

# **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>	Medium Term Financial Plan 2019/20 to 2022/23 – Update 1
<b>Officer completing Impact Assessment:</b>	Steve Jones
<b>Lead Officer / Project Manager:</b>	Steve Jones
<b>Service:</b>	Finance
<b>Impact Assessment completion date:</b>	29 <sup>th</sup> October 2018

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

The proposal provides an update to the Medium Term Financial Plan approved by Council 7<sup>th</sup> March 2018 reflecting the implications of the provisional local government settlement for 2019/20, additional corporate demands, corporate budget reductions and proposed schools' budget reductions.

## 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 proposal is a major contributing factor in ensuring the financial sustainability of the Council thus enabling the continued delivery of essential Council services.	Continued robust financial management.
<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			As above	As above
<p><b><u>Environmental Well-being</u></b> Communities protect, enhance and promote our environment and countryside.</p>	X			As above	As above
<p><b><u>Living Well</u></b> People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.</p>	X			As above	As above
<p><b>Sources of evidence to support the above:</b> Budget Monitoring reports 2018/19 Projected Budget Deficit 2019/20 Additional budget demands reflected within the updated Medium Term Financial Plan.</p>					

## 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.	The proposal is fundamental to the long term financial sustainability of the Council.	All services require to consider how services can be delivered differently and more efficiently within the Council's projected affordability envelope.
<b>Prevention</b> - Preventing problems before they happen.	This proposal by recognising and managing the unavoidable additional demand pressures mitigates potential in-year financial problems for 2019/20.	As above.
<b>Integration</b> - Integrating with other strategies.	This proposal integrates with all strategies since it is fundamental to the continued financial sustainability of the Council.	As above.
<b>Collaboration</b> - Collaborating with others.	Collaboration with other parties will be explored in addressing the projected budget deficit as services will be required to identify how they can operate differently.	As above.
<b>Involvement</b> - Involving people and communities.	In re-configuring services engagement with people and communities will be an essential requirement.	As above.
<p><b>Sources of evidence to support the above:</b>            Provisional Local Government Settlement 2019/20            Additional Demands and Financial Pressures            Projected budget deficit for 2019/20 and over the term of the Medium Term Financial Plan</p>		

### 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	Neutral impact since budget proposals are not discriminatory towards any protected characteristic.	All future service budget reduction proposals will be rigorously scrutinized to ensure all protected characteristics are considered.
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

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		
<b>Sources of evidence to support the above:</b> The proposals within the Medium Term Finance Plan are non-discriminatory.					

**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 proposals address unavoidable financial pressures and corporate/school budget reductions.	All future service reduction proposals will be rigorously scrutinized.
<b>Sources of evidence to support the above:</b> Specific proposals itemized within Appendices 3 and 4.					

## 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	0 of 5	0 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>	0 of 1	0 of 1	1 of 1
<p><b><u>Summary:</u></b></p> <p>The main positive impacts are that the update supports financial sustainability of the Council in setting balanced budgets over the period of the Medium Term Financial Plan.</p> <p>The main negative impacts are the unprecedented additional corporate budget demands requiring to be supported owing to demographic growth and service financial pressures.</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
Review all service reduction proposals	Mid December 2018	Corporate Management Team	6 months	CMT has identified a number of service reduction proposals currently being validated. Expressions of interest for enhanced voluntary severance package to be submitted by 16 <sup>th</sup> November 2018.

## 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

## 8. Sign off section

Approved by: Steve Jones

Job Title: Chief Finance Officer

**Approval date: 29<sup>th</sup> October 2018**