

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.

Title of Project / Report:	Post Entry Training Policy and Social Work Sponsorship Policy
Officer completing Impact Assessment:	Hannah Brown
Lead Officer / Project Manager:	Hannah Brown
Service:	Chief Executive
Impact Assessment completion date:	04 th February 2019

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

The post entry training schemes apply to all permanent employees of the Council, except for school based staff in LMS arrangements and staff undertaking the Social Care Degree have their own specific policy which has also been amended to provide consistency with the Corporate policy. The types of courses which this scheme covers are courses which require either a financial or time commitment from the Authority on an on-going basis. It does not include one off training courses which are booked on an ad hoc basis. The new Social Services Sponsorship Policy has been designed to ensure that the resources committed by Merthyr Tydfil County Borough Council to its students during the course of their studies are maximised within the organisation, to the benefit of MTCBC and the community it serves, whilst at the same time positively supporting staff retention initiatives by ensuring our students have a positive first experience in Social Work.

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><u>Best Start to Life</u> 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 policies being amended do not directly impact on the Wellbeing Objectives.	
<p><u>Working Life</u> 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 policies ensure consistency and enable employees to have clear guidelines on how the post Entry Training process will be managed.	The policies will be rolled out and used in all areas of Corporate and Social Services training.
<p><u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.</p>			x	The policies being amended do not directly impact on the Wellbeing Objectives.	
<p><u>Living Well</u> People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.</p>			x	The policies being amended do not directly impact on the Wellbeing Objectives.	
<p>Sources of evidence to support the above: Copies of the Post Entry Training policies and Social Services Sponsorship policy.</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?
Long Term - Thinking and planning for the long term.	These policies will ensure that we plan for what happens after the individual has undertaken the training and what employees can expect at the end of the Social Work Degree course.	
Prevention - Preventing problems before they happen.	These policies will ensure that employees are clear on what happens should they decide to leave the Council after completing training or qualifications.	
Integration - Integrating with other strategies.	The Post Entry Training Policy integrates with the Expenses policy.	
Collaboration - Collaborating with others.	Collaboration between Corporate HR and Social Services to ensure consistency between both policies.	
Involvement - Involving people and communities.	The policies have had the involvement of Social Services, Cwm Taf Workforce Development Team and HR Payroll and Pensions. This has enabled closer working relationships in these teams to provide support to all staff.	
<p>Sources of evidence to support the above: Copies of the Post Entry Training policies and Social Services Sponsorship policy.</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	The Post Entry Training Policy doesn't impact on protected Characteristics.	
Disability			x	The Post Entry Training Policy doesn't impact on protected Characteristics.	
Gender Reassignment			x	The Post Entry Training Policy doesn't impact on protected Characteristics.	
Marriage and Civil Partnership			x	The Post Entry Training Policy doesn't impact on protected Characteristics.	
Pregnancy and Maternity			x	The Post Entry Training Policy doesn't impact on protected Characteristics.	
Race			x	The Post Entry Training Policy doesn't impact on protected Characteristics.	
Religion or Belief			x	The Post Entry Training Policy doesn't impact on protected Characteristics.	
Sex (Gender)			x	The Post Entry Training Policy doesn't impact on 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		
Sexual Orientation			x	The Post Entry Training Policy doesn't impact on protected Characteristics.	
Welsh Language			x	The Post Entry Training Policy doesn't impact on protected Characteristics.	
Sources of evidence to support the above: Copies of the Post Entry Training policies and Social Services Sponsorship policy.					

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: Copies of the Post Entry Training policies and Social Services Sponsorship policy.					

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
1. Merthyr Tydfil Well-being Objectives	1 of 4	0 of 4	3 of 4
2. Sustainable Development Principles - How have you considered the five ways of working: <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration • Involvement 	5 of 5	0 of 5	0 of 5
3. Protected Characteristics <i>(including Welsh Language)</i>	0 of 10	0 of 10	10 of 10
4. Biodiversity	0 of 1	0 of 1	1 of 1
<p><u>Summary:</u></p> <p>The main positive impacts are consistency in both Corporate and Social Services Post Entry Training Policies and a clear process for anyone undertaking the Social Work Degree. These positively impact of the Council's wellbeing objectives and the 5 ways of working.</p> <p>No negative impacts have been identified.</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

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	Awaiting Council Approval	20 th February 2019	

8. Sign off section

Approved by: Fran Donnelly

Job Title: Head of HR

Approval date: 8th February 2019