

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:	Annual Performance Report 2019 - 2020
Officer completing Impact Assessment:	Matthew Rivers
Lead Officer / Project Manager:	Matthew Rivers
Service:	Corporate Services
Impact Assessment completion date:	15 th October 2020
Please give a brief description of the aims of the proposal:	
<p>The purpose of this report is to provide the performance position for Merthyr Tydfil County Borough Council (MTCBC) relating 2019/20. Doing this we have strengthened how we evaluate our performance. We have a cycle of self-evaluation that runs throughout the year. Our findings and judgements are presented to our Scrutiny Committees (made up of Elected Members as well as other Members) where they are challenged. This has taken place for the judgements contained in this report.</p>	

As this report relates to 2019/20, it contains information and data prior to the Coronavirus pandemic and the work undertaken in 2020 developing our Recovery, Transformation and Improvement Plan. This report focuses on performance against our well-being objectives. In future years this will be expanded to reference how we are delivering improvement and how support services do this. The sections below summarise useful details to supplement the main body of this report.

The overall position for the delivery of the well-being objectives in the Corporate Well-being Plan is Adequate. This means: 'some strengths where our comparative position is lower median, with some rates of improvement and/or evidence of some positive impact on change to outcomes'.

Of the four well-being objectives: 1 has been judged unsatisfactory and 3 have been judged adequate.

Well-being Objective – Best Start: Unsatisfactory

Well-being Objective – Working Life: Adequate

Well-being Objective – Living Well: Adequate

Well-being Objective – Environmental Well-being: Adequate

During 2019/20 we have improved in 32% of our indicators (11 of 34) compared to 2018/19.

We have decreased in 38% of our indicators (13 of 34) in 2019/20 when compared to 2018/19, however, some of these are small changes.

None of our indicators stayed exactly the same.

We have not been able to report on 30% of our indicators (10 of 34) due to changes in Welsh Government legislation (Education) and the availability of data due to delays caused by the Coronavirus pandemic. It is envisaged that this position will improve in future months to allow for more data to be reported for next year.

As such, MTCBC has improved in 46% (11 of 24) of the indicators that are available for 2019/20 and have decreased in 54% (13/24) of the indicators available for 2019/20, both when compared to 2018/19.

We have shown increased contribution to the national well-being goals and five ways of working through our case studies.

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			The Annual Performance Report (APR) reviews and enables development and improvement across this objective.	This is achieved by identifying judgements across the objective so that areas can be strengthened. This is then delivered through the five ways of working.
<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			The Annual Performance Report (APR) reviews and enables development and improvement across this objective.	This is achieved by identifying judgements across the objective so that areas can be strengthened. This is then delivered through the five ways of working.
<p><u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.</p>	X			The Annual Performance Report (APR) reviews and enables development and improvement across this objective.	This is achieved by identifying judgements across the objective so that areas can be strengthened. This is then delivered through the five ways of working.
<p><u>Living Well</u> People are empowered to live independently within their communities, where they feel</p>	X			The Annual Performance Report (APR) reviews and enables development and improvement across this objective.	This is achieved by identifying judgements across the objective so that areas can be strengthened. This is then delivered through the five ways of working.

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		
safe and enjoy good physical and mental health.					is then delivered through the five ways of working.
Sources of evidence to support the above: MTCBC Annual Performance Report 2019 – 2020					

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.	Under the Well-being of Future Generations (Wales) Act 2015, each area within the APR will assess and make judgements against this way of working.	The challenge and reflection within the APR allows us to better plan in line with this way of working. This strengthens the delivery going forward.
Prevention – Preventing problems before they happen.	As above.	As above.
Integration - Integrating with other strategies.	As above.	As above.
Collaboration - Collaborating with others.	As above.	As above.
Involvement - Involving people and communities.	As above.	As above.
Sources of evidence to support the above: MTCBC Annual Performance Report 2019 – 2020		

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	Each area within the APR will need its own assessment against the protected characteristics. This report reports judgements against the well-being duty.	Each area within the APR will need its own assessment against the protected characteristics.
Disability			x	As above.	As above.
Gender Reassignment			x	As above.	As above.
Marriage and Civil Partnership			x	As above.	As above.
Pregnancy and Maternity			x	As above.	As above.
Race			x	As above.	As above.
Religion or Belief			x	As above.	As above.
Sex (Gender)			x	As above.	As above.
Sexual Orientation			x	As above.	As above.
Welsh Language			x	As above.	As above.

Sources of evidence to support the above: MTCBC Annual Performance Report 2019 – 2020

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 APR integrates the well-being objectives and five ways of working to the delivery of biodiversity and ecosystem resilience.	This is achieved by identifying judgements across the well-being objectives so that areas can be strengthened. This is then delivered through the five ways of working and in line with maintaining and enhancing biodiversity and ecosystem resilience.
Sources of evidence to support the above: MTCBC Annual Performance Report 2019 – 2020					

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>)	0 of 10	0 of 10	10 of 10
4. Biodiversity	1 of 1	0 of 1	0 of 1
<p><u>Summary:</u></p> <p>The main positive impacts are around the well-being objectives and five ways of working. The APR enables us to set out and deliver services that meet our objectives and involve others, work collaboratively and integrate whilst being preventative and thinking long term.</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
Use the APR in strengthening the focus on the future document going forward.	April 2021	All stakeholders	Annually	In development

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
001	Approval of APR	October 2020	

8. Sign off section

Approved by: A Mogford

Job Title: Head of Corporate Services

Approval date: 16th October 2020