

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:	Raising Aspirations Raising Standards Strategy
Officer completing Impact Assessment:	Sue Walker
Lead Officer / Project Manager:	Sue Walker
Service:	Learning
Impact Assessment completion date:	10 th November 2020

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

To publish and launch the Learning Department's key strategy – Raising Aspirations, Raising Standards

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 fundamental aim of the strategy is to provide all learners across the county borough with the best possible education so that they can access the best possible opportunities later in life	
<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			One of the key actions within the strategy is the development of Business and Education Together Partnership (BETP) which aims to support the economy by ensuring learners have the skills to meet the future jobs market	
<p><u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.</p>	X			Within one of the goals of the strategy schools and other learning settings are supported to develop their use of open spaces and ensure these are protected for future generations	
<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			One of the goal of the strategy aims to support learners health and well-being. The work within this goals supports both increased physical activity and also more positive mental health. The strategy also seeks to support the health and wellbeing of the workforce.	
Sources of evidence to support the above:					

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 strategy articulates a long-term vision for learning activities across the county borough – when the vision is realized it will ensure that the young people of Merthyr Tydfil have a sound foundation for future training and employment	
Prevention - Preventing problems before they happen.	Within the strategy are clear actions to enable services to put in place preventative measures to stop children and young people from having their education further disrupted.	
Integration - Integrating with other strategies.	The strategy is closely linked to the ambition of the Cyfarthfa Plan, there are strategic links to the Local Development Plan and other key strategies eg early years, parenting and play align themselves to the aspirations on the RARS. The local authority WESP is also closely linked to the RARS	
Collaboration - Collaborating with others.	Stakeholder engagement has been key to the establishment of the strategy and further work is planned with businesses and the third sector during the lifespan of the strategy	
Involvement - Involving people and communities.	Throughout the lifespan of the strategy the Education Partnership Panel made up of key stakeholders will be engaged in developing the strategy further. The youth forum will play an integral role in supporting and challenging progress against the plan. Governors and headteachers will also be involved in moving the ambition of the plan forward	
Sources of evidence to support the above:		

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				
Disability	X				
Gender Reassignment	X				
Marriage and Civil Partnership			X		
Pregnancy and Maternity			X		
Race	X				
Religion or Belief	X				
Sex (Gender)	X				
Sexual Orientation	X				
Welsh Language	X				
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				
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	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>)	8 of 10	0 of 10	2 of 10
4. Biodiversity	1 of 1	0 of 1	0 of 1
<p><u>Summary:</u></p> <p>The main positive impacts are improved educational and aspirational outcomes for children and young people.</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: _____

Job Title: _____

Approval date: _____