

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:	Corporate Parenting Board Update
Officer completing Impact Assessment:	Annabel Lloyd
Lead Officer / Project Manager:	Tracy Welch
Service:	Children's Services
Impact Assessment completion date:	January 2020

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

This report provides information about the Council's Corporate Parenting Board's achievements and progress.

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		
<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.	X			Look after services for vulnerable young people provide safety and stability following concerns about risk of harm.	
<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.	X			Pathway to Work will improve outcomes for care leavers.	
<u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.			X		
<u>Living Well</u> People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.	X			Stability for looked after young people will enhance potential to live well.	

Sources of evidence to support the above:

The challenges facing fostering services nationally and the case for change are well documented through the National Fostering Framework (NFF) 'First Thoughts' paper and Phase One and Two Reports. These can be summarised as: 'growing concerns about the overall effectiveness and sustainability of fostering services in Wales; placement pressures and our current inability to match needs and placement options well enough; and Difficulties in recruiting foster carers and in providing them with the range of skills and support needed for the complex and challenging work they undertake.' (National Fostering Framework, 2016, p.3)

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.	Fostering changes lives in the long term for vulnerable young people.	Continuous improvement
Prevention - Preventing problems before they happen.	High quality looked after services prevent escalation of need for looked after young people and contribute to good well-being outcomes.	Regular consultation with supervising social workers, foster carers and young people will need to continue to ensure we are identifying and acting on problems before they arise.
Integration – Integrating with other strategies.	Links have been made with objectives for education, housing, employability and adult services. All council departments contribute to Corporate Parenting, and this is evident in the Pathway to Work and the revised offer to foster carers.	
Collaboration – Collaborating with others.	Providing high quality fostering services requires collaboration with families, staff and partner organisations	
Involvement – Involving people and communities.	Consultation with young people, foster carers and social workers has already taken place and will continue.	Regular consultation will need to continue.
Sources of evidence to support the above: CIW inspection report.		

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				
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				
Welsh Language	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		
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
1. Merthyr Tydfil Well-being Objectives	3 of 4	0 of 4	1 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>)	5 of 10	0 of 10	5 of 10
4. Biodiversity	0 of 1	0 of 1	1 of 1
<p><u>Summary:</u></p> <p>The main positive impacts are collaboration, long term planning and improvement to the best start in life for CLA. No negative impact has 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

8. Sign off section

Approved by: _____ Annabel Lloyd _____

Job Title: _____ Head of Children's Services _____

Approval date: _____ 13.1.20 _____