

# **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>	Help for Pensioners Scheme 2018
<b>Officer completing Impact Assessment:</b>	Mike Parry
<b>Lead Officer / Project Manager:</b>	Mike Parry
<b>Service:</b>	Revenues
<b>Impact Assessment completion date:</b>	24th October 2018

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

To consider the continuation or discontinuation of the Help for Pensioners Scheme which offers financial assistance with Council Tax payments to pensioners who meet the criteria set by the Authority.

## 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		
<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.			x	Scheme is only applicable to pensioners	N/A
<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.			x	Scheme is only applicable to pensioners	N/A
<b><u>Environmental Well-being</u></b> Communities protect, enhance and promote our environment and countryside.			x	The scheme has no impact on environmental issues	N/A
<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.			x	May be a minimal negative impact if the scheme were discontinued as the value to each pensioner is limited to £50 (Approximately 850 pensioners would qualify for the allowance).	N/A
<b>Sources of evidence to support the above:</b> <b>As the scheme relates only to pensioners and is of nominal value to each individual pensioner, it does not impact on the Council's Well Being Objectives</b>					

## 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 recommendation to discontinue the scheme, demonstrates effective and efficient long term financial management and would be consistent with the approach taken by all other Welsh Authorities.	
<b>Prevention</b> - Preventing problems before they happen.	May have a minimal impact on preventing the accrual of debt for the specific group of pensioners who meet the qualifying criteria..	
<b>Integration</b> - Integrating with other strategies.	N/A (This is a stand alone scheme which does not integrate with other strategies).	
<b>Collaboration</b> - Collaborating with others.	N/A.	
<b>Involvement</b> - Involving people and communities.	N/A	
<b>Sources of evidence to support the above:</b>		

### 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	If the scheme were discontinued the negative impact would be low as the annual allowance is only up to a maximum of £50. (approximately 850 pensioners potentially affected). If the scheme continued, the positive impact would be low for the same reasons.	
Disability			x		
Gender Reassignment			x		
Marriage and Civil Partnership			x		
Pregnancy and Maternity			x		
Race			x		
Religion or Belief			x		
Sex (Gender)			x		
Sexual Orientation			x		

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		
Welsh Language			X		
Sources of evidence to support the above:					

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		
Sources of evidence to support the above:					

## 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>	0 of 4	0 of 4	4 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>	2 of 5	0 of 5	3 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

### Summary:

The main positive impacts are:

The positive impact is low and purely of a financial nature. It does not impact all pensioners, only those who met the criteria set by the Council. As the maximum allowance was only up to £50 and only a small proportion of pensioners would qualify, the overall positive and negative impact are low.

The main negative impacts are;

- Financial cost to the Authority.
- Inconsistency of approach taken by other Welsh Authorities.

No negative impacts have been identified against the Well-being Objectives, the Sustainable Development Principles and Biodiversity

## 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
No further action required	Ongoing	Revenues & Benefits Manager	Report to Council annually if scheme continues.	Complete

## 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
1	Report for consideration by Council due on 07 <sup>th</sup> November 2018		

## 8. Sign off section

Approved by: A Mogford

Job Title: Head of Strategic Support Services

Approval date: 24<sup>th</sup> October 2018