

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:	3-16 VA School Site Selection *
Officer completing Impact Assessment:	Anthony Lewis
Lead Officer / Project Manager:	Anthony Lewis
Service:	Education
Impact Assessment completion date:	17 th December 2020

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

The proposal is to choose a preferred site for the 3-16 VA school. This will then to be taken forward as a capital build project through the 21st Centruy School Programme.

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			<p>A 21st Century Schools New Build will provide state of the art facilities that will enhance the learning experience and opportunities for pupils.</p> <p>The new build is also required to bring together the current four schools from across different sites onto a single site in order to have an all through education experience and this is critical to the successful delivery of the 3-16 proposal.</p>	Stakeholder engagement to include the current schools in the design of the new build
<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			<p>The proposed enhanced community facility will be an all weather surface that will provide more opportunity for increased use to improve the physical and mental health and wellbeing outcomes in children, young people and the wider community.</p>	Stakeholder engagement to include the community in the design of the new build including discussions of the future community use of the facilities.
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 new school will replace the current four schools which do not provide good condition schools. The new building will provide a new fit for purpose 3 – 16 21 st Century school that ensures Catholic education facilities will be appropriate over the long-term period.	
Prevention - Preventing problems before they happen.	The new school will be built and operational before the existing schools have deteriorated to the extent of becoming H&S risks thgouhg their ongoing operation. Maintenance costs would be a concern for a number of the schools going forwards.	Ongoing engagement with the community will be undertaken through the design development stage as part of the project group to address and mitigate any emerging concerns.
Integration - Integrating with other strategies.	This proposal is an integral part of the local authority's new RARS strategy, the 21 Centruy School Band B Strategic Outline Programme and the Focus on the Future Plan	
Collaboration - Collaborating with others.	MTCBC have work in collaboration with the Archdiocese to develop these proposal and with Atkins to develop the feasibility study and consultation options.	
Involvement - Involving people and communities.	The selection of the proposed site was subject of a full public and stakeholder consultation.	Ongoing engagement with the community will be undertaken through the design development stage as part of the project group.
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			The project is for the construction of a new 3-16 21st Century school to provide enhanced education facilities.	
Disability	x			The project will be fully compliant with the Equalities Act	
Gender Reassignment			x		
Marriage and Civil Partnership			x		
Pregnancy and Maternity			x		
Race			x		
Religion or Belief	x			The proposal will secure the provision of catholic education within the local authority	
Sex (Gender)			x		
Sexual Orientation			x		
Welsh Language			x		

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		
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	The proposal selects a site and enables the project to move to design development. A feasibility study indicates no negative biodiversity impacts but further detailed design development is required.	
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	2 of 4	0 of 4	2 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>)	3 of 10	0 of 10	7 of 10
4. Biodiversity	0 of 1	0 of 1	1 of 1
<p><u>Summary:</u></p> <p>The main positive impacts are that the proposal to choose a 3-16 school site with a shared and enhanced community facility makes a positive contribution to the 'Best Start to Life' and 'Living Well' wellbeing objectives.</p> <p>There are no negative impacts. At this stage there are no impacts on Biodiversity but that may change as the project progress through its phases.</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
Stakeholder group engagement as part of design 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
1.0	Cabinet Report	17 th December 2020	None

8. Sign off section

Approved by: Sue Walker

Job Title: Chief Officer Learning

Approval date: 17th Dec 2020