

Merthyr Tydfil County Borough Council - Integrated Impact Assessment

(Includes Well-being of Future Generations, Protected Characteristics, Welsh Language, Socio-economic Disadvantage, Sustainability and Biodiversity, Consultation/Engagement and Data/Evidence)



Before completing this Integrated Impact Assessment (IIA), please refer to the corresponding **guidance document**, which provides essential background information.

An IIA MUST be completed for:

- Any Council / Cabinet report.
- Any strategic decisions being taken where due regard is required to reduce inequalities of outcome resulting from socio-economic disadvantage.
- Any project (i.e. something that has a start and end date and is different from day to day business).
- Where you are implementing significant change e.g. service provision.

This IIA helps to support the Council in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation. This IIA must be completed at the start of any project or proposal.

| | | | | | | |
|---|---|--------------------------|--------------------------|-------------|-------------------------------------|-----------|
| Title of Report / Project: | Cyfarthfa Heritage Area Special Purpose Vehicle | | | | | |
| Officer completing IIA: | Zoe Thomas | | | | | |
| Lead Officer / Project Manager: | Zoe Thomas | | | | | |
| Service: | Housing and Regeneration | | | | | |
| IIA completion date: | 14h July 2021 | | | | | |
| Type of proposal: (please place an X in the relevant box) | <input type="checkbox"/> | Policy | <input type="checkbox"/> | Strategy | <input checked="" type="checkbox"/> | Plan |
| | <input type="checkbox"/> | Practice | <input type="checkbox"/> | Restructure | <input type="checkbox"/> | Procedure |
| | <input type="checkbox"/> | Other (please identify): | | | | |
| Give a brief description of the proposal including the aims, and any links to relevant reports or documents: | The report outlines the details of the Special Purpose Vehicle that formed one of the recommendations of the Crucible Report. | | | | | |

1. Merthyr Tydfil Well-being Objectives

Does your proposal help to deliver any of the Council's Well-being Objectives?

How does your proposal help to deliver any or all of the Council's Well-being Objectives?

| 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? How will you know when this has been achieved? |
|---|---|----------|---------|---|---|
| | Positive | Negative | Neutral | | |
| Best Start to Life - 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 projects key focus is on children and young people and to regenerate the heritage area into a place they can learn, visit and play. | A number of projects identified in the plan focus on engagement with children and young people and significant engagement was undertaken with schools and the Merthyr Tydfil College to inform the Plan's findings. |
| Working Life - 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 | | | The key aim of the Masterplan is to increase employment through investments in prioritised local or regional infrastructure supporting a regional or urban economic strategy therefore the project impacts positively. | The SPV will also create jobs locally and will seek the appointment of skilled Board Members. |
| Environmental Well-being - Communities protect, enhance and promote our environment and countryside. | X | | | The project will target the development of key historic assets within the Cyfarthfa Heritage Area and the landscape. This will create an improved perception and the opportunity to protect, enhance and promote the environment. | A landscape strategy will be required to reconnect the fragmented and dispersed built heritage assets. This will have a positive impact on the landscape setting, delivered by the SPV. |
| Living Well - People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health. | X | | | The project will enhance the Cyfarthfa Heritage Area, improve connectivity to the Town. The project will aim to develop the landscape as a resource. | The masterplan will bring a sense of pride and confidence to the community and improve quality of lives for residents and businesses within Merthyr, delivered by the SPV. |

1. Merthyr Tydfil Well-being Objectives

Does your proposal help to deliver any of the Council's Well-being Objectives?

How does your proposal help to deliver any or all of the Council's Well-being Objectives?

| | | | | | |
|------------------------------|---|-----------------|----------------|---|---|
| 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? How will you know when this has been achieved? |
| | Positive | Negative | Neutral | | |

Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):

The Cyfarthfa Plan
The Crucible Offer Letter

2. Sustainable Development Principles (The Five Ways of Working)

Does your proposal demonstrate you have met the sustainable development principles (five ways of working)?

The Well-being of Future Generations (Wales) Act 2015 requires the Council to consider how any proposals improve the social, economic, environmental and cultural well-being, whilst also looking to the future, planning for the long term and ensuring that we do not compromise the ability of future generations to meet their own needs. Please consider the national well-being goals when completing this section.

| Five Ways of Working | How does your proposal demonstrate you have met the five ways of working when developing the proposal? | Are there any additional actions to be taken to better contribute to the five ways of working and/or mitigate any negative impacts? How will you know when this has been achieved? |
|---|---|---|
| Long Term - Thinking and planning for the long term, balancing short term and long term needs. | The project focuses on the long term sustainable regeneration of the Cyfarthfa Heritage Area. The targets achieved through the delivery of the scheme will have a long term impact increasing economic growth and positioning Merthyr as a national and inter-national visitor destination. | The masterplan will become the framework for future project development for long-term thinking, project development and delivery. It is proposed the SPV will deliver this masterplan. |
| Prevention - Preventing problems occurring or getting worse. | The project will prevent the further deterioration of the key heritage assets situated within the Cyfarthfa Heritage Area and will identify sustainable use for the Castle and other heritage buildings. | Survey work has already been undertaken to identify issues and prevent deterioration and this work will be utilised as part of the commission. All work undertaken will be continued through the SPV. |
| Integration - Impact on our well-being objectives, national well-being goals and the well-being objectives of other public bodies. | The project sits within a wider policy and strategy framework at local, regional and national level. These include: Cardiff Capital Region and City Deal, WG Prosperity for All, Valley's Taskforce and local wellbeing plans. The project will also complement and be developed simultaneously with the Town Centre masterplan which is currently in development. | The Regeneration Team will maintain strong linkages with the SPV ensuring connectivity and regular reporting on projects. |
| Collaboration - Acting in collaboration with others inside and outside the Council. | Collaboration is a key consideration of the project. Engagement will be made with the private sector, local community, heritage groups, the public and national organisations to support delivery and achieve outcomes. | The plan will be delivered in conjunction with the SPV. |

| | | |
|--|---|---|
| Involvement - Involving people with an interest in achieving the well-being goals and who reflect the diversity of our communities. | Continued consultation and communication will be undertaken extensively throughout the project. | The SPV will involve key stakeholders when developing and delivering each project over the next 25 years. |
| Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'): | | |
| The Cyfarthfa Plan The Crucible Offer Letter | | |

| 3. <u>Protected Characteristics (including Welsh Language)</u> | | | | | |
|---|--|----------|---------|--|---|
| 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? | | | | | |
| The Public Sector Equality Duty requires the Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations between different groups. Please note that an individual may have more than one protected characteristic. | | | | | |
| 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? How will you know when this has been achieved? |
| | Positive | Negative | Neutral | | |
| Age - People of all ages. | | | X | The project focuses on the SPV and does not impact on age. | n/a |
| Disability - People with disabilities/long term conditions. | X | | | The project will take disability into consideration and accessibility will be included in any building design. | n/a |
| Gender Reassignment - People whose gender identity or gender expression is different to the sex they were assigned at birth. | | | X | The project focuses on the SPV and does not impact on gender reassignment. | n/a |

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?

The Public Sector Equality Duty requires the Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations between different groups. Please note that an individual may have more than one protected characteristic.

| 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? How will you know when this has been achieved? |
|---|---|----------|---------|---|--|
| | Positive | Negative | Neutral | | |
| Marriage and Civil Partnership - People who are married or in a civil partnership. | | | X | The project focuses on the SPV and does not impact on marriage and civil partnership. | n/a |
| Pregnancy and Maternity - Women who are pregnant and/or on maternity leave. | | | X | The project focuses on the SPV and does not impact on pregnancy and maternity. | n/a |
| Race - People from black, Asian and minority ethnic communities and different racial backgrounds. | | | X | The project focuses on the SPV and does not impact on race. | n/a |
| Religion or Belief - People with different religions and beliefs including people with no beliefs. | | | X | The project focuses on the SPV and does not impact on religion or belief. | n/a |
| Sex (Gender) - Women and men, girls and boys and those who self-identify their gender. | | | X | The project focuses on the SPV and does not impact on sex (gender). | n/a |
| Sexual Orientation - Lesbian, gay, bisexual, heterosexual. | | | X | The project focuses on the SPV and does not impact on sexual orientation. | n/a |

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?

The Public Sector Equality Duty requires the Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations between different groups. Please note that an individual may have more than one protected characteristic.

| 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? How will you know when this has been achieved? |
|---------------------------|--|----------|---------|---|---|
| | Positive | Negative | Neutral | | |

Welsh Language
The Welsh Language Wales Measure 2011 and the Welsh Language Standards require the Council to have 'due regard' for the positive or negative impact a proposal may have on opportunities to use the Welsh language and ensuring the Welsh language is treated no less favourably than the English language.

| | | | | | |
|--|---|--|--|---|-----|
| Welsh Language - Opportunities for people to use and promote the Welsh language, treating the Welsh language no less favourably than the English language, compliance with Welsh Language Standards, links with internal and external Welsh Language strategies. | X | | | Welsh language will be used for any materials developed relating to programme development / delivery. | n/a |
|--|---|--|--|---|-----|

Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):

The Cyfarthfa Plan
The Crucible Offer Letter

4. Socio-economic Disadvantage (Strategic Decisions)

Does your proposal impact/deliver better outcomes for those who are experiencing socio-economic disadvantage?

The Socio-economic Duty places a responsibility on the Council to have 'due regard' to how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. This duty gives us an opportunity to do things differently and put tackling inequality at the heart of key decision-making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider: Single parents and vulnerable families, pensioners, carers, looked after children, single adult households, armed forces community, people with low literacy/numeracy, people who are homeless, people who have experienced the asylum system, students, people of all ages leaving a care setting, people living in the most deprived areas of Wales, people misusing substances, people involved in the criminal justice system, people who are not in education, employment or training. Please see the guidance document for more information.

| Socio-economic Disadvantage | Does your proposal have a positive or negative impact on socio-economic disadvantage for service users, employees and/or the wider community? 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? What steps will be taken to reduce inequalities of outcome? How will you know when this has been achieved? |
|---|---|----------|---------|---|--|
| | Positive | Negative | Neutral | | |
| Low Income/Income Poverty - Unable to afford to maintain regular payments such as bills, food, clothing, transport, other essential items etc. | | | X | The project focuses on the SPV and does not impact on low income / poverty. | n/a |
| Low and/or No Wealth - Enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future. | | | X | The project focuses on the SPV and does not impact on low and / or on wealth. | n/a |

4. Socio-economic Disadvantage (Strategic Decisions)

Does your proposal impact/deliver better outcomes for those who are experiencing socio-economic disadvantage?

The Socio-economic Duty places a responsibility on the Council to have 'due regard' to how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. This duty gives us an opportunity to do things differently and put tackling inequality at the heart of key decision-making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider: Single parents and vulnerable families, pensioners, carers, looked after children, single adult households, armed forces community, people with low literacy/numeracy, people who are homeless, people who have experienced the asylum system, students, people of all ages leaving a care setting, people living in the most deprived areas of Wales, people misusing substances, people involved in the criminal justice system, people who are not in education, employment or training. Please see the guidance document for more information.

| Socio-economic Disadvantage | Does your proposal have a positive or negative impact on socio-economic disadvantage for service users, employees and/or the wider community? 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? What steps will be taken to reduce inequalities of outcome? How will you know when this has been achieved? |
|--|---|----------|---------|--|--|
| | Positive | Negative | Neutral | | |
| Material Deprivation - Unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies etc. | | | X | The project focuses on the SPV and does not impact on material deprivation. | n/a |
| Area Deprivation - Where you live e.g. rural areas, and where you work e.g. accessibility of public transport. | | | X | The project focuses on the SPV and does not impact on area deprivation. | n/a |
| Socio-economic Background - Social class i.e. parents' education, employment and income. | | | X | The project focuses on the SPV and does not impact on socio-economic background. | n/a |

4. Socio-economic Disadvantage (Strategic Decisions)

Does your proposal impact/deliver better outcomes for those who are experiencing socio-economic disadvantage?

The Socio-economic Duty places a responsibility on the Council to have ‘due regard’ to how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. This duty gives us an opportunity to do things differently and put tackling inequality at the heart of key decision-making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider: Single parents and vulnerable families, pensioners, carers, looked after children, single adult households, armed forces community, people with low literacy/numeracy, people who are homeless, people who have experienced the asylum system, students, people of all ages leaving a care setting, people living in the most deprived areas of Wales, people misusing substances, people involved in the criminal justice system, people who are not in education, employment or training. Please see the guidance document for more information.

| Socio-economic Disadvantage | Does your proposal have a positive or negative impact on socio-economic disadvantage for service users, employees and/or the wider community? 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? What steps will be taken to reduce inequalities of outcome? How will you know when this has been achieved? |
|--|---|----------|---------|--|--|
| | Positive | Negative | Neutral | | |
| Socio-economic Disadvantage - What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged? | | | X | The project focuses on the SPV and does not impact on socio-economic disadvantage. | n/a |

Sources of evidence to support the above (please use this information when completing the section ‘Data and Evidence’):

The Cyfarthfa Plan
The Crucible Offer Letter

5. Consultation and Engagement

What consultation and/or engagement has been undertaken to inform the development of the proposal?

There may be a legal requirement to consult in some instances, or a legitimate expectation that consultation will take place. Where it has been determined that consultation is required, the Gunning Principles must be adhered to.

- The proposals are still at a formative stage.
- There is sufficient information to give 'intelligent consideration'.
- There is adequate time for consideration and response.
- 'Conscientious consideration' must be given to the consultation responses before a decision is made.

Please consider: Protected Characteristic groups, those who are experiencing socio-economic disadvantage, communities and places of interest, other stakeholders, forums, community groups and community councils. Please see the guidance document for more information.

| Consultation and Engagement | Has consultation and/or engagement been undertaken on the proposal? Please place an X in the relevant box. | | | Briefly describe any recent or planned consultation and/or engagement exercises, paying particular attention to evidencing the Gunning Principles. Please identify when the consultation and/or engagement took place or will take place, or why it is not required. | Who was consulted/engaged with? Was sufficient information provided to allow an informed decision on the proposal to be made? What were the key findings of the consultation and/or engagement? Have these findings been taken into account? Is further consultation and/or engagement required? |
|---|---|----------------------|--------------|--|--|
| | Undertaken | Due to be undertaken | Not required | | |
| Requirement for consultation and/or engagement to be undertaken, or a legitimate expectation that it will take place. | X | X | | Considerable consultation was undertaken by the Ian Ritchie Team to support the creation of The Cyfarthfa Plan. Further consultation will take place during project development and delivery. | Local, regional and national stakeholders were engaged with as well as members of the public. The same groups will be targeted for any future project consultations required. |

Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):

The Cyfarthfa Plan
The Crucible Offer Letter

6. Data and Evidence

What data or other evidence has been used to inform the development of the proposal?

Evidence may include the outcome of previous consultation or engagement exercises, existing databases, pilot projects, review of customer complaints and compliments and other service user feedback, national and regional data, academic publications and reports, future trends, horizon scanning, business plans etc. Consider the sources of evidence from all of the sections in your explanation.

| Data and Evidence | Has data and evidence been used in order to inform the proposal? Please place an X in the relevant box. | | What data or other evidence has been used to inform the development of the proposal? What have been the key findings of this data and evidence? Has this data and evidence helped to inform the proposal? | How has the data and evidence helped to inform the proposal? If the data and evidence did not support the proposal, why was this? Have there been any gaps identified? If so, what steps will be taken to cover the identified gaps? |
|---|--|----|---|--|
| | Yes | No | | |
| Data and evidence used in order to inform the proposal. | X | | The creation of The Cyfarthfa Plan has supported WG in allocating funding towards the development and implementation of the 'Crucible Project'. | The Plan and the creation of the SPV has identified the need for development funding to support the development and implementation of projects. |

Sources of evidence to support the above:

The Cyfarthfa Plan
The Crucible Offer Letter

7. Biodiversity and resilience of Ecosystems

How does your proposal impact on Biodiversity and therefore the resilience of Ecosystems?

Under Section 6 of the Environment (Wales) Act 2016 we must seek to maintain and enhance Biodiversity within the proper exercise of our functions. In doing so, we must also seek to promote the resilience of Ecosystems.

| Biodiversity and resilience of Ecosystems | What is the expected 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 the maintenance and enhancement of Biodiversity? How do you know when this has been achieved? |
|--|--|----------|---------|---------|---|---|
| | Maintained | Enhanced | Reduced | Neutral | | |
| To maintain and enhance Biodiversity (and therefore promote the resilience of Ecosystems). | X | | | | Biodiversity will be a key consideration of any future project. | The Regeneration Team and SPV will liaise with Planning on any opportunities. |

Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):

8. Summary

As a result of completing this IIA, please identify below;

- The number of positive, negative or neutral scores for the Council's Well-being objectives, the sustainable development principles, protected characteristics including Welsh Language and Socio-economic disadvantage.
- If consultation and/or engagement has been undertaken, is due to take place or is not required.
- If data and evidence has been used in order to inform the proposal.
- If the proposal maintains, enhances or reduces the resilience of ecosystems.

The table below should then be included in the related Council/Cabinet report.

| | Positive Impacts | Negative Impacts | Neutral/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 (including Welsh Language) | 2 of 10 | 0 of 10 | 8 of 10 |
| 4. Socio-economic Disadvantage | 0 of 6 | 0 of 6 | 6 of 6 |
| 5. Consultation and Engagement | Undertaken | Due to be Undertaken | Not Required |
| | 1 of 1 | 1 of 1 | 0 of 1 |
| 6. Data and Evidence to inform the proposal | Yes | | No |
| | 1 of 1 | | 0 of 1 |
| 7. Biodiversity and the resilience of Ecosystems | Maintained | Enhanced | Reduced |
| | 1 of 1 | 0 of 1 | 0 of 1 |
| Summary | | | |
| The main positive impacts are: | The main positive impacts are that the SPV will support Well-being Objectives and Sustainable Development Principles through targeting economic growth, the protection of key heritage assets and the development of the landscape. The project will have a positive effect on the economy, socially and on heritage. | | |
| The main negative impacts are: | No negative impacts have been identified. | | |

9. Actions

Based on the summary of your positive and negative impacts identified in the Summary section 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 inform this proposal e.g. whether further consultation is required or more data and evidence is required to better inform the proposal.

| What are you going to do? | Estimated completion date | Who will be responsible? | Timelines/Milestones e.g. 6 months/over a year, etc. | Progress |
|---|---------------------------|-----------------------------------|--|----------|
| Create and support and SPV to deliver The Cyfarthfa Plan. | 25 years | Alyn Owen, Chris Long, Zoe Thomas | To be agreed | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

10. Version Control

The IIA should be used at the earliest stages of the development of the proposal and decision making process, and then honed and refined throughout to strengthen and shape the proposal. This section will act as an audit trail to evidence how the IIA has been developed over time.

Please use the table below to keep a record of this process so that we can demonstrate how we have delivered the sustainable development principles.

| Version No. | Decision making stage | Date considered | Brief description of any amendments made following consideration |
|-------------|-----------------------|-----------------|--|
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

11. Monitoring and Review

The implementation and the impact of the proposal should be monitored and reviewed throughout the development of the proposal.
Please identify how the proposal will be monitored and reviewed as it progresses, including the implementation of any amendments identified.

How will the implementation and the impact of the proposal and any amendments be monitored?

When will the proposal be reviewed? How frequently will this take place?

Who is responsible for monitoring and reviewing the proposal?

12. IIA Approval

IIA Approved by:

Chris Long

Job Title:

Head of Housing and
Regeneration

**IIA Approval
date:**

30th June 2021