

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:	Securing Sufficient Nursery Education for the County Borough of Merthyr Tydfil
Officer completing Impact Assessment:	Anthony Lewis
Lead Officer / Project Manager:	Anthony Lewis
Service:	Learning Department
Impact Assessment completion date:	4 th December 2019

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

To secure sufficient provision of nursery education, both English and Welsh Medium, across the County Borough.

To work towards the long-term strategic aims that all eligible three year olds whose parents want an FPN1 place, take one up, and also that all FPN2 places provided are full-time.

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			Providing sufficient provision of nursery education will help ensure children have access to quality nursery education at the earliest opportunity following their third birthday.	Strategic aims to ensure all eligible three year olds take up an FPN1 place even if not in a 1 st preference setting.
<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 proposal seeks to optimize the provision on offer to the advantage of parents seeking employment opportunities as well as securing access to provision for children. The current offer is topped up by eligible parents with the childcare offer.	Strategic aims that all FON1 places are taken up and that all FPN2 places are full-time will remove some barriers parents have to seeking further employment opportunities.
<p><u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.</p>			X	There is no direct impact from this proposal.	N/a
<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			Early access to nursery education contributes positively to the social wellbeing of children. Also, good and timely access to provision is an important supportive mechanism to families with children at the edge of care.	Timely access of Children in Need (CiN) to nursery education will continue to be monitored.

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		
Sources of evidence to support the above:					
'Securing Sufficient Nursery Education for the County Borough of Merthyr Tydfil: Research Paper' by PleydellSmithyman Ltd					

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.	Demand for places over the long-term using implications from the LDP have been considered.	
Prevention - Preventing problems before they happen.	Sufficient provision of quality nursery education contributes positively to the development and wellbeing of children. Early access also enable early intervention and prevention services to be accessed where appropriate.	
Integration - Integrating with other strategies.	These are integrated with the 30 Hrs Childcare Offer, Welsh Medium Education Strategic Plan and WM Capital Grant projects and the 21 st Century Schools Capital Programme	
Collaboration - Collaborating with others.	Collaboration is positive through Early Years services with non-maintained settings who are registered education providers of nursery education. Collaboration is also positive with VA schools who are responsible for their own school and nursery admissions.	Further opportunities will be explored for sharing admissions data so that a full data set for all nursery education allocations is held within the local authority.

Involvement - Involving people and communities.	A wide stakeholder engagement with parents/carers of two separate cohorts of parents accessing / due to access nursery education has been undertaken as part of this research including detailed questionnaire's and participation in focus group discussions.	
Sources of evidence to support the above:		
Parental Questionnaire's, infographics and analysis included as part of the 'Securing Sufficient Nursery Education for the County Borough of Merthyr Tydfil: Research Paper' by PleydellSmithyman Ltd		
WESP / WM Capital Plans		
21 st Century Schools Capital Programme		

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			Securing sufficient nursery education provision for 3 and 4 year olds	
Disability	X			Securing sufficient nursery education provision for 3 and 4 year olds including those who are disabled and or experiencing an Additonal Learning Need.	
Gender Reassignment			X	N/a	
Marriage and Civil Partnership			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		
Pregnancy and Maternity	X			Proposals seek to optimize provision for the benefit of children and working families inc. pregnant women and new mothers	
Race			X	N/a	
Religion or Belief	X			Proposals ensure equitable treatment of funded places for VA schools and all community schools and seek to align nursery education admission policies.	
Sex (Gender)			X		
Sexual Orientation			X		
Welsh Language	X			Proposals outline way forward to increase the offer of nursery education through the Welsh Medium so that the Council is able to secure sufficient provision over the medium term.	Implementation of capital plans to increase WM education places across schools identified in WESP. Establishment of WM REP in support of the seedling WM school proposed as part of the WESP/WM Capital Plans
Sources of evidence to support the above:					
'Securing Sufficient Nursery Education for the County Borough of Merthyr Tydfil' Council Report WESP / WM Capital Plans					

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	No change proposed	
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

Summary:

The main positive impacts through the delivery of the proposals included in this report are that children will have increased opportunities to access nursery education at the earliest opportunity with positive impacts on their wellbeing and development. Also, parents/carers will be able to make informed plans regarding work, education/training and other opportunities or commitments and have access to education and childcare options that support their family's needs.

This will have clear positive impacts upon Best Start to Life, Working Life and Living Well as well as supporting the local authority's aim to deliver services in line with the sustainable development principle.

The proposals impact positively against the following protected characteristics: Age, Disability, Pregnancy / Maternity, Religion / Belief and Welsh Language.

No negative impacts have been identified.

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
1.0	Report review by Chief Officer	4 th December 2019	

8. Sign off section

Approved by:

Job Title: Chief Officer Learning

Approval date: 4th December 2019