

Impact Assessment

Managing Demand - Strengths Based Reviews



12/01/2022

Reference: 4578-5702-2262-2480

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Michael Gray, Head of Adult Services
Head of service	Michael Gray, Head of Adult Services
Portfolio holder	Myfanwy Alexander, portfolio holder for Portfolio Holder for Adult Social Care, Welsh Language and Communications
Proposal title	Managing Demand - Strengths Based Reviews
Description of proposal	In line with the Social Services and Wellbeing Act (2014), it makes clear that care and support plans should promote wellbeing, so that people are able to maintain an appropriate level of autonomy with the appropriate level of care and support that is consistent with their wellbeing. We propose to undertake strengths-based reviews. We believe this will enable us to "right size" some packages of care, and in turn allow us to release domiciliary care capacity to ensure that this resource is targeted more effectively.

2. Savings and Consultation requirements

Profile of savings delivery

2021-22	2022-23	2023-24	2024-25	2025-26	2026+	Total savings
£500,000	£0	£0	£0	£0	£0	£500,000

Further information

In line with the Social Services and Wellbeing Act (2014), it makes clear that care and support plans should promote wellbeing, so that people are able to maintain an appropriate level of autonomy with the appropriate level of care and support that is consistent with their wellbeing. We propose to undertake strengths-based reviews. We believe this will enable us to "right size" some packages of care, and in turn allow us to release domiciliary care capacity.

Consultation requirements

Consultation required?	No
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Justification

Regular strengths based reviews are expected and required under the Social Services and Wellbeing (Wales) Act 2014.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Commissioning (Children & Adults)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

Yes

Is Powys County Council the data controller?

Yes

Further information

Undertaking a review of individuals' care and support plans will include the processing of personal data, but its use is in line with the Privacy Notice for Adult Social Care. Information will be stored securely in Care Director (WCCIS).

4. Impact on Vision 2025

4a. The economy

Impact

In some cases, strengths based reviews may result in some residents exploring supported employment as a meaningful day opportunity where this is practical, and so more people may have improved opportunities for valued occupation.

Impact rating	Good
Mitigation	Work in partnership with Council's economic development function to maximise opportunities for employment. Derive social value benefits from future procurement activity to create more employment opportunities for local people.
Mitigated impact rating	Good

4b. Health and care

Impact	More people will be supported to live independently in their own homes for longer.
Impact rating	Good
Mitigation	Social workers, occupational therapists and community connectors to undertake joint reviews where appropriate to do so, in order that people are supported as far as possible to do things for themselves, with support provided only when required.
Mitigated impact rating	Very good

4c. Learning and skills

Impact	As part of any strengths based review, there may be opportunities for residents to learn/regain skills associated with independent living.
Impact rating	Good
Mitigation	Not specified

4d. Residents and communities

Impact	Strengths based reviewing will enable practitioners to better understand and review what matters to our residents, when it comes to the best way to meet eligible social care needs.
Impact rating	Good
Mitigation	Not specified

4e. Evidence

Six steps to managing demand in Adult Social Care - a performance management approach (Institute of Public Care) sets out a number of strategic objectives that should enable an Adult Services function to effectively manage demand for services. One of these objectives is

"People with long-term conditions have a care and support plan with a focus on achieving the maximum possible independence (as is realistic and possible for their individual circumstances). Plans are regularly reviewed based on outcomes achieved."

<https://ipc.brookes.ac.uk/publications/six-steps-to-managing-demand-in-adult-social-care-a-performance-management-approach-full-report>

This savings item is a continuation of work undertaken in 2021/22.

Indicators of success will include

-Average package of domiciliary care

-Percentage of domiciliary care calls that are double handed

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	Whilst every individual will have their unique assets and support needs, the principle behind strengths based reviewing is that there should be an ongoing focus on assisting residents to achieve the maximum possible independence (as is realistic and possible for their individual circumstances).
Impact rating	Good
Mitigation	Ensure that reviews are undertaken jointly with other partners when appropriate to do so.

Mitigated impact rating	Good
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	Reviews will be undertaken in Welsh when appropriate to do so as per the Active Offer.
Impact rating	Good
Mitigation	Not specified

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	Strengths based reviewing is cognisant of wellbeing as defined in the Social Services and Wellbeing Act.
Impact rating	Good
Mitigation	Holistic view taken of an individual's wellbeing when reviews are undertaken.
Mitigated impact rating	Good

Disability

Impact	Some of the reviews will be with a view to enabling people with disabilities to live more independently.
Impact rating	Good
Mitigation	To ensure that operational staff are part of wider commissioning efforts around developing supported living, supported employment options.
Mitigated impact rating	Very good

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

It is difficult to provide evidence considering that each strengths based review will be with reference to individuals' unique circumstances.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	Strengths based reviews will mitigate the impact of both a shrinking working population in Powys and an ageing population that will require more care. It will also assist us in improving equity of access to health and care services across our region.
Impact rating	Good
Mitigation	Not specified

Collaboration

Impact	Strengths based reviews will be collaborative, with due consideration given to what other partners can offer, if there is a view that there is a more proportionate means of meeting eligible needs.
Impact rating	Good
Mitigation	Liaise with community connectors and wider community and voluntary sector when undertaking reviews to maximise the chance of strengths based solutions.
Mitigated impact rating	Good

Involvement (including Communication and Engagement)

Impact	Reviews are a two/three way process between the individual drawing upon care and support, the provider/s delivering that support and the practitioner coordinating the support. The voice of the resident is paramount in this process.
Impact rating	Good
Mitigation	Not specified

Prevention

Impact	Strengths based reviews are a continuation of our efforts to meet eligible needs in the most proportionate way. Preventative services and opportunities will therefore be considered as part of any review.
Impact rating	Good
Mitigation	Not specified

Integration

Impact	Strengths based reviews will look at the holistic assets and needs of individuals and therefore, and interdependencies between health and care services will be identified through this process.
Impact rating	Good
Mitigation	To ensure that if we think needs have escalated beyond the legal threshold for what social services can provide, that we liaise with relevant colleagues in the NHS to arrange a joint determination of whether or not a primary healthcare need exists.
Mitigated impact rating	Good

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Each strengths based review is unique to the individual, however the purpose (which is aligned to the Social Services and Wellbeing Act) is to

- monitor progress and changes
- consider the extent to which the delivery of the plan is meeting assessed needs and how it has helped the individual or family to achieve their outcomes
- determine what support is needed in future, and confirm, amend or end the services involved

A review is a key part of effective care and support and good arrangements can ensure that services remain appropriate, well targeted and relevant to the individual, and encourage the individual to continue to maintain control over their support.

7. Likelihood and risks

Risk 2

Description	If there are insufficient staff to undertake reviews, then reviews will not be undertaken in a timely manner.				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	Draw upon all available grants and utilise a staffing skills-mix to resource the reviews accordingly.				
Residual likelihood score	3	Residual impact score	3	Residual risk rating	9.0

8. Overall summary and judgement

Outline assessment

Strengths based reviews are a continuation of previous savings plans and are aligned with the strengths based vision for the service as well as the Social Services and Wellbeing Act.

Cabinet reference	
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9. Additional evidence

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10. Ongoing monitoring arrangements and governance

Monitoring arrangements

<p>Monthly savings tracker meetings, chaired by Head of Service/Finance Business Partner with the invitation of all savings leads are in place, and will continue.</p>
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Review date	07/01/2022
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