.
Date Completed:	19/09/2019 15:22:32 Version: 2
Completed by:	Geraldine Adams
Responsible Service:	Community Support Services
Localities affected by the proposal:	Denbigh,
Who will be affected by the proposal?	Providers who are unable to meet the necessary tendering processes. Citizens with existing domiciliary providers who may now require to change providers.
Was this impact assessment completed as a group?	Yes

IMPACT ASSESSMENT SUMMARY AND CONCLUSION

Before we look in detail at the contribution and impact of the proposal, it is important to consider how the proposal is applying the sustainable development principle. This means that we must act "in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs."

Score for the sustainability of the approach

 (3 out of 4 stars) Actual score : 29 / 30.

Implications of the score

Denbighshire's contract and commissioning team members along with service manager has met and discussed this proposal in depth.

A joint panel will consist of both partner personnel along with a citizen who lives within an existing extra care scheme within Denbighshire's portfolio of extra Care Housing.

for adults with learning disabilities this will provide a sustainable housing option which is affordable to the Council in the long term - it will save on the cost of Care Home fees.

Summary of impact

Well-being Goals

A prosperous Denbighshire

A resilient Denbighshire

A healthier Denbighshire

A more equal Denbighshire

A Denbighshire of cohesive communities

A Denbighshire of vibrant culture and thriving Welsh language

A globally responsible Denbighshire

Positive

Positive

Positive

Positive

Positive

Positive

Positive



Main conclusions

The work of the tender and the appointment of the successful care provider to the scheme will follow all DCC policies and procedures.

There is little that can be done to change the age group of the applicants and individuals who will be supported in the ECH due to the funding specifications and so one protected characteristic is challenged. However this has identified gaps in housing for particular age gaps that the registered social landlord sees as an future opportunity for further housing developments.

Evidence to support the Well-being Impact Assessment

- We have consulted published research or guides that inform us about the likely impact of the proposal
- We have involved an expert / consulted a group who represent those who may affected by the proposal
- We have engaged with people who will be affected by the proposal

THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD

A prosperous Denbighshire

Overall Impact	Positive
Justification for impact	A local recruitment drive and a commitment to support the unemployed people of Denbigh and its surrounding villages will be a point for consideration for the successful applicant of this tender
Further actions required	To have care and support staff complete full time hours we know ourselves increases the psychological and emotional pressures on the care staff and performance can and will be affected.

Positive impacts identified:

A low carbon society	Any new provider will be required to follow both Denbighshire and Grwp Cynefin carbon emission policy and adapt their way of working in order to lessen any likely impact by the work they do.
Quality communications, infrastructure and transport	The scheme is built with the latest digitized communication tools for all tenants and workers at the scheme. The original building plans took on board the need for transport links whilst the development stage met all necessary communications/infrastructure requirements that those living and working within the scheme would need.
Economic development	The successful provider will be able to grow with the service contract and will need to recruit from the local area for skilled staff. There will be more paid workers in and around Denbigh town centre which will help with the economic well-being of the local community
Quality skills for the long term	Domiciliary providers need to keep their staff well trained in order to meet Social Care Wales registration therefore providing a knowledgeable and skilled workforce. The service specifications include requirements around training and skills for staff
Quality jobs for the long term	The service will be an integral part of the scheme and cannot function as a scheme with out this staff team. This project will create new jobs in the social care sector - as above the service specifications include requirements around a skilled and trained workforce
Childcare	Domiciliary providers employ part time workers therefore allowing a combination of stay at home and purchased childcare by staff who require this service.

Negative impacts identified:

A low carbon society	N/A
Quality communications, infrastructure and transport	NA
Economic development	NA
Quality skills for the long term	NA

Quality jobs for the long term	The successful provider will recruit to short/part time hours due to the nature of the work involved which may not be financially viable to some seeking employment opportunities.
Childcare	childcare facilities may be called upon more with the recruitment of part time carers.

A resilient Denbighshire

Overall Impact	Positive
Justification for impact	Measures have already been built into the physical building where the care provider will be placed and will be expected to support and further enhance those measures.
Further actions required	by ensuring the successful provider follows landlords processes and polices in relation to this

Positive impacts identified:

Biodiversity and the natural environment	N/A
Biodiversity in the built environment	the new extra care scheme where they provider will be based has conformed and completed all necessary steps in relation to this.
Reducing waste, reusing and recycling	Full recycling suite built into the scheme. Provider will be encourage to be paperless where ever possible.
Reduced energy/fuel consumption	the scheme includes energy efficiency measures in line with all new builds
People's awareness of the environment and biodiversity	All who work for the successful care provider will be made aware of the biodiversity measures taken within and around the scheme and will be expected to maintain and support these measures for the entirety of the contract.
Flood risk management	N/A

Negative impacts identified:

Biodiversity and the natural environment	
Biodiversity in the built environment	
Reducing waste, reusing and recycling	
Reduced energy/fuel consumption	
People's awareness of the environment and biodiversity	
Flood risk management	

A healthier Denbighshire

Overall Impact	Positive
Justification for impact	The whole ethos of ECH promotes wellbeing for individuals and ensures access to the local community including all leisure services Inter-community links will be a main stay of the landlord and the providers to maximise community links and intergenerational work.
Further actions required	There are minimal negatives in relation to this

Positive impacts identified:

A social and physical environment that encourage and support health and well-being	The successful provider will be required to ensure the support delivered will be inline with DCC/CSS reablement and supporting individuals to live independently ways of working. the service specifications promote independence and resilience and the inclusion of telecare will encourage people to be less reliant on statutory care
Access to good quality, healthy food	the scheme provides well balanced meals that form part of the services within the site.
People's emotional and mental well-being	will be support by the successful providers trained and knowledgeable staff.
Access to healthcare	Full access to existing primary health service as likely most citizens to be from the surrounding area.
Participation in leisure opportunities	Extra Care schemes associate themselves as being able to support such access and participation to leisure opportunities by integrating them within the building themselves or by being situated within easy distance of such facilities. Service specifications include a focus on community participation including access to local leisure facilities

Negative impacts identified:

A social and physical environment that encourage and support health and well-being	
Access to good quality, healthy food	
People's emotional and mental well-being	
Access to healthcare	
Participation in leisure opportunities	

A more equal Denbighshire

Overall Impact	Positive
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Justification for impact	Any successful provider will be questioned at interview stage and they are required to evidence their commitment to anti-discriminative practices including sight of those documents.
Further actions required	Contract monitoring can capture this as a performance measure.

Positive impacts identified:

Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation	.
People who suffer discrimination or disadvantage	Any successful provider will need to show evidence that they are and do not discriminate within their own recruitment processes and within the way in which people are supported.
Areas with poor economic, health or educational outcomes	Local recruitment opportunities for carers within the immediate and surrounding area of the scheme will provide some economic improvement.
People in poverty	People in poverty will not be disadvantaged by any recruitment process and this will be requested to be evidence within the tender exercise/interview stage and the successful providers equal opportunities policy. evaluation of the tenders will include an analysis of paygrades and structures

Negative impacts identified:

Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation	
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People who suffer discrimination or disadvantage	
Areas with poor economic, health or educational outcomes	
People in poverty	

A Denbighshire of cohesive communities

Overall Impact	Positive
Justification for impact	The successful provider will be included and become part of the new community hub that is Awel y Dyffryn
Further actions required	The interview process will ensure that the successful provider is aware of how things can go wrong and groups can become exclusive within schemes to the detriment of other tenants.

Positive impacts identified:

Safe communities and individuals	successful provider will have a duty to maximise tenants and their colleagues safety whilst working in and around the scheme adhering to local policy/procedures.
Community participation and resilience	training and knowledge based practices will be shared on site with the successful provider and its team of support staff. Community participation has been included in the service specification
The attractiveness of the area	N/A
Connected communities	telecare is an essential part of the support service. tenants will be supported to be digitally included
Rural resilience	the service specification requires the provider to have an understanding and an awareness of the demographics of Denbigh, including the rural issues

Negative impacts identified:

Safe communities and individuals	
Community participation and resilience	
The attractiveness of the area	
Connected communities	
Rural resilience	

A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact	Positive
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Justification for impact	Registered landlord is Grwp Cynefin are first language Welsh, following work within an existing scheme that we partnered with them on this topic is a key priority for them and is maximised where ever the opportunity arises.
Further actions required	The successful provider will be informed how they are expected to follow Denbighshire's lead on welsh language and further support this via support packages that require them to support individuals to access cultural and heritage sites.

Positive impacts identified:

People using Welsh	Part of the service specification that any successful provider of the service will need will be to be able to meet the needs of welsh first language citizens within the scheme, recognising also that local recruitment drive may grow a support team of welsh first language personnel.
Promoting the Welsh language	The partnership with Grwp Cynefin will see welsh communications offered as a first choice to both tenants and personnel working from the scheme.
Culture and heritage	included as part of the service specification

Negative impacts identified:

People using Welsh	
Promoting the Welsh language	
Culture and heritage	

A globally responsible Denbighshire

Overall Impact	Positive
Justification for impact	This has been addressed in other parts of the completion of this project as a whole and looks set to be further echoed through the partnership work with Grwp Cynefin
Further actions required	There is an option to look at in-house staff meeting the contract details which will have less of an impact on local providers by offering work opportunities between existing staff teams with Community Support Services

Positive impacts identified:

Local, national, international supply chains	There is an emphasis that the successful provider will be local and have local connections to Denbigh and the surrounding villages to enhance the experience of tenants they support, building new and on top of existing relationships. This will provide a further employment opportunity for the citizens of Denbigh and the surrounding area.
Human rights	Within the tender process any successful provider will need o ensure they follow processes and have a clear work ethic for equal opportunities/health and safety. staff pay and conditions will be monitored through out the life of this contract.
Broader service provision in the local area or the region	

Negative impacts identified:

Local, national, international supply chains	Lack of resources within the immediate area may mean that personnel come from further afield.
Human rights	
Broader service provision in the local area or the region	This project requires domiciliary and support staff for which there is a known local struggle to recruit to