

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:	FUTURE COMMITMENT TO DELIVERING SHARED REGIONAL EDUCATION ADVISORY SERVICES FOR CHILDREN AND YOUNG PEOPLE WITH A SENSORY IMPAIRMENT
Officer completing Impact Assessment:	Sue Walker
Lead Officer / Project Manager:	Sue Walker
Service:	Learning
Impact Assessment completion date:	8/3/21

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

The purpose of the report is for Cabinet to consider a proposition, from the Education Directors group across Bridgend, Merthyr Tydfil and Rhondda Cynon Taf (RCT) to consider a move from separate and autonomous sensory services to a shared sub-regional, educational advisory service for children and young people with a sensory impairment (*Children and young people who have a hearing (deaf), visual (blind) and/or dual sensory impairment (deafblind)*) subject to further scoping

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			The report seeks to provide a more resilient service to our most vulnerable learners	
<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		
<u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.			x		
<u>Living Well</u> People are empowered to live independently within their communities, where they feel	x			Through access to better education, vulnerable learners will be given	

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.				better skills to support them in later lives	
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 proposal looks to providing a long-term solution to an imminent issue	
Prevention - Preventing problems before they happen.	There is an expectation that there will be issues with recruitment to vital service roles in the next 18-24 months – this proposal seeks to address this issue	
Integration - Integrating with other strategies.	Integrates with RARS and ALNET	
Collaboration - Collaborating with others.	Collaboration with other LAs	
Involvement - Involving people and communities.	The proposal will involve parents and support agencies across CTM and Nationally	
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		
Disability	X				
Gender Reassignment			X		
Marriage and Civil Partnership			X		
Pregnancy and Maternity			X		
Race			X		
Religion or Belief					
Sex (Gender)			X		
Sexual Orientation			X		
Welsh Language	X				
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		
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>)	2 of 10	0 of 10	8 of 10
4. Biodiversity	0 of 1	0 of 1	1 of 1
<p><u>Summary:</u></p> <p>The main positive impacts are more resilient service for vulnerable learners through a collaborative and regional delivery approach</p> <p>The main negative impacts are</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: _____