

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:	Merthyr Tydfil Adult Community Learning Partnership Delivery (MTACL) 2020/21
Officer completing Impact Assessment:	Diane Jones
Lead Officer / Project Manager:	Diane Jones
Service:	Community Wellbeing
Impact Assessment completion date:	09.07.20

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

The purpose of the report;

- To update Cabinet on the challenges facing the Merthyr Tydfil Adult Community Learning Partnership due to the restructuring of the national Adult Community Learning Grant.
- Continuation of the partnership with The College Merthyr Tydfil (TCMT) and the restructuring of provision across the authority to enable the drawing down of the full ACL grant by the LA

Recommendations;

- The delivery framework of option 3 is approved
- The financial implications are noted, and growth awarded to address the shortfall caused through Grant changes is approved

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>The MTACL Partnership curriculum includes provision of a Family Programme- MTCBC Adult Education team working collaboratively with schools, this was highlighted in the Estyn report as a strong feature with good outcomes and high levels of learner wellbeing. Programme outcomes contribute to the Best Start to Life objectives</p>	<p>Annual curriculum and quarterly finance planning.</p> <p>To continue to monitor progress and performance quarterly</p>
<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>The MTACL Partnership curriculum includes provision for employability skills learning and training. Outcomes are good and the collaborative work, and wellbeing of learners was highlighted as a good feature in the inspection.</p>	<p>Annual curriculum and quarterly finance planning.</p> <p>To continue to monitor progress and performance quarterly</p>

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		
<u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.	x			The MTACL Partnership curriculum encompasses the principle of education development for global citizenship (EDGC) within its schemes of work and lesson planning and promotes health and wellbeing and the importance of sustainable environment.	To review and monitor the curriculum and service offer.
<u>Living Well</u> People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.	x			The MTACL Partnership curriculum has a good breadth and meets local and national priorities. Learner voice survey results indicate high levels of satisfaction and wellbeing, with learners feeling safe and applying their skills into their everyday life.	To keep monitoring the curriculum offer and learner survey results
Sources of evidence to support the above: <ul style="list-style-type: none"> • ACL Curriculum Plan • Performance Reports • Learner Voice survey / end of course evaluations • Contract monitoring 					

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.	The recent Estyn inspection outlined that the partnership has good planning approach, with clear terms of reference and service delivery plans where all partners contribute to outcomes.	The Estyn inspection identified that overarching evaluation could be strengthened, a post inspection action plan has been developed.
Prevention - Preventing problems before they happen.	The partnership reviews progress and carries out a learner survey annually	Key action in the post inspection action plan
Integration - Integrating with other strategies.	The ACL planning links to national priorities and local corporate strategies/ plan i.e. as Best Start to Life, Parenting Plan, Employability.	As above
Collaboration - Collaborating with others.	The MTACL Partnership has a good breadth of membership that includes LA departments, FE, third sector and voluntary organizations.	As above
Involvement – Involving people and communities.	Each partner has strategies to involve learners via end of course survey or annual ACL survey. Regular events (Adult Learner Week and Inspire Awards) held in the community as promotion, engagement and identification of need	As above
<p>Sources of evidence to support the above:</p> <ul style="list-style-type: none"> • Best Start to Life Plan • Parenting Partnership Plan • ACL Post inspection Plan • Learner survey and ACL Partnership survey • Adult Learners Week and WG National and Inspire Awards 		

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 service is inclusive and targeted at learners aged 16plus.	
Disability	X			Care is taken to ensure venues are DDA compliant, if not, alternative venues can be sought. All learners undertake an assessment to identify their learning needs. Support and equipment is provided to learners i.e. dyslexia	To annually review processes and policies
Gender Reassignment	x			The service is inclusive to all learners, and partners have policies in place to ensure learners are supported and not discriminated against.	To annually review policies
Marriage and Civil Partnership	x			The service is inclusive to all learners, and partners have policies in place to ensure learners are supported and not discriminated against.	To annually review policies
Pregnancy and Maternity	x			The service is inclusive to all learners, and partners have policies in place to ensure learners are	To annually review policies

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		
				supported and not discriminated against.	
Race	X			The service is inclusive to all learners, and partners have policies in place to ensure learners are supported and not discriminated against.	To annually review policies
Religion or Belief	x			The service is inclusive to all learners, and partners have policies in place to ensure learners are supported and not discriminated against.	To annually review policies
Sex (Gender)	X			The service is inclusive to all learners, and partners have policies in place to ensure learners aren't discriminated against.	To annually review policies
Sexual Orientation	x			The service is inclusive to all learners, and partners have policies in place to ensure learners aren't discriminated against.	To annually review policies
Welsh Language	X			Welsh language and culture is a priority area for the service area – with the provision of courses and use of incidental Welsh embedded into lesson planning.	The inspection identified that the welsh language offer could be strengthened, a post inspection action plan has been developed to address inspection recommendations

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		
Sources of evidence to support the above: <ul style="list-style-type: none"> •Partners Safeguarding Policies •Volunteer Policies •Lesson Plan and Schemes of work •WEST assessment 					

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			There are no direct links. However, environmental and global concerns are embedded into many lesson plans and schemes of work. Along with global citizenship	To review schemes of works and lesson plans
Sources of evidence to support the above: <ul style="list-style-type: none"> •Partners Lesson plan and schemes of work 					

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	4 of 4	0 of 4	0 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

Summary:

No negative impacts have been identified against the Well-being Objectives, the Sustainable Development Principles and Biodiversity. The main positive impacts are;

- **Wellbeing objectives-** the proposal outlines and provides evidence that learners wellbeing is important and supported, there are good learning and training opportunities for citizen aged 16yrs plus. The skills and accredited learning provides the citizens of Merthyr Tydfil to gain employment and reach further educational goals such as further and higher education- increasing aspirations.
- **Sustainable Development Principles** the proposal outlines and provides evidence that safeguard the long term educational needs of children, young people and adults to maximize their capabilities and have control over their lives. ACL has been developed within community groups and delivered working in partnership with key stakeholders in the County Borough.
- **Protected Characteristics and Welsh language** are that the proposal will provide access to arts and culture and will promote the use of the Welsh language and encourage people to use their Welsh skills when using Council services.
- **Biodiversity** the provision encourages awareness raising and understanding about the global world, impact of not recycling and diversity of plants and animals as part of its educational provision.

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
Key actions set out in the Estyn Post Inspection Action Plan (PIAP)	May 2021	ACL Partnership	Quarterly reviews, and final review with ESTYN at 12mths	

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			

8. Sign off section

Approved by: _____

Job Title: _____

Approval date: _____