

# **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.

<b>Title of Project / Report:</b>	School Balances 2019-2021
<b>Officer completing Impact Assessment:</b>	Joanna Lewis
<b>Lead Officer / Project Manager:</b>	Joanna Lewis
<b>Service:</b>	Learning Department
<b>Impact Assessment completion date:</b>	14 <sup>th</sup> December 2020

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

Cabinet Information report on the position statement of schools balances.

## 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		
<b><u>Best Start to Life</u></b> 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.			X	The report presents a position statement on schools balances. There is no proposal or change being reported on within this report.	N/a
<b><u>Working Life</u></b> 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.			X	The report presents a position statement on schools balances. There is no proposal or change being reported on within this report.	N/a
<b><u>Environmental Well-being</u></b> Communities protect, enhance and promote our environment and countryside.			X	The report presents a position statement on schools balances. There is no proposal or change being reported on within this report.	N/a
<b><u>Living Well</u></b> People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.			X	The report presents a position statement on schools balances. There is no proposal or change being reported on within this report.	N/a
<b>Sources of evidence to support the above:</b>					

**2. Sustainable Development Principles (The Five Ways of Working)**

**Does your proposal demonstrate you have met the sustainable development principles (five ways of working)?**

<b>Five Ways of Working</b>	<b>How does your proposal demonstrate you have met the five ways of working?</b>	<b>Are there any additional actions to be taken to better contribute to the five ways of working and/or mitigate any negative impacts?</b>
<b>Long Term -</b> Thinking and planning for the long term.	The report presents a position statement on schools balances.  There is no proposal or change being reported on within this report.	N/a
<b>Prevention -</b> Preventing problems before they happen.	The report presents a position statement on schools balances.  There is no proposal or change being reported on within this report.	N/a
<b>Integration -</b> Integrating with other strategies.	The report presents a position statement on schools balances.  There is no proposal or change being reported on within this report.	N/a
<b>Collaboration -</b> Collaborating with others.	The report presents a position statement on schools balances.  There is no proposal or change being reported on within this report.	N/a
<b>Involvement -</b> Involving people and communities.	The report presents a position statement on schools balances.  There is no proposal or change being reported on within this report.	N/a
<b>Sources of evidence to support the above:</b>		

**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 is no impact on any protected characteristic	N/a
Disability			X	There is no impact on any protected characteristic	N/a
Gender Reassignment			X	There is no impact on any protected characteristic	N/a
Marriage and Civil Partnership			X	There is no impact on any protected characteristic	N/a
Pregnancy and Maternity			X	There is no impact on any protected characteristic	N/a
Race			X	There is no impact on any protected characteristic	N/a
Religion or Belief			X	There is no impact on any protected characteristic	N/a
Sex (Gender)			X	There is no impact on any protected characteristic	N/a

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		
Sexual Orientation			X	There is no impact on any protected characteristic	N/a
Welsh Language			X	There is no impact on any protected characteristic	N/a
<b>Sources of evidence to support the above:</b>					

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 is no impact on any protected characteristic	N/a
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
<b>1. Merthyr Tydfil Well-being Objectives</b>	0 of 4	0 of 4	4 of 4
<b>2. Sustainable Development Principles - How have you considered the five ways of working:</b> <ul style="list-style-type: none"> <li>• Long term</li> <li>• Prevention</li> <li>• Integration</li> <li>• Collaboration</li> <li>• Involvement</li> </ul>	0 of 5	0 of 5	5 of 5
<b>3. Protected Characteristics</b> ( <i>including Welsh Language</i> )	0 of 10	0 of 10	10 of 10
<b>4. Biodiversity</b>	0 of 1	0 of 1	1 of 1
<p><b><u>Summary:</u></b></p> <p>No positive or negative impacts have been identified against the Well-being Objectives, the Sustainable Development Principles, the Protected Characteristics, Welsh Language or Biodiversity.</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
N/a				

## 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
1.0	Cabinet Information Report	14 <sup>th</sup> December 2020	None

## 8. Sign off section

Approved by: Anthony Lewis

Job Title: Head of School Planning & Improvement

Approval date: 14<sup>th</sup> December 2020