

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:	Annual Equality Report 2020-2021					
Officer completing IIA:	Clare Williams					
Lead Officer / Project Manager:	Clare Williams/Lorna Townsend					
Service:	Corporate Services					
IIA completion date:	27/10/21					
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 type="checkbox"/>	Procedure
	<input checked="" type="checkbox"/>	Other (please identify): Report				
Give a brief description of the proposal including the aims, and any links to relevant reports or documents:	To present the Council's Annual Equality Report for 2020-2021 to Cabinet, which includes progress against delivering the Council's Equality Objectives for 2020-2024, for approval.					

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 Council's Equality Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals.	Continue to work towards delivering the Council's Equality Objectives.
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 Council's Equality Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals.	Continue to work towards delivering the Council's Equality Objectives.
Environmental Well-being - Communities protect, enhance and promote our environment and countryside.	X			The Council's Equality Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals.	Continue to work towards delivering the Council's Equality Objectives.
Living Well - People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.	X			The Council's Equality Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals.	Continue to work towards delivering the Council's Equality Objectives.

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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:

Council's Strategic Equality Plan for 2020-2024 and Annual Equality Report for 2020-2021.

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 Council's Equality Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals and link to the Sustainable Development Principles. The aim of the Council's Equality Vision for Merthyr Tydfil is to be a place where diversity is valued and respected and everyone can participate, flourish and have the opportunity to fulfil their potential free from discrimination and prejudice.	Continue to work towards delivering the Council's Equality Objectives.
Prevention - Preventing problems occurring or getting worse.	The aim of the Council's Strategic Equality Plan for 2020-2024 is to address the barriers that people face in accessing public services.	Please see above response.
Integration - Impact on our well-being objectives, national well-being goals and the well-being objectives of other public bodies.	The Council's Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals and link to the Sustainable Development Principles that are set out in the Well-being of Future Generations (Wales) Act 2015.	Please see above response.
Collaboration - Acting in collaboration with others inside and outside the Council.	The Council's Strategic Equality Plan for 2020-2024 was prepared working in collaboration with Council Officers and key stakeholders that represent hard to reach groups in the community.	Please see above response.
Involvement - Involving people with an interest in achieving the well-being goals and who reflect the diversity of our communities.	To support the review of the Council's Strategic Equality Plan and Equality Objectives, a Task and Finish Group was established. The Task and Finish Group consisted of the Council's Equalities Champion, Council Officers and key stakeholders that represent hard to reach groups in the community.	Please see above response.
Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):		

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 Council's Annual Equality Report for 2020-2021 notes progress across all aspects of the Council's equalities work, including progress on delivering its Equality Objectives for 2020-2024, which impact positively on all of the protected characteristics.	Continue to work towards delivering the Council's Equality Objectives.
Disability - People with disabilities/long term conditions.	X			Please see above response.	Please see above response.
Gender Reassignment - People whose gender identity or gender expression is different to the sex they were assigned at birth.	X			Please see above response.	Please see above response.
Marriage and Civil Partnership - People who are married or in a civil partnership.	X			Please see above response.	Please see above response.
Pregnancy and Maternity - Women who are pregnant and/or on maternity leave.	X			Please see above response.	Please see above response.

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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		
Race - People from black, Asian and minority ethnic communities and different racial backgrounds.	X			Please see above response.	Please see above response.
Religion or Belief - People with different religions and beliefs including people with no beliefs.	X			Please see above response.	Please see above response.
Sex (Gender) - Women and men, girls and boys and those who self-identify their gender.	X			Please see above response.	Please see above response.
Sexual Orientation - Lesbian, gay, bisexual, heterosexual.	X			Please see above response.	Please see above response.

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Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		

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

Welsh Language - Opportunities for people to use and promote the Welsh language, treating the Welsh language no less favourably than the English language, compliance with Welsh Language Standards, links with internal and external Welsh Language strategies.	X			Welsh Language is a key element of the Council's Equality agenda. This is reflected through the Council's Welsh Language Promotional Strategy, which was approved by Full Council on 22nd November 2017. The Welsh Language Standards require the Council to compile an Annual Report, in relation to each financial year, that deals with the way that it has complied with the Service Delivery, Policy Making and Operational Standards. The Council's Welsh Language Annual Monitoring Report for 2020-2021 is published on the Council's website.	Continue to work towards delivering the Council's Welsh Language Promotional Strategy and implementing the Welsh Language Standards.
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Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):

Council's Strategic Equality Plan for 2020-2024 and Annual Equality Report for 2020-2021.

4. Socio-economic Disadvantage (Strategic Decisions)

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

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

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

Socio-economic Disadvantage	Does your proposal have a positive or negative impact on socio-economic disadvantage for service users, employees and/or the wider community? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? What steps will be taken to reduce inequalities of outcome? How will you know when this has been achieved?
	Positive	Negative	Neutral		
Low Income/Income Poverty - Unable to afford to maintain regular payments such as bills, food, clothing, transport, other essential items etc.			X	The Council’s Annual Equality Report for 2020-2021 notes progress across all aspects of the Council’s equalities work, including progress on delivering its Equality Objectives for 2020-2024, which impact positively on all of the protected characteristics and reducing inequalities.	Continue to work towards delivering the Council’s Equality Objectives and review Socio-economic Duty and integrate strategies where possible.
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	Please see above response.	Please see above response.

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

Socio-economic Disadvantage	Does your proposal have a positive or negative impact on socio-economic disadvantage for service users, employees and/or the wider community? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? What steps will be taken to reduce inequalities of outcome? How will you know when this has been achieved?
	Positive	Negative	Neutral		
Material Deprivation - Unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies etc.			X	Please see above response.	Please see above response.
Area Deprivation - Where you live e.g. rural areas, and where you work e.g. accessibility of public transport.			X	Please see above response.	Please see above response.
Socio-economic Background - Social class i.e. parents' education, employment and income.			X	Please see above response.	Please see above response.
Socio-economic Disadvantage - What					

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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		
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	Please see above response.	Please see above response.

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

Council’s Strategic Equality Plan for 2020-2024 and Annual Equality Report for 2020-2021.

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		

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		Teams have been contacted within service areas to identify progress made towards equality based practice. This also includes Workforce data to identify staff numbers in protected characteristics in order to progress with updates.	The data assisted in reporting trends of Workforce and equality based practice within service areas.

Sources of evidence to support the above:

Council's Strategic Equality Plan for 2020-2024 and Annual Equality Report for 2020-2021.

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 Council's Annual Equality Report for 2020-2021 focuses on progress across all aspects of the Council's equalities work, including progress on delivering its Equality Objectives for 2020-2024. There is no direct impact on Biodiversity.	Integrate strategies where possible.

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

Council's Strategic Equality Plan for 2020-2024 and Annual Equality Report for 2020-2021.

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)	10 of 10	0 of 10	0 of 10	
4. Socio-economic Disadvantage	0 of 6	0 of 6	6 of 6	
5. Consultation and Engagement	Undertaken	Due to be Undertaken	Not Required	
	0 of 1	0 of 1	1 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 Council's Annual Equality Report for 2020-2021 notes progress across all aspects of the Council's equalities work, including progress on delivering its Equality Objectives for 2020-2024. The Council's Equality Vision and Equality Objectives support the Council's Well-being Objectives and the seven Well-being Goals.			

	The Council's Annual Equality Report for 2020-2021 positively impacts on the Council's Well-being Objectives, the five ways of working and the protected characteristics (including Welsh language).
The main negative impacts are:	No negative impacts have been identified.

9. Actions

Based on the summary of your positive and negative impacts identified in the Summary section above, will you need to make changes to your proposal to better contribute to positive impacts and/or mitigate any negative impacts?

Please identify any further actions you will need to undertake to better inform this proposal e.g. whether further consultation is required or more data and evidence is required to better inform the proposal.

What are you going to do?	Estimated completion date	Who will be responsible?	Timelines/Milestones e.g. 6 months/over a year, etc.	Progress
Obtain Cabinet approval	2 February 2022	Business Change Team	March 2022	Report completed in readiness for consideration

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	Cabinet	2 February 2022	
2	Council (Information)	2 February 2022	

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?

The Strategic Equality Plan working group will monitor the plan, discuss progress, issues, risks and next steps. Any amendments to the plan will be undertaken.

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

The IIA will be reviewed every 6 months and amended accordingly. This may then move to annually. The SEP will be monitored and will be reviewed on an annual basis.

Who is responsible for monitoring and reviewing the proposal?

Lorna Townsend / Clare Williams

12. IIA Approval

IIA Approved by:

A. Mogford

Job Title:

Head of Policy and Improvement

IIA Approval date:

17/01/2021