

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:	Changes to Reporting of Performance Measures *
Officer completing Impact Assessment:	Sue Walker
Lead Officer / Project Manager:	Sue Walker
Service:	Learning Department
Impact Assessment completion date:	21 st October 2020

Changes to Performance Measures that are published by Welsh Government

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	Due to changes in reporting mechanisms from Welsh Government we are no longer able to measure progress robustly against school, regional and national figures	Working with HTs to secure a local solution to measure progress
<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		

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 future plan will enable the LA to ensure that young people are better equipped to enter the work of employment, training for further education	
Prevention - Preventing problems before they happen.	The clear plan mitigates for young people not attaining the best they possibly can	
Integration - Integrating with other strategies.	Working with Economic Growth partnership will ensure better opportunities for schools and young people to achieve. The plan also reflects the ambitions of the proposed RARS strategy	
Collaboration - Collaborating with others.	Wider partnership increase the opportunity for young people to access better education and future employment. Work with the regional consortia ensures our schools are being supported and challenged at all levels	
Involvement - Involving people and communities.	Discussion with relevant stakeholders ensures all buy into improved outcomes for young people	

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	There will be no impact	
Disability			x	There will be no impact	
Gender Reassignment			X	There will be no impact	
Marriage and Civil Partnership			X	There will be no impact	
Pregnancy and Maternity			X	There will be no impact	
Race			X	There will be no impact	
Religion or Belief			x	There will be no impact	
Sex (Gender)			x	There will be no impact	
Sexual Orientation			X	There will be no impact	
Welsh Language			X	There is no secondary Welsh language school in the authority	
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	At this stage there is neither a positive or negative affect on Biodiversity	
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	0 of 4	0 of 4	4 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>)	0 of 10	0 of 10	10 of 10
4. Biodiversity	0 of 1	0 of 1	1 of 1
<u>Summary:</u> There are no negative impacts associated with this report.			

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: _____