

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:	Regional Priorities and Programmes progressed under the Regional Partnership Board					
Officer completing IIA:	Lisa Curtis Jones					
Lead Officer / Project Manager:	Sarah Mills					
Service:	Social Services					
IIA completion date:	19 th August 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): regional working				
Give a brief description of the proposal including the aims, and any links to relevant reports or documents:	This purpose of the report is to update Merthyr Tydfil County Borough Council members and officials on the developments of the Regional Children's and Adult Service Boards; their purpose, main objectives, themed developing workstreams and to give an overview of integrated care and support services funded by the Integrated Care Fund (ICF), Welsh Government funding and Transformation.					

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 report relates to regional working across CTM where there are priorities for children and link with the local RTI plans.	Children Board looking at needs of the community and how funding can assist.
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 report relates to regional working across CTM where there are priorities for children and adults and link with the local RTI plans	One of the areas of the regional plan is looking at support for people's wellbeing and mental health – services being set up around this area, which would impact this area.
Environmental Well-being - Communities protect, enhance and promote our environment and countryside.			x		
Living Well - People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.	x			The report relates to regional working across CTM where there are priorities for children and adults and link with the local RTI plans	One of the areas of the regional plan is looking at promoting wellbeing and independence – services being set up around this area, which would impact this area.

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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'):

RTI plan
Healthier Wales Plan
Regional Partnership Strategy/Plan.

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 funding is being offered in a five year basis from 2022 and we are starting to map out longer term plans for health and social care and the services that are required. The population needs assessment is currently being undertaken and this focuses on needs now and in the longer term.	The plan will be regularly reviewed, monitored and evaluated. Any negative impacts would be addressed when this arises.
Prevention - Preventing problems occurring or getting worse.	Prevention is a key aspect of both the children and adult plan. It is clearly set out as one of the priorities for working in partnership.	The plan will be regularly reviewed, monitored and evaluated. Any negative impacts would be addressed when this arises.
Integration - Impact on our well-being objectives, national well-being goals and the well-being objectives of other public bodies.	The regional work is all about integration and working with our LA colleagues and health colleagues to provide sustainable and excellent services to the people who live in CTM.	The plan will be regularly reviewed, monitored and evaluated. Any negative impacts would be addressed when this arises.
Collaboration - Acting in collaboration with others inside and outside the Council.	The regional work is all about collaboration and working with our LA colleagues, third sector, providers and health colleagues to provide sustainable and excellent services to the people who live in CTM. Also seeking people's views in services and co-production.	The plan will be regularly reviewed, monitored and evaluated. Any negative impacts would be addressed when this arises.
Involvement - Involving people with an interest in achieving the well-being goals and who reflect the diversity of our communities.	As part of the RPB and children and adults boards we have service user representatives, and providers who sit on these groups to ensure their voice is heard and contributes to the plan.	The plan will be regularly reviewed, monitored and evaluated. Any negative impacts would be addressed when this arises.
Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'): Minutes of RPB meetings. RTI plan Healthier Wales Plan Regional Partnership Strategy/Plan.		

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			There are key themes within the regional plan that look at this area and how to improve lifestyles for all ages.	Independent evaluation is completed on all areas of the plan.
Disability - People with disabilities/long term conditions.	X			There are key themes within the regional plan that look at this area and how to improve lifestyles for all.	Independent evaluation is completed on all areas of the plan.
Gender Reassignment - People whose gender identity or gender expression is different to the sex they were assigned at birth.			X	There are no specific reference to these characteristics within the plan but equality is a key consideration in all aspects of the work.	Independent evaluation is completed on all areas of the plan.
Marriage and Civil Partnership - People who are married or in a civil partnership.			X	There are no specific reference to these characteristics within the plan but equality is a key consideration in all aspects of the work.	Independent evaluation is completed on all areas of the plan.
Pregnancy and Maternity - Women who are pregnant and/or on maternity leave.	X			There are key themes within the regional plan that look at this area and how to improve lifestyles for all ages.	Independent evaluation is completed on all areas of the plan.
Race - People from black, Asian and minority ethnic communities and different racial backgrounds.	X			Equality is a key consideration in all aspects of the work.	Independent evaluation is completed on all areas of the plan.

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	Positive	Negative	Neutral		
Religion or Belief - People with different religions and beliefs including people with no beliefs.			X	There are no specific reference to these characteristics within the plan but equality is a key consideration in all aspects of the work.	Independent evaluation is completed on all areas of the plan.
Sex (Gender) - Women and men, girls and boys and those who self-identify their gender.	X			Equality is a key consideration in all aspects of the work.	Independent evaluation is completed on all areas of the plan.
Sexual Orientation - Lesbian, gay, bisexual, heterosexual.	X			Equality is a key consideration in all aspects of the work.	Independent evaluation is completed on all areas of the plan.
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			We want to offer services to people within their first language. Any plans drawn up for the regional board are translated into Welsh.	Independent evaluation is completed on all areas of the plan.

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	Positive	Negative	Neutral		
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'):

Minutes of RPB meetings.
RTI plan
Healthier Wales Plan
Regional Partnership Strategy/Plan.

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			There are key themes within the regional plan that look at this area and how to improve lifestyles for all.	Independent evaluation is completed on all areas of the plan.
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			There are key themes within the regional plan that look at this area and how to improve lifestyles for all.	Independent evaluation is completed on all areas of the plan.

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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			There are key themes within the regional plan that look at this area and how to improve lifestyles for all.	Independent evaluation is completed on all areas of the plan.
Area Deprivation - Where you live e.g. rural areas, and where you work e.g. accessibility of public transport.	x			There are key themes within the regional plan that look at this area and how to improve lifestyles for all.	Independent evaluation is completed on all areas of the plan.
Socio-economic Background - Social class i.e. parents' education, employment and income.	x			There are key themes within the regional plan that look at this area and how to improve lifestyles for all.	Independent evaluation is completed on all areas of the plan.

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	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			There are key themes within the regional plan that look at this area and how to improve lifestyles for all.	Independent evaluation is completed on all areas of the plan.

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

Minutes of RPB meetings.
RTI plan
Healthier Wales Plan
Regional Partnership Strategy/Plan.

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			Consultation has been completed on all aspects of the regional plan with various service user groups, with third sector and providers. The population needs assessment is shared with the public to gather their views which feeds into the plan. There is a comms officer within the regional commissioning team who leads on this work.	Independent evaluation is completed on all areas of the plan.

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

Minutes of RPB meetings.
RTI plan
Healthier Wales Plan
Regional Partnership Strategy/Plan.

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		Population needs assessment. Population data, third sector data, health and social care data.	Yes helped to show what future priorities should be and where services are required in future.

Sources of evidence to support the above:

Health info- around COVID, admissions, discharge figures, reablement, Dom care numbers, Population figures.

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	Unsure of this but in any capitol funding bids decarbonization being considered.	in any capitol funding bids decarbonization being considered.

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

Training given to directors around this theme to consider future areas of change.

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	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 (including Welsh Language)	7 of 10	0 of 10	3 of 10	
4. Socio-economic Disadvantage	6 of 6	0 of 6	0 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:	Regional working showing integration and collaboration across 3 LA's, Health and third sector.			
The main negative impacts are:	No negatives 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
Consideration to be made about the evaluation of regional working and areas identified that need addressing which will impact on future funding.	March 2022	Regional commissioning team and officers within LA	6 months	Will monitor

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	Initial IIA completed	19.8.21	Will review in next 6 months

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 will be reviewed as part of the regional evaluation through the RPB and sub groups
When will the proposal be reviewed? How frequently will this take place?	Over next six months
Who is responsible for monitoring and reviewing the proposal?	Regional commissioning team

12. IIA Approval

IIA Approved by:	LM Curtis Jones	Job Title:	Chief Officer (Social Services)	IIA Approval date:	20.08.21
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