

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:	Preparation for Adulthood – Transition Policy
Officer completing Impact Assessment:	Jon Eyre – Principal Manager Safeguarding
Lead Officer / Project Manager:	Jon Eyre
Service:	People and Performance
Impact Assessment completion date:	08th January 2021

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

To establish the Preparation for Adulthood – Transition document as a Merthyr Tydfil Policy.

This includes establishing how assessment of the young person will take place. In particular the roles of children's and adult services and that of wider partner agencies. Additionally how the Social Services and Wellbeing Act 2014 will be applied with particular reference to use of the National Eligibility Criteria in how social care will be provided.

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		
<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.	X			Young people being better prepared for adulthood will result in being equipped with the skills they need.	Improved collaborative work between children's and adult services and multiagency partners. Better planning and certainty for young people.
<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.	X			Young people being better prepared for adulthood will result in being equipped with the skills they need. These skills will be needed by local businesses.	Improved collaborative work between children's and adult services and multiagency partners. Better planning and certainty for young people.
<u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.			X	Impact on the local environment will be minimal.	
<u>Living Well</u> People are empowered to live independently within their communities, where they feel	X			Improved skills include those of independence and are likely to lead to better overall health.	Improved collaborative work between children's and adult services and multiagency partners. Better

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		
safe and enjoy good physical and mental health.					planning and certainty for young people.
Sources of evidence to support the above: https://www.scie.org.uk/files/children/transition/social-workers-role-supporting-learning-disabilities/scie-preparing-for-adulthood.pdf					

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.	Reduced dependency on longer term services by building on the resources available to the young person	
Prevention - Preventing problems before they happen.	Reduced dependency on longer term services by building on the resources available to the young person	
Integration - Integrating with other strategies.	Building a better skill base with our young people supports our strategies relating to improving local employment and supports business.	
Collaboration - Collaborating with others.	This Policy brings closer together children's and adult services as well as wider agency partners.	
Involvement - Involving people and communities.	This policy has person centered practice at its heart.	
<p>Sources of evidence to support the above:</p> <p>In the body of the Policy document.</p>		

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			Less possibility of discrimination due to a young age	
Disability	X			Promotion of what matters to the young person's and their personal outcomes	
Gender Reassignment			X	Anti discriminatory practice will be considered as part of the transition assessment	
Marriage and Civil Partnership			X	Anti discriminatory practice will be considered as part of the transition assessment	
Pregnancy and Maternity			X	Little direct relevance although some young people may be pregnant.	
Race	X			Anti discriminatory practice will be considered as part of the transition assessment	
Religion or Belief	X			Anti discriminatory practice will be considered as part of the transition assessment	
Sex (Gender)	X			Anti discriminatory practice will be considered as part of the transition assessment	
Sexual Orientation	X			Anti discriminatory practice will be considered as part of the transition assessment	

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		
Welsh Language	X			Anti discriminatory practice will be considered as part of the transition assessment	
Sources of evidence to support the above:					
The policy document itself and the details of the Social Services and Wellbeing Act 2014					

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	Little direct relevance	
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	3 of 4	0 of 4	1 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>)	7 of 10	0 of 10	3 of 10
4. Biodiversity	0 of 1	0 of 1	1 of 1
<p><u>Summary:</u></p> <p>The main positive impacts are an improved skills base and wellbeing of the individual.</p> <p>The main negative impacts are. No significant 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
No negative impacts to mitigate				

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: _____