

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:	Anti-Bullying Statutory Guidance for Schools
Officer completing Impact Assessment:	Sarah Bowen
Lead Officer / Project Manager:	Sarah Bowen
Service:	Learning- Inclusion
Impact Assessment completion date:	05/08/20
<p>Please give a brief description of the aims of the proposal:</p> <ul style="list-style-type: none"> • To update Cabinet on the revised Anti-bullying Statutory Guidance for Schools. • That the contents of this report are discussed and noted. 	

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			This guidance promotes a partnership approach to challenging bullying. Reducing the number of bullying incidents will improve pupil wellbeing and enable better access to learning and ultimately raise standards.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
<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			This guidance promotes a partnership approach to challenging bullying. Reducing the number of bullying incidents will improve pupil wellbeing and enable better access to learning and ultimately raise standards and provide a more skilled workforce.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
<p><u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.</p>			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			This guidance promotes a partnership approach to challenging bullying. Reducing the number of bullying incidents will improve pupil wellbeing and enable better access to learning where people feel safe and protected.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
<p>Sources of evidence to support the above:</p> <ul style="list-style-type: none"> • Merthyr Tydfil Anti-bullying Strategy • Rights, respect, equality guidance Welsh Government 					

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.	Long term – developing practices and approaches to challenge bullying that will stand the test of time and that balance short-term needs with the need to safeguard the ability to also meet long-term needs.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Prevention - Preventing problems before they happen.	Prevention – embedding an ethos of rights, respect and equality where the understanding of healthy relationships is paramount.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Integration - Integrating with other strategies.	Integration – moving to a more integrated, collaborative understanding of bullying to enable a community built on mutual respect and tolerance.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Collaboration - Collaborating with others.	Collaboration – all agencies working together to ensure that there are clear and consistent messages on how to behave respectfully.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Involvement - Involving people and communities.	Involvement – involving children, young people, families and all other stakeholders in the approaches to challenge bullying.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Sources of evidence to support the above: <ul style="list-style-type: none"> • Merthyr Tydfil Anti-bullying Strategy • Rights, respect, equality guidance Welsh Government 		

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			This statutory guidance will enable all children and young people to have the opportunities they need to fulfil their potential, including the right to learn in a healthy, safe and protective environment, free from racism, bullying or discrimination of any kind.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Disability	X			This statutory guidance will enable all children and young people to have the opportunities they need to fulfil their potential, including the right to learn in a healthy, safe and protective environment, free from racism, bullying or discrimination of any kind.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Gender Reassignment	X			This statutory guidance will enable all children and young people to have the opportunities they need to fulfil their potential, including the right to learn in a healthy, safe and protective environment, free from racism, bullying or discrimination of any kind.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Marriage and Civil Partnership	X			This statutory guidance will enable all children and young people to have the opportunities they need to fulfil their potential, including the right to learn in a healthy, safe and protective	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.

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		
				environment, free from racism, bullying or discrimination of any kind.	
Pregnancy and Maternity	X			This statutory guidance will enable all children and young people to have the opportunities they need to fulfil their potential, including the right to learn in a healthy, safe and protective environment, free from racism, bullying or discrimination of any kind.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Race	X			This statutory guidance will enable all children and young people to have the opportunities they need to fulfil their potential, including the right to learn in a healthy, safe and protective environment, free from racism, bullying or discrimination of any kind.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Religion or Belief	X			This statutory guidance will enable all children and young people to have the opportunities they need to fulfil their potential, including the right to learn in a healthy, safe and protective environment, free from racism, bullying or discrimination of any kind.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Sex (Gender)	X			This statutory guidance will enable all children and young people to have the opportunities they need to fulfil their potential, including the right to learn in a healthy, safe and protective	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.

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		
				environment, free from racism, bullying or discrimination of any kind.	
Sexual Orientation	X			This statutory guidance will enable all children and young people to have the opportunities they need to fulfil their potential, including the right to learn in a healthy, safe and protective environment, free from racism, bullying or discrimination of any kind.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Welsh Language	X			This statutory guidance will enable all children and young people to have the opportunities they need to fulfil their potential, including the right to learn in a healthy, safe and protective environment, free from racism, bullying or discrimination of any kind.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Sources of evidence to support the above: <ul style="list-style-type: none"> • Merthyr Tydfil Anti-bullying Strategy • Rights, respect, equality guidance Welsh Government 					

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			With an increased understanding of mutual respect, learners would be more able to respect their environment.	Clear emphasis on the importance, and benefits, of having high standards of anti-bullying practice and ethos, that are clearly understood by all in every school and the wider community.
Sources of evidence to support the above: <ul style="list-style-type: none"> • Merthyr Tydfil Anti-bullying Strategy • Rights, respect, equality guidance Welsh Government 					

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	1 of 1	0 of 1	0 of 1
<p><u>Summary:</u></p> <ul style="list-style-type: none"> • The Well-being Objectives are that the proposal would enable children getting the best start to life and for them to be equipped with the skills that they need to be ethical, ambitious and confident individuals. • The Sustainable Development Principles are that the proposal would safeguard the long term educational needs of children, young people and adults to maximise their capabilities and have control over their lives. The Protected Characteristics and Welsh language are that the proposal would enhance the outcomes for all pupils including those learning through the medium of Welsh. • Biodiversity are that the proposal would encourage increased awareness of respect for others and the environment. 			

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: _____

Job Title: _____

Approval date: _____