

# **Well-being of Future Generations (Wales) Act 2015**

## **Integrated Impact Assessment**

**(includes Equalities, Welsh Language, Sustainability and Biodiversity)**



Before completing the Impact Assessment **PLEASE REFER TO THE CORRESPONDING GUIDANCE DOCUMENT** which provides essential background information.

An Integrated Impact Assessment **MUST** be completed for:

1. Any project (i.e. something that has a start and end date and is different from day to day business).
2. Where you are implementing significant change e.g. service provision.
3. For any Council / Cabinet report that is not part of an above mentioned project or significant change.

<b>Title of Project / Report:</b>	MTCBC Annual Performance Report
<b>Officer completing Impact Assessment:</b>	Andrew Mogford
<b>Lead Officer / Project Manager:</b>	Andrew Mogford
<b>Service:</b>	Performance
<b>Impact Assessment completion date:</b>	10 <sup>th</sup> October 2018

**Please give a brief description of the aims of the proposal:**

The MTCBC Annual Performance Report (APR) is a statutory document that the Council publishes to communicate its self-evaluation of delivery against the approved well-being objectives. The intention of this document is to provide an overall assessment of Council performance during the year. This year's APR document relates to the period April 2017 to March 2018. There are judgements made against each well-being theme and an overall judgement.

As a result, it is important that the judgements made within this report receive challenge. This has been done by peer officer challenge throughout the year but also at scrutiny committees. The APR was challenged by Governance, Performance, Business Change and Corporate Services Scrutiny Committee on Tuesday

the 9th of October 2018.

The findings from the Annual Improvement Report (AIR) that were presented to Full Council by the Wales Audit Office on the 26th September 2018 will be used alongside the APR to further continuous improvement and in delivering our well-being objectives. This acts to integrate reports and delivery plans. If approved the APR will be published by the 31st October 2018 and thus meet our duty. The report concluded that, during 2017/18 the Council is meeting its statutory requirements in relation to continuous improvement.

During the course of the year, the Auditor General did not make any formal recommendations, however; a number of proposals for improvement have been made. In summary, this includes:

- Working towards better decision making and risk taking
- Building on work already undertaken to improve the Council's Scrutiny arrangements to ensure they are 'Fit for the Future'.

### 1. Merthyr Tydfil Well-being Objectives

Does your proposal help to deliver any of the Council's Well-being Objectives identified below?

Well-being Objectives	Does your proposal have a positive or negative impact on the Council's Well-being Objectives? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
<p><b><u>Best Start to Life</u></b> Children and young people get the best start to life and are equipped with the skills they need to be successful learners and confident individuals.</p>	X			The Annual Performance Report (APR) reviews and enables development and improvement across this objective.	This is achieved by identifying judgements across the objective so that areas can be strengthened. This is then delivered through the five ways of working.
<p><b><u>Working Life</u></b> People feel supported to develop the skills required to meet the needs of businesses with a developing, safe infrastructure making Merthyr Tydfil an attractive destination.</p>	X			The Annual Performance Report (APR) reviews and enables development and improvement across this objective.	This is achieved by identifying judgements across the objective so that areas can be strengthened. This is then delivered through the five ways of working.
<p><b><u>Environmental Well-being</u></b> Communities protect, enhance and promote our environment and countryside.</p>	X			The Annual Performance Report (APR) reviews and enables development and improvement across this objective.	This is achieved by identifying judgements across the objective so that areas can be strengthened. This is then delivered through the five

Well-being Objectives	Does your proposal have a positive or negative impact on the Council's Well-being Objectives? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
					ways of working.
<b>Living Well</b> People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.	X			The Annual Performance Report (APR) reviews and enables development and improvement across this objective.	This is achieved by identifying judgements across the objective so that areas can be strengthened. This is then delivered through the five ways of working.
<b>Sources of evidence to support the above:</b>  MTCBC Annual Performance Report  MTCBC Annual Improvement Report (WAO)					

## 2. Sustainable Development Principles (The Five Ways of Working)

Does your proposal demonstrate you have met the sustainable development principles (five ways of working)?

Five Ways of Working	How does your proposal demonstrate you have met the five ways of working?	Are there any additional actions to be taken to better contribute to the five ways of working and/or mitigate any negative impacts?
<b>Long Term</b> - Thinking and planning for the long term.	Under the Well-being of Future Generations (Wales) Act 2015, each area within the APR will assess and make judgements against this way of working.	The challenge and reflection within the APR allows us to better plan in line with this way of working. This strengthens the delivery going forward.
<b>Prevention</b> - Preventing problems before they happen.	Under the Well-being of Future Generations (Wales) Act 2015, each area within the APR will assess and make judgements against this way of working.	The challenge and reflection within the APR allows us to better plan in line with this way of working. This strengthens the delivery going forward.

<b>Integration -</b> Integrating with other strategies.	Under the Well-being of Future Generations (Wales) Act 2015, each area within the APR will assess and make judgements against this way of working.	The challenge and reflection within the APR allows us to better plan in line with this way of working. This strengthens the delivery going forward.
<b>Collaboration -</b> Collaborating with others.	Under the Well-being of Future Generations (Wales) Act 2015, each area within the APR will assess and make judgements against this way of working.	The challenge and reflection within the APR allows us to better plan in line with this way of working. This strengthens the delivery going forward.
<b>Involvement -</b> Involving people and communities.	Under the Well-being of Future Generations (Wales) Act 2015, each area within the APR will assess and make judgements against this way of working.	The challenge and reflection within the APR allows us to better plan in line with this way of working. This strengthens the delivery going forward.
<b>Sources of evidence to support the above:</b>		
MTCBC Annual Performance Report		
MTCBC Annual Improvement Report (WAO)		

### 3. Protected Characteristics (including Welsh Language)

Does your proposal directly impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language as identified below?

Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
Age			X	Each area within the APR will need its own assessment against the protected characteristics. This report reports judgements against the well-	Each area within the APR will need its own assessment against the protected characteristics.

Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
				being duty.	
Disability			X	As above.	As above.
Gender Reassignment			X	As above.	As above.
Marriage and Civil Partnership			X	As above.	As above.
Pregnancy and Maternity			X	As above.	As above.
Race			X	As above.	As above.
Religion or Belief			X	As above.	As above.
Sex (Gender)			X	As above.	As above.
Sexual Orientation			X	As above.	As above.
Welsh Language			X	As above.	As above.
<b>Sources of evidence to support the above:</b> MTCBC Annual Performance Report MTCBC Annual Improvement Report (WAO)					

**4. Biodiversity**

Does your proposal directly impact on Biodiversity?

Biodiversity	Does your proposal have a positive or negative impact on Biodiversity? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
Maintain and enhance biodiversity and ecosystem resilience	X			The APR integrates the well-being objectives and five ways of working to the delivery of biodiversity and ecosystem resilience.	This is achieved by identifying judgements across the well-being objectives so that areas can be strengthened. This is then delivered through the five ways of working and in line with maintaining and enhancing biodiversity and ecosystem resilience.
<b>Sources of evidence to support the above:</b>  MTCBC Annual Performance Report  MTCBC Annual Improvement Report (WAO)					

## 5. Summary

As a result of completing this Impact Assessment, how many positive and negative impacts does your proposal have? This section should then be included in the related Council/Cabinet report.

Please see the example provided in the **guidance document**.

	Positive Impacts	Negative Impacts	Not Applicable
<b>1. Merthyr Tydfil Well-being Objectives</b>	4 of 4	0 of 4	0 of 4
<b>2. Sustainable Development Principles - How have you considered the five ways of working:</b> <ul style="list-style-type: none"> <li>• Long term</li> <li>• Prevention</li> <li>• Integration</li> <li>• Collaboration</li> <li>• Involvement</li> </ul>	5 of 5	5 of 5	5 of 5
<b>3. Protected Characteristics</b> ( <i>including Welsh Language</i> )	0 of 10	0 of 10	10 of 10
<b>4. Biodiversity</b>	1 of 1	0 of 1	0 of 1
<p><b><u>Summary:</u></b></p> <p>The main positive impacts are around the well-being objectives and five ways of working. The APR enables us to set out and deliver services that meet our objectives and work involve others, work collaboratively and integrate whilst being preventative and think long term.</p>			

## 6. Actions

Based on the summary of your positive and negative impacts, identified in Section 5 above, will you need to make changes to your proposal to better contribute to positive impacts and/or mitigate any negative impacts? Please identify any further actions you will need to undertake to better contribute to positive impacts and/or mitigate any negative impacts.

What are you going to do?	Estimated completion date	Who will be responsible?	Timelines/Milestones e.g. 6 months/over a year, etc.	Progress
Use the APR in strengthening the focus on the future document going forward	April 2019	All stakeholders	Annually	In development

## 7. Version Control

The Impact Assessment should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. Please use the table below to keep a record of this process so that we can demonstrate how we have considered and built in the sustainable development principles where possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
001	Council	24 <sup>th</sup> October 2018	Any additions

## 8. Sign off section

Approved by: ELLIS COOPER

Job Title: DEPUTY CHIEF EXECUTIVE

Approval date: 10<sup>th</sup> October 2018