

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:	Reconfiguration of Peripatetic Social Workers Posts to Peripatetic Support Workers – Children’s Services
Officer completing Impact Assessment:	Taryn Hudd
Lead Officer / Project Manager:	Tracy Welch
Service:	Children’s Services
Impact Assessment completion date:	August 2020

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

This report summarises the Business Case that led to Corporate Management Team supporting the proposal that the Council recruit 2 full time peripatetic social workers to children’s services. Endeavours have been made to recruit to the two Social Work posts, however these have been unsuccessful. It is therefore proposed for the reasons detailed within this report that we support the management of demand in an alternative way by recruiting 3 peripatetic support workers. As the proposal involves a change of structure, Council support of the proposal is required.

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				
<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				
<p><u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.</p>			X		
<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				

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?
Long Term - Thinking and planning for the long term.	Better outcomes for children, financial impact for Council	
Prevention - Preventing problems before they happen.	Prevention work is in jeopardy due to capacity constraints	
Integration – Integrating with other strategies.	All of our work requires an integrated approach	
Collaboration – Collaborating with others.	As above	
Involvement – Involving people and communities.	Staff have made it clear that they need additional capacity .	
Sources of evidence to support the above:		

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.	
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>)	10 of 10	0 of 10	0 of 10
4. Biodiversity	0 of 1	0 of 1	1 of 1
<p><u>Summary:</u></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: _____ 20.08.20 _____