

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: | DECISION OF THE ADJUDICATION PANEL FOR WALES IN RESPECT OF A COMPLAINT ABOUT AN ELECTED MEMBER |
| Officer completing Impact Assessment: | Ann Taylor |
| Lead Officer / Project Manager: | Simon Jones |
| Service: | Legal |
| Impact Assessment completion date: | 5 January 2021 |

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

To update Council on a decision made by the Adjudication Panel for Wales in respect of a complaint about an elected member

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> | | | ✓ | | |
| <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> | | | ✓ | | |
| <p><u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.</p> | | | ✓ | | |
| <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> | | | ✓ | | |
| <p>Sources of evidence to support the above:</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)?

| 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. | n/a | n/a |
| Prevention - Preventing problems before they happen. | n/a | n/a |
| Integration - Integrating with other strategies. | n/a | n/a |
| Collaboration - Collaborating with others. | n/a | n/a |
| Involvement - Involving people and communities. | n/a | n/a |
| 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 | | | ✓ | | |
| Disability | | | ✓ | | |
| Gender Reassignment | | | ✓ | | |
| Marriage and Civil Partnership | | | ✓ | | |
| Pregnancy and Maternity | | | ✓ | | |
| Race | | | ✓ | | |
| Religion or Belief | | | ✓ | | |
| Sex (Gender) | | | ✓ | | |
| Sexual Orientation | | | ✓ | | |
| Welsh Language | | | ✓ | | |

| 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 | | | ✓ | | |
| 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 | 0 of 4 | 0 of 4 | 4 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 | 0 of 5 | 0 of 5 | 5 of 5 |
| 3. Protected Characteristics (<i>including Welsh Language</i>) | 0 of 10 | 0 of 10 | 0 of 10 |
| 4. Biodiversity | 0 of 1 | 0 of 1 | 1 of 1 |
| <p><u>Summary:</u></p> <p>There are no positive or negative impacts.</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: _____