

# **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>	Pathway to Work Project
<b>Officer completing Impact Assessment:</b>	Annabel Lloyd
<b>Lead Officer / Project Manager:</b>	Tracy Welch
<b>Service:</b>	Children's Services
<b>Impact Assessment completion date:</b>	February 2020

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

This report provides Councillors with information about the Pathway to Work Project and the associated policy for providing work opportunities for care experienced young people within the Council.

## 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			Some care experienced young people become parents at a young age. Improving chances for work is known to benefit families.	
<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			This will support care experienced young people to gain work.	
<p><b><u>Environmental Well-being</u></b> Communities protect, enhance and promote our environment and countryside.</p>			X		
<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			Being in work and living well are strongly inter-connected.	

**Sources of evidence to support the above:**

## 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.	Being in work will bring long term advantages to young people.	Continuous improvement of the policy and outcomes for young people.
<b>Prevention -</b> Preventing problems before they happen.	Being in work prevents escalation of need and risk.	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.
<b>Integration –</b> Integrating with other strategies.	The Council has worked in an integrated way, there are opportunities for bringing this to other employers to ask them to adopt the same.	
<b>Collaboration –</b> Collaborating with others.	As above.	
<b>Involvement –</b> Involving people and communities.	Young people have made clear their need for additional support in finding work.	Regular consultation with young people will need to continue.
<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			The project is available to all relevant young people.	
Disability	X			The project is available to all relevant young people.	
Gender Reassignment	X			The project is available to all relevant young people.	
Marriage and Civil Partnership	X			The project is available to all relevant young people.	
Pregnancy and Maternity	X			The project is available to all relevant young people.	
Race	X			The project is available to all relevant young people.	
Religion or Belief	X			The project is available to all relevant young people.	
Sex (Gender)	X			The project is available to all relevant young people.	
Sexual Orientation	X			The project is available to all relevant young people.	
Welsh Language	X			The project is available to all relevant young people.	
<b>Sources of evidence to support the above:</b>					

**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>	3 of 4	0 of 4	1 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> )	10 of 10	0 of 10	0 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 the development and improvement of services for children and young people.</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

## 8. Sign off section

Approved by: Lisa Curtis Jones

Job Title: Chief Officer (Social Services)

Approval date: February 2020