

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:	Period Dignity
Officer completing Impact Assessment:	Sarah Bowen
Lead Officer / Project Manager:	Sarah Bowen
Service:	Learning- Inclusion
Impact Assessment completion date:	19/10/20

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

This report provides Members with information on how the grant from Welsh Government for “Period Dignity” has been used and the plans for the future spend of this grant.

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 objective provides young female pupils with free sanitary products. This allows them the privacy to access these products when in school without cost and without having to ask a staff member.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.
<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 objective provides young female pupils with free sanitary products. This means that young females can attend school without the worry of being unprepared.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.
<p><u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.</p>	X			This objective will educate young females on the benefits of using more environmentally friendly products in order to become more responsible citizens.	More environmentally friendly products and learning resources are to be sourced for schools.
<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 objective provides young female pupils with free sanitary products. This means that the young females can attend school without the worry of being unprepared.	

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		
Sources of evidence to support the above: <ul style="list-style-type: none"> •Contract with PHS and invoices •Quotes for environmentally friendly products •Letters from Welsh Government •Resources for young females 					

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.	This objective provides young female pupils with free sanitary products and will facilitate the long term improvements of standards, attendance and wellbeing.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.
Prevention - Preventing problems before they happen.	This objective provides young female pupils with free sanitary products. This means that young females can attend school without the worry of being unprepared.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.
Integration - Integrating with other strategies.	This objective integrates with strategies around attendance, wellbeing and raising standards.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.
Collaboration - Collaborating with others.	This objective has facilitated collaboration with school staff, pupils and outside providers and community groups.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.
Involvement - Involving people and communities.	As part of this objective pupil voice has been gained to better understand the needs of the young females in our schools.	Further consultation with pupils will be arranged in respect of purchasing more environmentally friendly products and the quality of the resource that is to be provided.
Sources of evidence to support the above: <ul style="list-style-type: none"> • Business Improvement Plan • Anti-bullying Guidance • Wellbeing Handbook • Raising Aspirations Strategy • Resources for young females 		

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 objective provides young female pupils with free sanitary products. This allows them the privacy to access these products when in school without cost and without having to ask a staff member.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.
Disability	X			This objective provides young female pupils with free sanitary products. This allows them the privacy to access these products when in school without cost and without having to ask a staff member.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.
Gender Reassignment	X			This objective provides young female pupils with free sanitary products. This allows them the privacy to access these products when in school without cost and without having to ask a staff member.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.
Marriage and Civil Partnership			N/A		
Pregnancy and Maternity	X			This objective provides young female pupils with free sanitary products. This allows them the privacy to access these products when in school without cost and without having to ask a staff member.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.
Race	X			This objective provides young female pupils with free sanitary products. This	Stocks will be replenished as required. Equipment will be serviced as per the

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	Positive	Negative	N/A		
				allows them the privacy to access these products when in school without cost and without having to ask a staff member.	contract. More environmentally friendly products and learning resources are to be sourced for schools.
Religion or Belief	X			This objective provides young female pupils with free sanitary products. This allows them the privacy to access these products when in school without cost and without having to ask a staff member.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.
Sex (Gender)	X			This objective provides young female pupils with free sanitary products. This allows them the privacy to access these products when in school without cost and without having to ask a staff member.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.
Sexual Orientation	X			This objective provides young female pupils with free sanitary products. This allows them the privacy to access these products when in school without cost and without having to ask a staff member.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.
Welsh Language	X			This objective provides young female pupils with free sanitary products. This allows them the privacy to access these products when in school without cost and without having to ask a staff member.	Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.

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"> • Business Improvement Plan • Anti-bullying Guidance • Wellbeing Handbook • Raising Aspirations Strategy • Resources for young females 					

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			The young females will have the opportunity to choose more environmentally friendly products. They will be taught how to be responsible individuals and respect their environment.	The young females are taught how to be responsible individuals and respect their environment.
Sources of evidence to support the above: <ul style="list-style-type: none"> • Welsh Government educational resource • Resources from supplier 					

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>)	9 of 10	0 of 10	1 of 10
4. Biodiversity	1 of 1	0 of 1	0 of 1

Summary:

The main positive impacts against:

- The **Well-being Objectives** are that the proposal would provide young female pupils with free sanitary products. This would allow for improved wellbeing, dignity and outcomes.
- The **Sustainable Development Principles** are that the proposal would safeguard the long term health and educational needs of young females. The proposal seeks the engagement of young females and outside providers.
- The **Protected Characteristics** and **Welsh language** are that the proposal will provide support for all young females with protected characteristics and will promote the use of the Welsh language where appropriate.
- **Biodiversity** are that the proposal would encourage awareness raising and understanding about becoming ethical and responsible citizens.

There are no negative impacts as a result of this proposal.

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
Stocks will be replenished as required. Equipment will be serviced as per the contract. More environmentally friendly products and learning resources are to be sourced for schools.	March 31 st 2020	Sarah Bowen		Further sanitary products have been purchased. Environmentally friendly products are to be purchased. Learning resources will be shared with schools once published by Welsh Government.

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: _____