

## Appendix 2

### Initial Impact Assessment Template

Please use the following template to help determine whether a community impact assessment is required.

<b>Name of Policy</b>
<b>Transforming Care Partnership</b>

<b>Purpose and function of policy</b>
<p><b>( Please provide a brief description, for example, services affected)</b></p> <p>Building the right support -          A national plan to develop community services and close inpatient facilities for people with a learning disability and/or autism who display behaviour that challenges, including those with a mental health condition”</p> <p><b>The cohorts described in relation to TCP are described, below (extract from</b></p> <ol style="list-style-type: none"> <li>1. Have a mental health condition such as severe anxiety, depression, or a psychotic illness, and those with personality disorders, which may result in them displaying behaviour that challenges.</li> <li>2. Who display self-injurious or aggressive behaviour, not related to severe mental ill health, some of whom will have a specific neuro-developmental syndrome and where there may be an increased likelihood of developing behaviour that challenges.</li> <li>3. Display risky behaviours which may put themselves or others at risk and which could lead to contact with the criminal justice system (this could include things like fire-setting, abusive or aggressive or sexually inappropriate behaviour).</li> <li>4. Have lower level support needs and who may not traditionally be known to health and social care services, from disadvantaged backgrounds (e.g. social disadvantage, substance abuse, troubled family backgrounds) who display behaviour that challenges, including behaviours which may lead to contact with the criminal justice system.</li> <li>5. Have been in hospital settings for a very long period of time, having not been discharged when NHS campuses or long-stay hospitals were closed.</li> </ol>

<b>Who does this policy affect</b>			
<b>Workforce / Employees</b>	<b>Y</b>	<b>Service Delivery / Communities</b>	<b>Y</b>

<b>Author(s)</b>
<p>Richard Smith/Kit Roberts</p> <p>The TCP is a document that covers the NHSe defined Shropshire footprint, made up of:</p> <ul style="list-style-type: none"> <li>• Telford and Wrekin council</li> </ul>

- Telford and Wrekin CCG
- Shropshire council
- Shropshire CCG

And will impact/involve a wide range of other stakeholders and other organisations.

**Job title and Service Delivery Unit**

Although this IIA is undertaken by adult social care, it is in fact an all age programme of change, across the Shropshire footprint.

**Date completed:**

26<sup>th</sup> April 2016

**Sign off (line manager) and date**

If signed off by e-mail please confirm by identifying when and by whom  
Richard Smith, Senior Responsible Owner of the TCP Programme, across the Shropshire footprint.

A separate guidance note is available to support you through the completion of this assessment. You can find it on the intranet.

The general equality duty states that we must have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between different groups

Complete the table below, assessing the impact of your policy on people with protected characteristics, including employees and customers. You should also consider the elements of the above general duty.

Protected Characteristic	Positive impact		Negative impact			Reasons/evidence
	Yes	No	High *	Low #	No	
Age	Y					The TCP programme is all age, from 0 – 99yrs. This will support interventions happening at a much earlier stage, thereby improving the quality of life for individuals and reducing the need for placement in long stay, out of area placements.
Disability	Y					The TCP is targeted at people with learning disabilities and/or autism, who have behaviours that challenge and this can include mental health. The delivery of TCP will lead to better outcomes for individuals described in the five cohorts and their family carers.
Gender (Sex)						
Gender reassignment						
Marriage/civil partnership						
Pregnancy/maternity						
Race						
Religion/belief						
Sexual Orientation						
Deprivation (inc rural/urban)						

# High – there is significant evidence of adverse impact or potential for adverse impact. The policy etc has consequences for or affects significant numbers of people and/or has the potential to make a significant contribution to advancing equality.

# Low – there is anecdotal or little evidence to suggest adverse impact. The policy etc operates mainly within a small unit and affects few people.

### **Am I required to carry out a Community Impact Assessment?**

If you have ticked negative impact as High, then a Community Impact Assessment will need to be completed, available on the intranet.

If a Community Impact is not required, you are required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts. Please provide details of how you will monitor evaluate or review your proposals and when the review will take place in the box below

#### **Monitor and Review**

Please provide details of how you will monitor evaluate or review your proposals and when the review will take place.

#### **How will you monitor/review proposals?**

- The TCP has a work plan, with a range of work streams. Highlight reports will be produced and submitted to NHSe on a regular and ongoing basis for the duration of the Programme (July 2016 – March 2019). The Highlight reports will report on reviews on outcomes and progress in delivering change.
- Locally, reports will be produced and taken to relevant Boards including Learning Disability and Carer boards.
- TCP is based on co-production, where 'experts by experience' and family carers play a central role in designing services for the future and informing decision making..

#### **When will the review take place?**

As indicated above, ongoing for the duration of the Programme. And, within the reviews, monitoring of outcomes will be based on improved quality of life and individuals being treated with respect and dignity.