

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:	National Fostering Framework - Regional Working
Officer completing Impact Assessment:	Taryn Stephens
Lead Officer / Project Manager:	Alastair Cope
Service:	Children's Services
Impact Assessment completion date:	March 2021
<p>Please give a brief description of the aims of the proposal: This report provides Cabinet with information regarding the proposal to align fostering recruitment across RCT, Merthyr Tydfil and Bridgend to create a Cwm Taf Morgannwg Regional front door for Fostering Services in order to handle all fostering recruitment enquiries, process applications, co-ordinate the marketing function and support potential foster carers through the process of becoming a foster carer. It is recommended that Members note the information contained within this report and give formal approval to commence specific proposals to work collaboratively with Bridgend CBC to extend the current regional front door for fostering recruitment across the whole Cwm Taf Morgannwg region.</p>	

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 expansion of the regional front door will assist our sufficiency of foster carers to best support our young people to meet their potential and feel safe.	
<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 expansion of the regional front door will assist our sufficiency of foster carers to best support our young people to meet their potential, this includes developing skills to access and sustain employment.	
<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			The expansion of the regional front door will assist our sufficiency of foster carers to best support our young people to meet their potential and feel safe.	
<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.	The proposed changes will lead to long term improvements, with the overall aim of empowering the local community to become foster carers. This will support longer term sufficiency of placements to best match our young people's needs. Better outcomes for children, financial impact for Council.	
Prevention - Preventing problems before they happen.	The proposed changes will lead to sustainable changes and efficiencies in the long term.	
Integration – Integrating with other strategies.	All of our work requires an integrated approach. Given the proposed changes there will be clear benefits to regional integration.	
Collaboration – Collaborating with others.	As above.	
Involvement – Involving people and communities.	Young people have clearly shared that they wish for closer to home placements within their local community.	
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 regional front door will welcome presentation of foster carers from a range of circumstances.	
Disability	X			The regional front door will welcome presentation of foster carers from a range of circumstances.	
Gender Reassignment	X			The regional front door will welcome presentation of foster carers from a range of circumstances.	
Marriage and Civil Partnership	X			The regional front door will welcome presentation of foster carers from a range of circumstances.	
Pregnancy and Maternity	X			The regional front door will welcome presentation of foster carers from a range of circumstances.	
Race	X			The regional front door will welcome presentation of foster carers from a range of circumstances.	
Religion or Belief	X			The regional front door will welcome presentation of foster carers from a range of circumstances.	
Sex (Gender)	X			The regional front door will welcome presentation of foster carers from a range of circumstances.	

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		
Sexual Orientation	X			The regional front door will welcome presentation of foster carers from a range of circumstances.	
Welsh Language	X			The regional front door will welcome presentation of foster carers from a range of circumstances.	
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	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>)	10 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>The main positive impacts will lead to long term improvements, with the overall aim of empowering the local community to become foster carers. This will support longer term sufficiency of placements to best match our young people's needs.</p> <p>No negative impacts have been identified.</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: _____ Lisa Curtis Jones _____

Job Title: _____ Chief Officer for Social Services _____

Approval date: _____ 10.03.21 _____