

Merthyr Tydfil County Borough Council - Integrated Impact Assessment

(Includes Well-being of Future Generations, Protected Characteristics, Welsh Language, Socioeconomic 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:	Draft Early Years Partnership Plan 2021-2026					
Officer completing IIA:	Sarah Ostler					
Lead Officer / Project Manager:	Sarah Ostler					
Service:	Early Years, Community Wellbeing, Learning Department					
IIA completion date:	17 th August 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):				

<p>Give a brief description of the proposal including the aims, and any links to relevant reports or documents:</p>	<p>This is not a proposal but a Report presenting the draft Early Years Plan 2021-2026 to Cabinet with a view to seeking agreement to consult more widely with external and internal partners including families within the County Borough.</p>
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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>	<p>Yes</p>			<p>This Plan focusses on the support offered to children and families from the ante natal period through to when they start school at age 3 years. It has an emphasis on areas such as; early identification of children's needs, access to provision that is focussed on outcomes, involvement of parents in their child's learning and transition into education.</p>	<p>The Plan is a partnership plan that will have clear ownership and accountability through a Partnership group. Progress will be monitored and reported via an action plan. Areas of success will include;</p> <p>Outcomes for children will be improved with a particular focus on early language development.</p> <p>The health and well-being of children and young people improves;</p>

					<p>The resilience among families in receipt of support improves;</p> <p>The maternal health of mothers in receipt of support improves.</p>
<p>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.</p>	Yes			<p>The Plan has a focus on ensuring the early years workforce has the skills and experience to support children's outcomes. The early years sector provides a vital childcare service to children of working parents to enable them to take up training and employment.</p>	
<p>Environmental Well-being - Communities protect, enhance and promote our environment and countryside.</p>			N/A		
<p>Living Well - People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.</p>	Yes			<p>The plan has a focus on supporting the wider needs of families to ensure they enjoy an active role in their children's lives and wider community which may lead to peer and community led initiatives.</p>	<p>Success will be achieved through engaging with parents in community based provision such as early language support and parenting programmes.</p> <p>Success will be families receiving the right information, advice and assistance when they need it.</p>
<p>1. <u>Merthyr Tydfil Well-being Objectives</u></p>					
<p>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?</p>					
<p>Well-being Objectives</p>	<p>Does your proposal have a positive or negative impact on the Council's Well-being Objectives? Please place an X in the relevant box.</p>	<p>Why have you come to this decision? Please provide an explanation.</p>		<p>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?</p>	

	Positive X	Negative	Neutral		
Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):					
Flying Start Statistical release Previous Cabinet/ Council Information Reports WellComm and Foundation Phase data analysis Self-Assessment Report Care Inspectorate Wales reports Wales Audit Office – Well-being of Future Generations – Flying Start Report					

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.	Focussed on improving outcomes for children and measuring the impact over a longer term,	
Prevention - Preventing problems occurring or getting worse.	Prevention is an inherent part of working in early years with a focus on the first 1000 days as being a critical period for the child.	Regional working to develop a vulnerability profile Tool is underway and once available will allow for early identification of families to ensure a better targeting of services.
Integration - Impact on our wellbeing objectives, national wellbeing goals and the well-being objectives of other public bodies.	The Early Years Plan contributes to a number of other strategies and plans, e.g. Raising Aspirations Raising Standards (RARS), Welsh Education Strategic Plan (WESP), Focus on the Future, Parenting Support Plan.	
Collaboration - Acting in collaboration with others inside and outside the Council.	The Early Years Plan is a partnership plan that has been developed with partners from Health, social care and voluntary sectors. The success of the Plan will be reliant on partners taking ownership for the priorities and actions and being accountable to the Partnership.	

Involvement - Involving people with an interest in achieving the well-being goals and who reflect the diversity of our communities.	Elements of the early years system include service users feedback to inform service delivery.	A further focus in the Early Years Plan is to embed further consultation with families, the user journey.
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Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):

Previous and current reports to Council/ Cabinet and Scrutiny
WAO – Audit Report – Well- being of Future Generations – an examination of delivery of Flying Start programme.
Delivery plans and annual reports
Early Years Transformation Fund proposal
Self-Assessment Report

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		

Age - People of all ages.	x			The Early Years Plan has a positive impact on children and their families aged 0-3 years (inc ante natal period)	
Disability - People with disabilities/long term conditions.	X			The Early Years Plan has a focus on early identification of needs, supporting inclusion into provision and sound transition in school.	
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		

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	Positive	Negative	Neutral		

Pregnancy and Maternity - Women who are pregnant and/or on maternity leave.	X			The Early Years Plan has a focus supporting families during the ante natal period	
Race - People from black, Asian and minority ethnic communities and different racial backgrounds.			X		
Religion or Belief - People with different religions and beliefs including people with no beliefs.			X		
Sex (Gender) - Women and men, girls and boys and those who self-identify their gender.			X		
Sexual Orientation - Lesbian, gay, bisexual, heterosexual.			X		
<p>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.</p>					
<p>3. Protected Characteristics (including Welsh Language)</p> <p>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.</p>					
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		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?

	place an X in the relevant box.				
	Positive	Negative	Neutral		
<p>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.</p>	x			<p>This work complies with the requirements of the Welsh Language Act 2011 and the Welsh Language Standards.</p>	<p>There are actions in the Plan to increase the number of children accessing early years provision through the medium of Welsh. In addition to this there is an action about increasing the use of Welsh in English medium settings.</p>
<p>Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):</p> <p>Specific actions within the draft Plan; Reference to early years in the draft WESP Measuring the take up of Welsh Medium early years provision and transition rates into Welsh medium education Increase in the number of Welsh medium early years places.</p>					

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 socioeconomic 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			Priority 5 within the Plan is to ensure families can access the right services at the right time this will include any service that they feel is important to them	
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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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		
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		

Socio-economic Disadvantage - What	x			The work of the NEET co-ordination team and the Inspire support projects	The process of the early identification of young people at risk of NEET is currently
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	Positive	Negative	Neutral		

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			Flying Start is a targeted early intervention programme aimed at those families in disadvantaged communities.	Opportunities to extend the programme beyond the current postcodes to support those families in greatest need.
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Sources of evidence to support the above (please use this information when completing the section ‘Data and Evidence’):

Identified Flying Start LSOA's

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		The draft Plan has been developed in partnership with the Early Years Planning group made up of representatives from Cwm Taf Morgannwg University Health Board, Public Health Wales, Local Authority (education, social care and early years) and voluntary sector representatives.	There is a need for the draft Plan to undergo a more extensive consultation with wider partners including the early years sector and families.

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

Early Years Planning Group minutes

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.

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	Undertaken	Due to be undertaken	Not required		

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 statistics and performance measures Service area performance data Data from national and local priorities i.e. WESP	The data has been used to identify the population priorities such as obesity and speech, language and communication. The WG has set national strategic priorities such as welsh language which have been transferred into local priorities.
Sources of evidence to support the above: Population data Service area performance data i.e Foundation Phase Profile and WellComm National Strategies i.e Cymraeg 2050				

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	This is not applicable to the service area.	

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	1 of 4	0 of 4	3 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)	6 of 10	0 of 10	4 of 10	
4. Socio-economic Disadvantage	2 of 6	0 of 6	4 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 children and families are offered the support that they need in the early years with a focus on their health and well-being and reaching early developmental milestones with a particular focus on speech, language and communication. Transition into education is seamless and well supported so that children and their families are prepared for their next phase in their learning journey. .

The main negative impacts are:	The Covid Pandemic has placed additional challenges on families that will have impacted on their own wellbeing and on their children's development. It is important that this is evidenced and additional targeting of support is in place to ensure that children have the opportunity to catch up.

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
Consult more widely on the draft Early Years Plan	December 2021	Early Years and Flying Start Manager along with all early years partners	Finalising the Plan and implementing to commence 2022	

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	Consultation stage	September 2021	

11. <u>Monitoring and Review</u>	
<p>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.</p>	
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. <u>IIA Approval</u>					
IIA Approved by:		Job Title:		IIA Approval date:	

