

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:	Information Report – Youth Offending Service					
Officer completing IIA:	Lyndon Lewis					
Lead Officer / Project Manager:						
Service:	Children’s Services					
IIA completion date:	30.06.21					
Type of proposal: (please place an X in the relevant box)	<input type="checkbox"/>	Policy	<input type="checkbox"/>	Strategy	<input type="checkbox"/>	Plan
	<input type="checkbox"/>	Practice	<input type="checkbox"/>	Restructure	<input checked="" type="checkbox"/>	Procedure
	<input type="checkbox"/> Other (please identify): Update on Covid 19 and future plans					
Give a brief description of the proposal including the aims, and any links to relevant reports or documents:	The report being presented to Cabinet is an information report on the Cwm Taf Youth Offending Service. It outlines the work undertaken during the past 12 months whilst identifying the challenges and priorities for 2021/22 which includes a restructure of the service.					

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		
<p>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.</p>	X			<p>The report being presented to Cabinet is an information report on the work of the Youth Offending Service (YOS) and outlines the challenges and work undertaken during the past 12 months and highlights the key priorities for 2021/22. The work of the YOS cross cuts with the priorities of the CTM Safeguarding Board, the Community Safety Partnership and the Children's Services delivery plans.</p> <p>The YOS is in the process of optimising its prevention services and is dealing with increased numbers of 11 to 14 year olds who are presenting with more complex needs and who are on the cusp of offending or anti social behaviour. Following assessment, the YOS works alongside partner agencies to support children and families and promote desistance factors linked to offending.</p> <p>The YOS has an internal education, training and employment team (ETE) who ensure that all young people who enter into the service are supported to access opportunities to learning and training.</p>	<p>Additional actions to contribute to positive impacts are set out within the Youth Justice Plan currently out for consultation to members of the Offender Management board.</p>

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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.					
Environmental Well-being - Communities protect, enhance and promote our environment and countryside.	X			The YOS undertakes reparation work directly or indirectly to victims of crime much of which promotes the environment and benefits the community.	
Living Well - People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.	X			The YOS works closely alongside the Children's Services Dept to support the changes needed in order to safeguard children, young adults and the wider community The YOS is a multi agency team made up of professionals from a number of agencies. This includes health and substance misuse services. The interventions delivered are informed by a robust assessment framework and much of the current practice is led by a 'relationship based' trauma informed	

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	Positive	Negative	Neutral		
				approach that responds to adverse childhood experiences.	

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

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?
<p>Long Term - Thinking and planning for the long term, balancing short term and long term needs.</p>	<ul style="list-style-type: none"> The proposed restructure of the service will be essential in ensuring that more social work capacity and managerial oversight is provided to the early intervention and prevention arm of the service. Prevention business now accounts for nearly 70% of the YOS caseload. The change is partly informed by the long term demands and future challenges set out within the WG Blueprint for Youth Justice in Wales. As such, a child centred, trauma informed approach to working with children is central to the work in the longer term. 	
<p>Prevention - Preventing problems occurring or getting worse.</p>	<ul style="list-style-type: none"> As mentioned, prevention activity in the YOS now accounts for a significant proportion of the work. Referrals come into the service from a number of sources across the region including community safety, schools and Families First provision, and this can occasionally lead to waiting lists and some delays in the timeliness of assessments. Interventions focus on the safety of the children and young adults who enter the service and reducing the risk to others in the community. The Blueprint for Youth Justice in Wales Prevention Workstream is exploring ways in which a more consistent national approach to 	

	the monitoring and evaluation of prevention services can be achieved.	
Integration - Impact on our well-being objectives, national well-being goals and the well-being objectives of other public bodies.	<ul style="list-style-type: none"> The report is clear on the importance of effective partnership working. The YOS reports to the Cwm Taf Offender Management Board which in turn reports to the Community safety Partnership, and the roles and responsibilities of YOS managers is linked effectively to the sub groups of the Cwm Taf Morgannwg Safeguarding Board. 	
Collaboration - Acting in collaboration with others inside and outside the Council.	<ul style="list-style-type: none"> YOS works effectively in partnership with local authority agencies including Children's Services, and is a regular attendee on the Childrens Services Management Teams. The YOS is now assessed on a new set of Youth Justice Board National Standards and is currently driving an action plan on this work that involves all key partner agencies, including Police, Health, Education and the third sector. This work ensures strategic links to other Boards and strengthens the governance of the YOS. 	
Involvement - Involving people with an interest in achieving the well-being goals and who reflect the diversity of our communities.	<ul style="list-style-type: none"> The report outlines the service user feedback that we receive from children and victims of youth crime. Service user feedback is routinely gathered using a commissioned Veiwpoint system and this work is still being developed in order that we can inform future service delivery and better understand the needs of the cohort. 	
<p>Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'): Evidence of service user feedback is routinely presented to the Cwm Taf Offender Manager Board.</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?

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				
Disability - People with disabilities/long term conditions.	X				
Gender Reassignment - People whose gender identity or gender expression is different to the sex they were assigned at birth.			X		
Marriage and Civil Partnership - People who are married or in a civil partnership.			X		
Pregnancy and Maternity - Women who are pregnant and/or on maternity leave.			X		
Race - People from black, Asian and minority ethnic communities and different racial backgrounds.			X		
Religion or Belief - People with different religions and			X		

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	Positive	Negative	Neutral		
beliefs including people with no beliefs.					
Sex (Gender) - Women and men, girls and boys and those who self-identify their gender.			X		
Sexual Orientation - Lesbian, gay, bisexual, heterosexual.			X		
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	There are Welsh speakers within the Youth Offending Service who can assist service delivery in the medium of welsh.	

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

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?
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Low Income/Income Poverty - Unable to afford to maintain regular payments such as bills, food, clothing, transport, other essential items etc.	x			In partnership with Childrens Services, the YOS assist family's in being able to meet their basic needs when this is identified, and signposts to other services.	
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				

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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			Signposting is provided to assist family's in being able to meet their basic needs	Signposting is provided to assist family's in being able to meet their basic needs
Area Deprivation - Where you live e.g. rural areas, and where you work e.g. accessibility of public transport.			x		
Socio-economic Background - Social class i.e. parents' education, employment and income.	x			The AssetPlus Risk Assessment and Prevention assessment tools and subsequent interventions specifically aim to assist parents, carers. YOS also employs a Parenting Support Officer to	

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	Positive	Negative	Neutral		
				sign post parents to other services if necessary.	
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 Cwm Taf YOS is banded by the Youth Justice Board into a group of Welsh and UK YOTs with similar socio demographic factors. All assessments and interventions undertaken by the service aim to identify factors relating to desistance from offending but also identifies where parents and carers require support. There is also close working relationships that assist signposting but also to actively ensure that children and young adults have the best possible opportunities to achieve their potential and access education and bespoke training within the service which is also supported by YOS	

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	Positive	Negative	Neutral		
				volunteers. As outlined, children and young adults are required to provide feedback to practitioners on the service provided.	

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

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			Parents, young people and carers routinely provide feedback at the begin and end of statutory interventions with YOS.	

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

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		This is an information report which outlines the evidence provided to the Offender Management Board regarding its statutory core business and its prevention work during 2020/21 and identifies the priorities for 2021/22.	

**Sources of evidence to support the above:
Highlight reports to Offender Management Board.
Youth Justice Plan 2021/22**

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		

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)	3 of 10	0 of 10	7 of 10
4. Socio-economic Disadvantage	5 of 6	0 of 6	1 of 6
5. Consultation and Engagement	Undertaken	Due to be Undertaken	Not Required
	1 of 1	On going	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
	of 1	of 1	of 1
Summary			
The main positive impacts are:	<ul style="list-style-type: none"> • Wellbeing objectives • Protected characteristics • Socio- economic 		
The main negative impacts are:	None 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

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?	This is an information report, however there will be further annual information reports for Cabinet to monitor the development of the supporting change agenda
When will the proposal be reviewed? How frequently will this take place?	Annually
Who is responsible for monitoring and reviewing the proposal?	Head of Services Chief Officer Social Services Elected Members

12. IIA Approval

IIA Approved by:	Lisa Curtis Jones	Job Title:	Chief Officer Social Services	IIA Approval date:	05.05.21
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