

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:	Annual Equality Report for 2019 -2020
Officer completing Impact Assessment:	Amii Cooper
Lead Officer / Project Manager:	Amii Cooper / Lorna Townsend
Service:	Corporate Services
Impact Assessment completion date:	4 TH March 2021

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

To present the Council's Annual Equality Report for 2019-2020 to Cabinet, which includes progress against delivering the Council's Equality Objectives for 2016-2020.

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			The Council's Equality Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals.	Continue to work towards delivering the Council's Equality Objectives.
<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			The Council's Equality Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals.	Continue to work towards delivering the Council's Equality Objectives.
<p><u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.</p>	X			The Council's Equality Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals.	Continue to work towards delivering the Council's Equality Objectives.
<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			The Council's Equality Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals.	Continue to work towards delivering the Council's Equality Objectives.
<p>Sources of evidence to support the above: Council's Strategic Equality Plan for 2016-2020 and Annual Equality Report for 2019-2020.</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.	The Council's Equality Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals and link to the Sustainable Development Principles. The aim of the Council's Equality Vision for Merthyr Tydfil is to be a place where diversity is valued and respected and everyone can participate, flourish and have the opportunity to fulfil their potential free from discrimination and prejudice.	Continue to work towards delivering the Council's Equality Objectives.
Prevention - Preventing problems before they happen.	The aim of the Council's Strategic Equality Plan for 2016-2020 is to address the barriers that people face in accessing public services.	As above.
Integration - Integrating with other strategies.	The Council's Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals and link to the Sustainable Development Principles that are set out in the Well-being of Future Generations (Wales) Act 2015.	As above.
Collaboration - Collaborating with others.	The Council's Strategic Equality Plan for 2016-2020 was prepared working in collaboration with Council Officers and key stakeholders that represent hard to reach groups in the community.	As above.
Involvement - Involving people and communities.	To support the review of the Council's Strategic Equality Plan and Equality Objectives, a Task and Finish Group was established. The Task and Finish Group consisted of the Council's Equalities Champion, Council Officers and key stakeholders that represent hard to reach groups in the community.	As above.

Sources of evidence to support the above:

Council's Strategic Equality Plan for 2016-2020 and Annual Equality Report for 2019-2020.

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 Council's Annual Equality Report for 2019-2020 notes progress across all aspects of the Council's equalities work, including progress on delivering its Equality Objectives for 2016-2020, which impact positively on all of the protected characteristics.	Continue to work towards delivering the Council's Equality Objectives.
Disability	X			Please see above response.	Please see above response.
Gender Reassignment	X			Please see above response.	Please see above response.
Marriage and Civil Partnership	X			Please see above response.	Please see above response.
Pregnancy and Maternity	X			Please see above response.	Please see above response.

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		
Race	X			Please see above response.	Please see above response.
Religion or Belief	X			Please see above response.	Please see above response.
Sex (Gender)	X			Please see above response.	Please see above response.
Sexual Orientation	X			Please see above response.	Please see above response.
Welsh Language	X			<p>Welsh Language is a key element of the Council's Equality agenda. This is reflected through the Council's Welsh Language Promotional Strategy, which was approved by Full Council on 22nd November 2017.</p> <p>The Welsh Language Standards require the Council to compile an Annual Report, in relation to each financial year, that deals with the way that it has complied with the Service Delivery, Policy Making and Operational Standards.</p> <p>The Council's Welsh Language Annual Monitoring Report for 2019-2020 was approved by Cabinet on 16th September 2020 and then subsequently published on the Council's website.</p>	<p>Continue to work towards delivering the Council's Welsh Language.</p> <p>Promotional Strategy and implementing the Welsh Language Standards.</p>

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: Council's Strategic Equality Plan for 2016-2020 and Annual Equality Report for 2019-2020.					

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 Council's Annual Equality Report for 2019-2020 focuses on progress across all aspects of the Council's equalities work, including progress on delivering its Equality Objectives for 2016-2020. There is no direct impact on Biodiversity.	Integrate strategies where possible.
Sources of evidence to support the above: Council's Strategic Equality Plan for 2016-2020 and Annual Equality Report for 2019-2020.					

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	4 of 4	0 of 4	0 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>)	10 of 10	0 of 10	0 of 10
4. Biodiversity	0 of 1	0 of 1	1 of 1

Summary:

The Council's Annual Equality Report for 2019-2020 notes progress across all aspects of the Council's equalities work, including progress on delivering its Equality Objectives for 2016-2020. The Council's Equality Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals.

The Council's Annual Equality Report for 2019-2020 positively impacts on the Council's Well-being Objectives, the five ways of working and the protected characteristics (including Welsh language).

No negative impacts have been identified.

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
Obtain Cabinet approval	24 th March 2021	Business Change Team	March 2021	Report completed in readiness for consideration

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	Cabinet	24 th March 2021	
2	Council	24 th March 2021	

8. Sign off section

Approved by: A Mogford

Job Title: Head of Corporate Services

Approval date: 4th March 2021