

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:	Reserve Forces Training & Mobilisation Policy				
Officer completing IIA:	Sarah Miles				
Lead Officer / Project Manager:	Hannah Brown				
Service:	Organisational Development				
IIA completion date:	28/1/22				
Type of proposal: (please place an X in the relevant box)	x	Policy		Strategy	Plan
		Practice		Restructure	Procedure
		Other (please identify):			
Give a brief description of the proposal including the aims, and any links to relevant reports or documents:	<p>We are applying for the Defence Employer Recognition Scheme. The Defence Employer Recognition Scheme (ERS) encourages employers to support defence and inspire others to do the same. The scheme encompasses bronze, silver and gold awards for employer organisations that pledge, demonstrate or advocate support to defence and the armed forces community, and align their values with the Armed Forces Covenant. The Council has already obtained Bronze award and looking to achieve the Silver Award.</p> <p>As part of the criteria to achieve the Silver award we need to introduce an internally publicized and positive HR policy on Reserves. Within the context of Reserves the Council as the employer must have demonstrated support to mobilisations or have a framework in place.</p>				

The new Reserve Forces Training & Mobilisation Policy aims to pledge its support for members of, or those wishing to join the Reserve Forces and acknowledges the training undertaken by Reservists that enables them to develop skills and abilities that are of benefit to both the individual and their employer. This policy intends to define our obligations towards all employees who are members of the Reserve Force.

There is an accompanying document "Reserve Forces Handbook" which is a practical guide to help manage and support these employees.

1.					
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			As part of the work towards the Silver and then the Gold award we will look to promote initiatives for children of the Armed forces community.	We will ensure that we activity promote armed forces initiatives within the community both internally and externally.
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			Making skills work for Merthyr Tydfil: Developing the workforce of the future Through applying for the Defense Employer Recognition Scheme and implementing a Reserves policy we can support employees who are members of the Reserve Forces. Line managers will have clear guidelines as they how they can support and manage Reservist employees should they need time off for training or called up for mobilization.	At present managers and staff do not have any guidelines to support a reservist should they be called for mobilisation. By implementing a clear policy managers, staff and HR advisors will have clear guidelines as to what their responsibilities are.
Environmental Well-being - Communities protect, enhance and promote our environment and countryside.	x			There are many projects that we could activity promote and work with RTC council who currently have a number of community projects specifically for the Armed Forces Community.	Aim to work closely with RTC and the Armed Forces Community to promote community projects
Living Well - People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.	x			Merthyr has a large ex Armed Forces community, by implementing policies and promoting community projects, we are ensuring they are empowered to live in the community	We will ensure that we activity promote armed forces initiatives within the community both internally and externally.

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

Positive Impact

Working Life

People feel supported to develop the skills required to meet the needs of businesses, with a developing, safe infrastructure which makes Merthyr Tydfil an attractive destination.

By supporting Armed Forces reservists, we can benefit from the skills learnt during their time in the forces and discuss how transferable skills acquired can be used in the workplace. Skills such as leadership, communication, team working and organisational ability. These skills and abilities lead to improved performance in the workplace.

By setting out clear guidelines we as an employer can ensure that Reservists can feel better supported in the workplace. We can ensure that their skills are noted through our Performance Management process and developed further, which in turn further develops skills within the business.

2. Sustainable Development Principles (The Five Ways of Working)

Does your proposal demonstrate you have met the sustainable development principles (five ways of working)?

The Well-being of Future Generations (Wales) Act 2015 requires the Council to consider how any proposals improve the social, economic, environmental and cultural well-being, whilst also looking to the future, planning for the long term and ensuring that we do not compromise the ability of future generations to meet their own needs. Please consider the national well-being goals when completing this section.

Five Ways of Working	How does your proposal demonstrate you have met the five ways of working when developing the proposal?	Are there any additional actions to be taken to better contribute to the five ways of working and/or mitigate any negative impacts? How will you know when this has been achieved?
<p>Long Term - Thinking and planning for the long term, balancing short term and long-term needs.</p>	<p>By implementing this policy, we want to ensure that the Armed Forces are fully supported with our workplace policy</p>	<p>The long-term plan is to work towards the Silver award this year by implementing a Reservist Policy and building relationships with the Armed Forces Community. RTC council already have the Gold award and have a long established relationship with the Armed Forces Community. We are looking to work closely with RTC and learn from their experiences, so that next year we will look to obtain the Gold Award, further develop our relationship with the community, actively promote community initiatives and use the information hub on the MTCBC website to promote services and initiatives internally and externally.</p>
<p>Prevention - Preventing problems occurring or getting worse.</p>	<p>By introducing a policy specifically for Armed Forces Reservists, we want are Preventing disadvantages within the workplace and ensuring our armed forces community are supported and given consideration for the skills they can offer the work place</p>	<p>By working closely with other local authorities, we can ensure that we are aware of possible issues that we need to be aware of and implement positive initiatives for the community</p>
<p>Integration - Impact on our well-being objectives, national well-being goals and the well-being objectives of other public bodies.</p>	<p>Integration – We are looking to work with the Armed forces community and integrating their skilled workforce, ether as part of the Reservists community or the Ex-Forces Staff</p> <p>By signing up the Armed Forces Covenant the Council has pledged to honour 2 main principles:</p>	<p>RTC council already have the Gold award and have a long established relationship with the Armed Forces Community. We are looking to work closely with RTC and learn from their experiences, so that next year we will look to obtain the Gold Award, further develop our relationship with the community, actively promote community initiatives and promote the information hub on the MTCBC website to signpost services and initiatives internally and externally.</p>

	<ul style="list-style-type: none"> • no member of the armed forces community should face disadvantage at work or in the community compared to other citizens • in some circumstances special consideration is appropriate for those who have given most, such as the injured or bereaved 	
<p>Collaboration - Acting in collaboration with others inside and outside the Council.</p>	<p>Collaboration – By applying for the Defence Employer Recognition Scheme we will be collaborating with the Armed forces community to better improve our working practices for Serving Reservists and Ex Forces staff</p> <p>We are currently collaborating with RCT Council to build relationships with the Armed Forces Community and activity promote community activities both internally and externally.</p>	<p>There are additional resources that can be looked into to be able to collaborate with the MOD further e.g.: Defence Relationship Management Defence Relationship Management (DRM) partners with organisations throughout the UK, helping them understand the value of signing the Armed Forces Covenant and building mutually beneficial partnerships with Defence. It provides support on employing Reservists, veterans, Cadet Force Adult Volunteers and military spouses and improving fairness for the Armed Forces community in the consumer market</p> <p>The Career Transition Partnership (CTP) is the MOD's official provider of resettlement support to members of the armed forces at the end of their service. The CTP provides a recruitment service at no cost to employers and connects organisations with regular service personnel at the end of their engagements.</p> <p>The CTP provides comprehensive resettlement services ranging from creating CVs and learning how to transfer military experience to civilian roles, to completing vocational training courses and finally approaching the job market with confidence.</p>
<p>Involvement - Involving people with an interest in achieving the well-being goals and who reflect the diversity of our communities.</p>	<p>Involvement – By involving the armed forces community our workplace we can be better placed to benefit from the many skills they have already developed some of which include being able to thrive under pressure, delivering against tight deadlines, and an ability to cope with change.</p>	<p>We will actively look to involve people in our communities in activities specifically for the Armed Forces Community, in collaboration with RTC and other Armed Forces organisations.</p>

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

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 victimization; 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 policy is open to all ages.	We will be working with the community and other local authorities to have a more positive impact within the community, across all ages.
Disability - People with disabilities/long term conditions.	x			As part of the Armed forces Covenant we pledge to honour 2 main principles: <ul style="list-style-type: none"> •no member of the armed forces community should face disadvantage at work or in the community compared to other citizens •in some circumstances special consideration is appropriate for those who have given most, such as the injured or bereaved 	By working with the MOD and implementing a clear policy for supporting reservists we can be upfront as to the support that we can provide.
Gender Reassignment - People whose gender identity or gender expression is different to the sex they were assigned at birth.			x	This policy does not specifically refer to any gender and is open to everyone	Gender is not a consideration for this policy
Marriage and Civil Partnership - People who are			x	This policy is open to everyone regardless of relationship status	Relationship status is not a consideration for this policy

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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		
married or in a civil partnership.					
Pregnancy and Maternity - Women who are pregnant and/or on maternity leave.			x	This policy is open to everyone. The existing policies for Pregnancy and Maternity will cover this area.	Pregnancy and Maternity are not a consideration for this policy.
Race - People from black, Asian and minority ethnic communities and different racial backgrounds.			x	This policy is open to everyone regardless of ethnic origin	Ethnic origin is not a consideration for this policy
Religion or Belief - People with different religions and beliefs including people with no beliefs.			x	This policy is open to everyone regardless of religious belief	Religion or belief is not a consideration for this policy
Sex (Gender) - Women and men, girls and boys and those who self-identify their gender.			x	This policy is open to everyone regardless of gender	Gender is not a consideration for this policy
Sexual Orientation - Lesbian, gay, bisexual, heterosexual.			x	This policy is open to everyone regardless of sexual orientation	Sexual Orientation is not a consideration for this policy

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 favorably than the English language.

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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?
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Welsh Language - Opportunities for people to use and promote the Welsh language, treating the Welsh language no less favorably than the English language, compliance with Welsh Language Standards, links with internal and external Welsh Language strategies.			x	Welsh language is not a consideration for this policy however, will be translated into Welsh when published.	We will ensure that any materials associated with the policy are translated into Welsh and available to Welsh speakers.

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

See links above ([Armed forces Covenant](#))

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 current proposal does not address this area at present but will look to address as part of our submission to the Gold award next year.	As part of the Gold award - We will look to promoting information on the MTCBC website of services that are available for ex forces members that may be struggling on a low income. Eg Charities such as Veterans Welfare services, George Purse Fund, Royal British Legion and links to Welfare and Housing benefits. We already have a landing page set up with this information The Armed forces Covenant can also provide grants. The Covenant Fund is a grant given by the government to projects that will benefit the armed forces and the community. Covenant Fund - GOV.UK (www.gov.uk)

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	Positive	Negative	Neutral		
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	The current proposal does not address this area at present but will look to address as part of our submission to the Gold award next year.	We will look to promote the MTCBC website for information relating to support of basic living costs as part of the submission for Gold Award The Armed forces Covenant can also provide grants. The Covenant Fund is a grant given by the government to projects that will benefit the armed forces and the community. Covenant Fund - GOV.UK (www.gov.uk)

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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	The current proposal does not address this area at present but will look to address as part of our submission to the Gold award next year.	Our MTCBC web site already has links to the Forces information hub for links to organisations such as SSAFA that provide a variety of services to support the Armed Forces community. They offer a service to assist with the purchase of Household Goods. We can also include links to support groups so Forces staff can share hobbies that may be of interest
Area Deprivation - Where you live e.g. rural areas, and where you work e.g. accessibility of public transport.			x	The current proposal does not address this area at present but will look to address as part of our submission to the Gold award next year.	We will look to promote the MTCBC website for information relating to support services as part of the submission for Gold Award The Armed forces Covenant can also provide grants. The Covenant Fund is a grant given by the government to projects that will benefit the armed forces and the

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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		
					community. Covenant Fund - GOV.UK (www.gov.uk)
Socio-economic Background - Social class i.e. parents' education, employment and income.	x			The Armed forces community face number face a number of challenging circumstances due to the nature of the role, e.g. frequent house moves due to postings which also impact, employment and schools for their families.	The introduction of a Reservists and Mobilisation policy and is the first step in supporting the Reservist community, with clear guidelines. We will be working with the community and other local authorities to have a more positive impact within the community, across all ages, including a schools initiative with SSCE SSCE Cymru :: Supporting Service Children in Education Wales website .

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Socio-economic Disadvantage - What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged?			x	The current proposal does not address this area as already covered by existing policies	

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

See links above

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	No consultation has been undertaken for the introduction of the named policy other than following standard guidelines set out by the MOD to be able to attain the Silver award	Defence Recognition scheme guidelines where followed in order to set up the proposed policy. Each section has been addressed as part of the submission for the award. Further consultation could be engaged should the council wish to fully support the Armed Forces Community in line with the recommendations of the Armed Forces Covenant.

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

1. Evidence for the support of the Defence Recognition Scheme Silver award can be found here: [Defence Recognition scheme guidelines](#) and are noted below:

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	Undertaken	Due to be undertaken	Not required		

Silver award holders:

- must have signed the [Armed Forces Covenant](#)
- the employer must have already stated their intent to be supportive by using the ERS website to register at the Bronze level
- the employer must proactively demonstrate that service personnel/armed forces community are not unfairly disadvantaged as part of their recruiting and selection processes
- employers should employ at least one individual from the AFC category that the nomination emphasises. For example, an employer nominated for support to the Reserves must employ at least one Reservist. In exceptional circumstances where there is outstanding generic support for the Armed Forces community and/or the size or business model of the organisation makes employment of such an individual impossible, the organisation can be considered for the award where they do not employ someone from the AFC category
- the employer must actively ensure that their workforce is aware of their positive policies towards defence people issues. For example, an employer nominated for support to the Reserves must have an internally publicised and positive HR policy on Reserves

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	Undertaken	Due to be undertaken	Not required		

- within the context of Reserves the employer must have demonstrated support to mobilisations or have a framework in place. They must demonstrate support to training by providing at least 5 days' additional unpaid/paid leave (wherever possible not to Reservist employees' financial disadvantage)
- the employer must not have been the subject of any negative PR or media activity

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		The following evidence has been used as reference for the proposed policy (see below)	<p>Guidelines as listed below have utilized to be able to produce the policy and guidelines</p> <p>Gaps have been identified should the Council wish to fully support the Armed forces covenant as noted below and can be addressed at a later date but will not impact the application for the silver award at this stage.</p>

Sources of evidence to support the above:

[Home - Armed Forces Covenant](#)

The Council has already obtained the Bronze award by signing up to the Armed forces covenant. This is our pledge to support the Armed sources community

[Defence Employer Recognition Scheme](#)

This provides guidelines to be able to apply for the award

[HR policy Template](#)

The scheme provides a recommended template on which to base a HR policy for Reservist Employees

[Employer Tool kit](#)

The MOD had produced a recommended toolkit to provide additional guidance and support on all aspects of employing reservists.

- details of rights and responsibilities, and financial assistance for employers and reservists
- guidance for line managers on how to manage reservists

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		

- managing requests regarding time off for training
- guidance and actions for when a reservist is mobilised, demobilised and returns to work

Future Consideration:

The Armed forces Covenant provides additional information for Local Authorities – <https://www.armedforcescovenant.gov.uk/localauthorities/>

The following areas are listed:

- Useful resources and links
- Apply for a covenant grant funding
- E-Learning for Local Authorities
- Local Authority Covenant case studies
- Covenant Brand Guidelines

We could do more to further support the Armed forces Covenant as pointed out in the attached report: <https://www.fim-trust.org/wp-content/uploads/our-community-our-covenant.pdf>

It highlights consideration for the following areas and provides examples of best practice as to how we as a local authority can best support these areas:

Housing

For veterans who may face challenging circumstances. The report provides examples of good practice such as:

- Councils can work with the RSLs in their area to agree a shared protocol on how to meet the needs of families leaving the Armed Forces and Veterans

6. Data and Evidence

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	Yes	No		

Housing

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- Councils can work with the RSLs in their area to agree a shared protocol on how to meet the needs of families leaving the Armed Forces and Veterans

Schools and Children's Services:

Children of serving members of the Armed Forces may face disadvantage compared with other citizens in relation to schooling. This is particularly significant in school admissions for the children of Service personnel who are regularly resettled, but also in the provision of the additional support services to children who are affected by a parent serving in the Armed Forces

Examples of Best Practice:

- In every school, but particularly those with a high number of serving parents, members of staff are aware of the stresses children might be under and can recognise and respond to signs children might be having difficulty coping.
- If there is more than one child of a serving parent in a school, creating links between these children will mean they will benefit from being around other children who understand their situation.

Employment

Employment is the area where the highest percentage (28 per cent) of respondents to the Armed Forces Community survey have identified themselves as having specific needs.

There are two groups within the Armed Forces Community that might face disadvantage in employment in comparison to other citizens: the spouses and partners of serving members of the Armed Forces, and Veterans. The spouses of Armed Forces members often face difficulties in getting employment due to frequent relocations. Additionally, many spouses find it difficult to manage a job as many do not offer the required flexibility, especially when a partner is away for long periods of time, and they have children to care for. Councils and business have a role to play in.

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		

Example of Best Practice

- Military, councils and businesses to work together to help equip Veterans and spouses with skills that are in short supply. The MoD suggests businesses work with the Career Transition Partnership [Recruiting ex-services personnel - GOV.UK \(www.gov.uk\)](http://www.gov.uk), which delivers among other things a recruitment service for organisations seeking Service leavers.
- The MoD also suggests Corporate Covenant pledges can be fulfilled by offering guaranteed interviews to Veterans and spouses/partners if they meet the selection criteria, recognising military skills and qualifications and raising the awareness of employment opportunities for Service leavers.

Health:

There are a number of areas in which members of the Armed Forces Community and their families are likely to face disadvantage or need priority treatment as a result of their service

The report provides examples of best practices how we as a Local authority can best support these areas

In England Local Authorities assumed legal responsibility for the a number of services eg

- Sexual health services (excluding HIV treatment);
- NHS Health Checks;
- Health protection
- Public health advice to Clinical Commissioning
- Groups;
- National Child Measurement Programme.

In addition, Local Authorities are required to “provide or commission a wide range of other services to improve and protect the health of the local population and reduce health inequalities”. The report recommends a number of measures that could be put in place to support the recommended areas

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 current proposal does not address this area at present	

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 a 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
1. 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
2. Protected Characteristics (<i>including Welsh Language</i>)	2 of 10	0 of 10	8 of 10
3. Socio-economic Disadvantage	1 of 6	0 of 6	5 of 6
4. Consultation and Engagement	Undertaken	Due to be Undertaken	Not Required
	0 of 1	0 of 1	1 of 1
5. Data and Evidence to inform the proposal	Yes		No
	1 of 1		0 of 1
6. Biodiversity and the resilience of Ecosystems	Maintained	Enhanced	Reduced
	0 of 1	0 of 1	0 of 1
Summary			
The main positive impacts are:	By implementing this policy, we want to ensure that the Armed Forces are fully supported with our workplace policy		
The main negative impacts are:	No Negative impact statements were noted.		

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
Following the approval of this policy, we will look to apply for the Defence Employer Recognition scheme Silver Award	Sept 22	Organisational Development	Within 6 mths	Complete Defence Employer Recognition scheme application form for Silver award
We will be working with the community and other local authorities to have a more positive impact within the community, including a schools initiative.	Sept 22	Organisational Development	Within 6 mths	Promote the MTCBC website and link to organisations and community-based activities
Following the implementation of the above action points we can then move towards applying for the Defense Employer Recognition scheme Silver Award	March 23	Organisational Development	12 mths	Complete Defence Employer Recognition scheme application form for Gold award

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			

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?	Work will continue towards the Silver and Gold award over the new 12 months
When will the proposal be reviewed? How frequently will this take place?	Every 12 months
Who is responsible for monitoring and reviewing the proposal?	HR/OD

12. I/A Approval

I/A Approved by:	Fran Donnelly	Job Title:	Head of HR and OD	I/A Approval date:	11/2/22
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