

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:	Care Inspectorate Wales Performance Review April 2019 to March 2020
Officer completing Impact Assessment:	Lisa Curtis-Jones
Lead Officer / Project Manager:	Lisa Curtis-Jones
Service:	Social Services
Impact Assessment completion date:	20th August 2020

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

The Local Authority is required to report annually to Welsh Government on performance across its Social Services.

The Chief Officer (Social Services) in her role as Statutory Director of Social Services is responsible for publishing an annual report on performance and the effectiveness of social care services across the County Borough. CIW in their review of the Local Authority take into account information from the ACRF and from inspection visits and discussions with officers to provide a view about the performance of the Social Services department. This letter is in relation to 2019-20.

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			Good practice in working with children and young people is under consideration and part of performance review.	Build on good practice and work together with Education colleagues. Action plans in place where any issues have been raised for improvement.
<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	Not an area we were inspected on last year but we are working with employability team in improving the offer to care leavers for employment or remaining in education.	Working with other areas of the Council to ensure services are available for care leavers.
<p><u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.</p>			X	Not an area highlighted or addressed in our CIW performance review.	
<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			Within our vision and SOAP one of the priorities is for social services to empower people to live independently. The priority being that they feel safe in their communities. The good work in Stay well at home noted by CIW.	Working together across all agencies and partners within the Council.
<p>Sources of evidence to support the above: SOAPs Adult and Children Strategies. Minutes of performance meetings with CIW. Inspection Reports-Adults</p>					

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.	Developing services for the future to ensure people live independently and build resilience.	Ensure all partners are working together for the same agenda and contribute to this goal.
Prevention - Preventing problems before they happen.	Links to above but again working closely with partners and providing a multi agency approach to prevention across Children and Adults services. If services are available earlier then this will impact on Education, Social Services, employability, housing etc. Discussed with CIW the reconfiguration of the children services.	All partners are signed up to working together on this approach ensuring we have capacity within prevention services.
Integration - Integrating with other strategies.	Social Services working closely with Education around the offer to children looked after and their attainment, working with housing colleagues to ensure there is housing choices for them and accommodation locally. Working with health across Cwm Taf to provide more robust joined up working with Adults and Children.	Various areas we need to build on across Cwm Taf – one being Valley Life and improving the offer to people with dementia.
Collaboration - Collaborating with others.	Good collaboration with other agencies and good working relationships within the Regional Partnership Board.	Ensure attendance at regional meetings and highlight areas that would benefit from collaboration.
Involvement - Involving people and communities.	As part of the ACRF we consulted on the report and the public view, which we responded to. As part of the priorities for this year again in various forums we have consulted with the public.	We will continue to build on previous consultations and as part of the regional working certainly consultation is an important aspect moving forward.
<p>Sources of evidence to support the above:</p> <p>Regional Partnership reports.</p>		

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 report reflects all ages of the population because we cover services from 0-100+	Priorities are set out for all ages.
Disability	X			The report covers services to children and adults with disabilities.	Priorities are considered for all services within this area.
Gender Reassignment			X	Not specifically mentioned in the report but support would be offered to all members of the community who have been assessed as having a need for a service.	All groups treated equally but this protected characteristic not specifically mentioned in this report. No-one would be discriminated against.
Marriage and Civil Partnership			X	Not specifically mentioned in the report but support would be offered to all members of the community who have been assessed as having a need for a service.	All groups treated equally but this protected characteristic not specifically mentioned in this report. No-one would be discriminated against.
Pregnancy and Maternity	X			The report covers services pre and post birth.	Prevention work and early years important in working together.
Race	X			Not specifically mentioned in the report but support would be offered to all members of the community who have been assessed as having a need for a service.	All groups treated equally but this protected characteristic not specifically mentioned in this report. No-one would be discriminated against.

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		
Religion or Belief			X	Not specifically mentioned in the report but support would be offered to all members of the community who have been assessed as having a need for a service.	All groups treated equally but this protected characteristic not specifically mentioned in this report. No-one would be discriminated against.
Sex (Gender)			X	As above	As above
Sexual Orientation			X	As above	As above
Welsh Language	X			If a person requires an assessment in Welsh then we would source this support.	
Sources of evidence to support the above: Minutes of performance meetings. Inspection reports. ACRF					

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	Not an area highlighted or addressed in our CIW performance review.	
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	2 of 4	0 of 4	2 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 working with all ages of the population and improvement in prevention work and working together with partners across adult and children services.</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: August 2020