

# **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>	Foster Carer Incentives
<b>Officer completing Impact Assessment:</b>	Taryn Stephens
<b>Lead Officer / Project Manager:</b>	Alastair Cope
<b>Service:</b>	Fostering Services
<b>Impact Assessment completion date:</b>	14.12.20

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

The purpose of this report is to update Cabinet on the incentives available to Merthyr Tydfil mainstream foster carers. The report provides an overview of the incentives available and update Cabinet on the impact of the council tax incentive agreed by the Local Authority in November 2019

## 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><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.</p>	X			This is an information report- Increased number of Local Authority foster carers allow for an increase in high quality placements and better matching, allowing the young people we care for to have an improved start in life.	This is an information report- New reduction in CT will increase amount of enquiries and potential carers coming through the front door. Supervising social workers will continue to monitor assessed placements for their quality.
<p><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.</p>	X			This is an information report- Will increase retention across current crop of foster carers due to an increase in foster carers feeling valued and supported in their roles, increasing placement stability. Will improve marketing around being a foster carer for Merthyr Tydfil, meaning more people can be skilled up into that role.	This is an information report- New LA offer will be incorporated into recruitment strategy upon approval. This will appeal to new carers to be attracted to foster for MT.
<p><b><u>Environmental Well-being</u></b> Communities protect, enhance and promote our environment and countryside.</p>	X			This is an information report- Increase in foster carers living in and around Merthyr Tydfil area means less placements outside that radius resulting less travel in staff cars, transportation for education and contact.	
<p><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.</p>	X			This is an information report- Localised support around Merthyr Tydfil young people will increase the ability for them to live independently within their community.	

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><b>Sources of evidence to support the above:</b>            The challenges facing fostering services nationally and the case for change are well documented through the National Fostering Framework (NFF) 'First Thoughts' paper and Phase One and Two Reports. These can be summarised as: 'growing concerns about the overall effectiveness and sustainability of fostering services in Wales; placement pressures and our current inability to match needs and placement options well enough; and Difficulties in recruiting foster carers and in providing them with the range of skills and support needed for the complex and challenging work they undertake.' (National Fostering Framework, 2016, p.3).</p>					

**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.	This is an information report- MTCBC have experienced difficulties in the recruitment of foster carers. Each year foster carers will be lost to each authority due to retirement, sickness, change of career, change to Independent Fostering Agency (IFA) and other life events. It is not only necessary to ensure that these numbers are replaced in order to meet the demand we have currently, but also that year on year we increase the number of Local Authority foster carers in Cwm Taf in order to meet the future demands of children who are Looked After in the region.	This is an information report- Continual regional working group meetings and attendance at WG SSG Committee. Continual review of impact of proposal through quarterly reporting by regional recruitment team.
<b>Prevention -</b> Preventing problems before they happen.	This is an information report- The difficulties in LA's recruiting foster carers have been well documented.	This is an information report- Regular consultation with supervising social workers, foster carers and young people will need to continue to ensure we are identifying and acting on problems before they arise.
<b>Integration –</b> Integrating with other strategies.	This is an information report- Developing the current offer supports the WG objectives of the National Fostering Framework as laid out in the regional work programme and business case. Also links with what other LA's are implementing across Wales and within the region	This is an information report- Attendance at NFF meetings, regional work programme linking into NFF work programme.
<b>Collaboration –</b> Collaborating with others.	This is an information report- Brings in line to what other authorities are implementing in the region to ensure the benefits laid out in the business case are consistent across the region and support the harmonisation workstream of the NFF.	This is an information report- Regular monitoring meetings through the regional working group, NFF RDM's meetings and presence on the NFF Strategic Steering group committee.
<b>Involvement –</b> Involving people and communities.	This is an information report- Consultation with foster carers and social workers has already taken place. This will continue to ensure the proposal is being delivered effectively and becomes operational reality.	T This is an information report- his is an information report- Regular consultation with foster carers and young people will need to continue to ensure the project remains fit for purpose.
<p><b>Sources of evidence to support the above:</b>  A lack of Local Authority foster carers can lead to an increase in the number of children who are placed in expensive Independent Fostering Agency (IFA) placements, sometimes in out of county placements which causes additional complexity and costs in relation to staff time and expenses. Experience of IFA's demonstrates the importance of a robust offer when recruiting foster carers. Work undertaken by the NFF and regional</p>		

recruitment team has documented the importance of a customer focused, responsive service that delivers an offer over and above what other agencies can.

### 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 is an information report- Increased availability of placements will improve outcomes for children and young people across the LA	This is an information report- Conitnual monitoring of project in place by RDM including consultation with young people
Disability	X			This is an information report- Opening up opportunities for respite placements/ shortbreaks for children with disabilities.	This is an information report- Promotion planned for all types of placements through campaigns/ social media.
Gender Reassignment			X		
Marriage and Civil Partnership			X		
Pregnancy and Maternity			X		
Race	X			Greater availability of placement choice enables better matching with BAME children.	

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		
Religion or Belief	X			Greater availability of placement choice enables better matching with children from certain religious groups.	
Sex (Gender)			X		
Sexual Orientation	X			Fostering is open to all, including those from LGBT community, this will be actively promoted in MTCBC.	
Welsh Language	X			All marketing materials and council tax renewals will be actively offered in Welsh language.	All materials sent to translation prior to production.
<b>Sources of evidence to support the above:</b> Recruitment and marketing strategy.					

#### 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		

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		
<b>Sources of evidence to support the above:</b>					

## 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>	4 of 4	0 of 4	0 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>	5 of 5	0 of 5	0 of 5
<b>3. Protected Characteristics</b> ( <i>including Welsh Language</i> )	5 of 10	0 of 10	5 of 10
<b>4. Biodiversity</b>	0 of 1	0 of 1	1 of 1
<p><b><u>Summary:</u></b></p> <p>The main positive impacts are collaboration, long term planning and improvement to the best start in life for children who are looked after.</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

## 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: \_\_\_\_\_