

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:	3-16 VA Catholic School Site Selection					
Officer completing IIA:	Anthony Lewis					
Lead Officer / Project Manager:	Anthony Lewis					
Service:	Learning					
IIA completion date:	18 th May 2021 – update 2 nd July 2021					
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 type="checkbox"/>	Procedure
	<input checked="" type="checkbox"/>	Other (please identify): site selction for a new 3-16 school build				
Give a brief description of the proposal including the aims, and any links to relevant reports or documents:	<p>The proposal is to choose a preferred site for the 3-16 VA school. This will then to be taken forward as a capital build project through the 21st Century School Programme.</p> <p>Update May 2021 – there has been development of the site options and the local authority has decided to go back out to consult on two revised options. As a result of this consultation an alternative site option is being put forward that is considered a better solution for residents and the local community.</p> <p>Update July 2021 - In recognition of the public response expressed on social media that a large number of residents were not aware of the public consultation and would like the opportunity to respond and have their say before any final decision is taken by the Council, this Cabinet report</p>					

proposes a way forward to address those concerns and recommends that the recent site options consultation undertaken be extended to allow further opportunity for all households in the Penyardren, Galon Uchaf and Gurnos wards to participate in the consultation.

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			A 21st Century Schools New Build will provide state of the art facilities that will enhance the learning experience and opportunities for pupils. The new build is also required to bring together the current four schools from across different sites onto a single site in order to have an all through education experience and this is critical to the successful delivery of the 3-16 proposal.	Stakeholder engagement to include the current schools in the design of the new build.
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		
Environmental Well-being - Communities protect, enhance and promote our environment and countryside.			x	The proposal selects a site and enables the project to move to ongoing design development. A feasibility study indicates appropriate management of site ecology	An ecologist has been engaged as part of the project design and discussions held with internal planning ecologists. Ongoing discussions will continue and

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				to effectively manage the environmental and biodiversity impacts.	appropriate actions taken to maintain biodiversity as required.
Living Well - People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.	x			The proposed enhanced community facility will be an all weather surface that will provide more opportunity for increased use to improve the physical and mental health and wellbeing outcomes in children, young people and the wider community.	Stakeholder engagement to include residents, the community and Gurnos FC in the design of the new build including discussions of the future community use of the facilities.

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

Dialogue and communication with school stakeholders, residents and Gurnos FC has been undertaken included formal online consultation sessions, letters/newsletter updates, emails/telephone calls, and stakeholder design meetings for the school building and associated play areas.

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 new school will replace the current four schools which do not provide good condition schools. The new building will provide a new fit for purpose 3 – 16 21 st Century school that ensures Catholic education facilities will be appropriate over the long-term period.	Additional consultation is now proposed between July and September as an extension of the recent consultation undertaken so that all residents in Penydarren, Galon Uchaf and Gurnos wards have a further opportunity to respond.
Prevention - Preventing problems occurring or getting worse.	The new school will be built and operational before the existing schools have deteriorated to the extent of becoming H&S risks thgouhg their ongoing operation. Maintenance costs would be a concern for a number of the schools going forwards.	Ongoing engagement with the community will be undertaken through the design development stage as part of the project group to address and mitigate any emerging concerns.
Integration - Impact on our well-being objectives, national well-being goals and the well-being objectives of other public bodies.	This proposal is an integral part of the local authority's new RARS strategy, the 21 Century School Band B Strategic Outline Programme and the Focus on the Future Plan	
Collaboration - Acting in collaboration with others inside and outside the Council.	MTCBC have work in collaboration with the Archdiocese to develop these proposal and with Atkins to develop the feasibility study and consultation options.	
Involvement - Involving people with an interest in achieving the well-being goals and who reflect the diversity of our communities.	The selection of the proposed site was subject of a full public and stakeholder consultation.	Additional consultation is now proposed between July and September as an extension of the recent consultation undertaken so that all residents in Penydarren, Galon Uchaf and Gurnos wards have a further opportunity to respond.

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

Stakeholder meeting minutes
 Consultation session minutes
 Letters to residents/parents/staff and other stakeholders
 Emails
 Communication and discussion with Archdiocese and Parish priest
 Governing Body meetings

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			The project is for the construction of a new 3-16 21 st Century school to provide enhanced education facilities.	
Disability - People with disabilities/long term conditions.	x			The project will be fully compliant with the Equalities Act	
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		

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Religion or Belief - People with different religions and beliefs including people with no beliefs.	x			The proposal will secure the provision of catholic education within the local authority	
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			x		

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with internal and external Welsh Language strategies.					

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.

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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			This proposal will provide access to state of the art and modern education and community facilities fit for the 21 st Century to families living in the wards of Penydarren, Galon Uchaf, and the Gurnos as well as those living in other Wards across the county borough due to the large catchment area of the school. This will not affect income levels but will provide better opportunity through provision of accessible facilities. *This question will be considered further as part of the extended consultation with residents.	The current community MUGA and playground will remain fully accessible to the communities they serve in Galon Uchaf, Penydarren and the Gurnos as they do currently. The two community pitches will be relocated to the bottom of the site and one of these will be enhanced to a 3G all-weather surface and community access agreements with Gurnos FC will be secured as part of this. Separate access to changing rooms will continue to be provided. *This question will be considered further as part of the extended consultation with residents.

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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			As above this proposal will not affect levels of wealth but will provide better opportunity to families experiencing this disadvantage through provision of accessible and high quality education and community facilities. *This question will be considered further as part of the extended consultation with residents	As above

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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			As above this proposal will not affect material deprivation directly but will provide better opportunity to families experiencing this disadvantage through provision of accessible and high quality education and community facilities. *This question will be considered further as part of the extended consultation with residents.	As above
Area Deprivation - Where you live e.g. rural areas, and where you work e.g. accessibility of public transport.	X			This proposal will provide access to state of the art and modern education and community facilities fit for the 21 st Century to families living in the wards of Penydarren, Galon Uchaf, and the Gurnos as well as those living in other Wards across the county borough due	As above

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				to the large catchment area of the school. This proposal therefore directly impacts positively on those experiencing area deprivation. *This question will be considered further as part of the extended consultation with residents.	
Socio-economic Background - Social class i.e. parents' education, employment and income.	X			As above this proposal will directly benefit families from a disadvantaged socio-economic background and will provide better opportunity to families experiencing this disadvantage through provision of accessible and high quality education and community facilities.	As above

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				*This question will be considered further as part of the extended consultation with residents.	
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			Those experiencing socio-economic disadvantage will have the benefit of access to the school site and facilities either for Education and learning or for community activities through local community groups. *This question will now be considered further as part of the extended consultation with residents.	This question will now be considered further as part of the extended consultation with residents. Increasing community use of the school facilities is an investment objective for the project specific targeted use will be incorporated into a benefits register. There will be ongoing dialogue and engagement with the community and school as part of the project design, development, build and implementation to ensure that community use of the school's

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					<p>overall facilities are planned to meet the needs of the local and wider community across Merthyr. This will benefit those who are experiencing socio-economic disadvantage due to the location of the school building but this can also be considered as a project benefit within the wider investment objective.</p> <p>The construction period will result in facilities being temporarily out of commission including the pitches and community playground. Alternative pitches are being explored to provide appropriate provision during the construction phase and relocation works for the playground will be considered early in the project if possible.</p>

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

Cabinet report – consultation outcomes

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			<p>There have been two consultation on the site options.</p> <ol style="list-style-type: none"> 1. November 2020 2. April / May 2021 <p>This report details the outcome of the second consultation.</p> <p>Consultation 1 resulted in Option A selected to build on the land south of the Greenie. Following feedback from consultation 1 alternative options were developed that resulted in Option 1 & Option 2 being considered in consultation 2. Consultation packs were provided in hard cpy and online,</p>	<p>*July 2021 update</p> <p>In recognition of the public response expressed on social media that a large number of residents were not aware of the public consultation and would like the opportunity to respond and have their say before any final decision is taken by the Council, this Cabinet report proposes a way forward to address those concerns and recommends that the recent site options consultation undertaken be extended to allow further opportunity for all households in the Penyardren, Galon Uchaf and Gurnos wards to participate in the consultation.</p>

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				<p>those impacted the most were sent hard copies and invited to stakeholder sessions online via Microsoft Teams.</p> <p>'Conscientious consideration' has been given to the responses as per the Cabinet report and consultation outcomes.</p>	<p>Residents, Governing Body / Headteachers, Staff, Parents, Parishioners, Archdiocese of Cardiff, Gurnos FC and Merthyr Football League, General Public.</p> <p>Site plans with pros/cons were provided.</p> <p>Design team specialist present in consultation meeting to answer specific and technical questions.</p> <p>Key findings reflected in the Cabinet report, and impacting upon recommendations and next steps.</p>

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					Ongoing engagement and dialogue with various stakeholders is required as the project progresses.

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

Cabinet Report, consultation pack, consultation outcome report, minutes of consultation meetings.

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		Feasibility Study on the proposed site October 2020 Ongoing site surveys, investigations and ground investigations, provisional engineering, highways and transport review, site options reviews. Architectural design scoping for building and site.	The feasibility study was used to formulate the options submitted for consultation in November 2020 and the ongoing investigations and studies were used to inform the second consultation.

Sources of evidence to support the above:

Minutes of project meetings
Minutes of Client Engagement Meetings

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	The proposal selects a site and enables the project to move to ongoing design development. A feasibility study indicates appropriate management of site ecology to effectively manage any biodiversity impacts.	An ecologist has been engaged as part of the project design and discussions held with internal planning ecologists. Ongoing discussions will continue and appropriate actions taken to maintain biodiversity as required.

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

Feasibility study

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	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 (including Welsh Language)	3 of 10	0 of 10	7 of 10	
4. Socio-economic Disadvantage	6 of 6	0 of 6	6 of 6	
5. Consultation and Engagement	Undertaken	Due to be Undertaken	Not Required	
	1 of 1	0 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	Neutral/Not Applicable
	0 of 1	0 of 1	0 of 1	1 of 1
Summary				
The main positive impacts are:	The main positive impacts are that the proposal to choose a 3-16 school site with a shared and enhanced community facility makes a positive contribution to the 'Best Start to Life' and 'Living Well' wellbeing objectives.			
The main negative impacts are:	The temporary lack of access to the community facilities that need to be relocated during the construction phase is the main negative impact. The loss of green open			

	space will be compensated with the provision of enhanced facilities that remain accessible to the community.
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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
Stakeholder group engagement as part of design development	Ongoing	Anthony Lewis, Head of School Planning & improvement Chris Jones, Building & Property Services Manager	Design will be completed and tendered for construction by Autumn 2021	On track for RIBA stage 2 sign off.
Extended public consultation targeting the residents of Penydarren, Galon Uchaf and Gurnos	15 th July 2021 – 6 th September 2021	Corporate Management Team		To commence 15 th July 2021

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
1.0	Cabinet Report	17 th December 2020	None

2.0	Cabinet Report	18 th May 2021	Recorded amended option to be recommended to Cabinet and additional consultation that has been undertaken to date and ongoing dialogue.
3.0	Cabinet Report	14 th July 2021	the recent site options consultation undertaken be extended to allow further opportunity for all households in the Penydarren, Galon Uchaf and Gurnos wards to participate in the consultation.

11. <u>Monitoring and Review</u>	
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?	Ongoing engagement with design team and stakeholders. Planning applications will be required to be submitted and formerly approved and subsequent reports will be required to Cabinet for decision making prior to construction commencing.
When will the proposal be reviewed? How frequently will this take place?	Ongoing
Who is responsible for monitoring and reviewing the proposal?	Anthony Lewis, Head of School Planning & improvement Chris Jones, Building & Property Services Manager Corporate Management Team / C21 Schools Programme Board

12. <u>IIA Approval</u>					
IIA Approved by:	Sue Walker	Job Title:	Chief Officer Learning	IIA Approval date:	Xy July 2021

