

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:	Early Years Partnership Plan 2022 - 2027					
Officer completing IIA:	Sarah Ostler					
Lead Officer / Project Manager:	Sarah Ostler					
Service:	Early Years, Prevention					
IIA completion date:	12 th August 2022					
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):				
Give a brief description of the proposal including the aims, and any links to relevant reports or documents:	This is a Council Information Report seeking agreement on the Early Years Partnership Plan 2022-2027					

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 Plan is focused on improving outcomes for children and their families	The Plan has 5 priorities and associated actions that will be developed into an action plan that will be overseen by a Partnership Planning group and progress reported back to Council annually.
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			Parents have identified that childcare has been a barrier to accessing training and employment, the plan is focused on delivering childcare to meet the needs of parents There is a focus in the Plan on recruiting and retaining an early years workforce that is fit for future needs of the sector – this will include recruiting approx. 100 additional people into the sector – qualifications and professional development form part of the plan	
Environmental Well-being - Communities protect, enhance and promote our environment and countryside.			X		
Living Well - People are empowered to live independently within their communities, where they feel	X			Enabling greater access to affordable childcare can contribute to greater social cohesion and reduce dependency on 'family childcare' across generations.	

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safe and enjoy good physical and mental health.				The Plan is focused on ensuring families have the right support at the right time in order that they have the skills and resilience to support their children	

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

This analysis is supported through the Early Years Plan and associated actions

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 Plan is 5 years and delivery will be staggered based on the priorities of the service, family needs and linked to local, regional and national policy. families in relation to quality and affordable childcare – this includes looking at future policy impacts	
Prevention - Preventing problems occurring or getting worse.	The impact of quality childcare, health and family support services on early childhood development is well documented and can mitigate impact of poverty on childrens longer term health and education outcomes	
Integration - Impact on our well-being objectives, national well-being goals and the well-being objectives of other public bodies.	These Early Years priorities and the wider early years agenda contributes to a number of other strategies and plans, e.g. Focus on the Future and the Raising Aspirations Raising Standards Strategy.	
Collaboration - Acting in collaboration with others inside and outside the Council.	The Plan is a partnership plan that is made up of partners from MTCBC, CTMUHB, PHW and the third sector. Collaboration is required across all partners for the Plan to be successfully delivered. The Plan will be overseen by the partnership and will be reported back to Council annually.	
Involvement - Involving people with an interest in achieving the well-being goals and who reflect the diversity of our communities.	A significant focus of the Plan is on involving children and families in the services that affect them with a view to moving towards a position of co-production.	
Sources of evidence to support the above (please use this information when completing the section ‘Data and Evidence’) The Early Years Plan and associated priorities and actions.		

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 Plan will have a positive impact on children accessing early years, family support and health services across the county borough	Progress will be monitored through an associated action plan
Disability - People with disabilities/long term conditions.	x			The Plan will have a positive impact on children with disabilities as it will deliver on the requirements of the ALNet (Wales) with a focus on early identification of needs	Progress will be monitored through an associated action plan
Gender Reassignment - People whose gender identity or gender expression is different to the sex they were assigned at birth.			x		
Marriage and Civil Partnership - People who are married or in a civil partnership.			x		
Pregnancy and Maternity - Women who are pregnant and/or on maternity leave.	x			The Plan focusses on support to families from the ante natal period onwards	Progress will be monitored through an associated action plan

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	Positive	Negative	Neutral		
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		
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	X			This work complies with the requirements of the Welsh Language Act 2011 and contributes to the Welsh in Education Strategic Plan and the Cymraeg 2050	The Plan includes a number of actions in relation to promoting Welsh Language, increasing skills of the workforce and developing new Welsh medium early years provision. Progress will be

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than the English language, compliance with Welsh Language Standards, links with internal and external Welsh Language strategies.					monitored through an associated action plan

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

Early Years Partnership Plan 2022- 2027

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 rollout of Flying Start will eventually provide universal access to childcare, reducing demands on family finances. In addition the development of more out of school childcare both formal and informal will reduce costs to families.	Progress will be monitored through an associated action plan
Low and/or No Wealth - Enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.	x			Access to universal childcare for 2-3 year olds will reduce financial burden on parents as will greater awareness of the financial support available for childcare. Enabling parents to meet basic needs more easily	Progress will be monitored through an associated action plan

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Socio-economic Disadvantage	Does your proposal have a positive or negative impact on socio-economic disadvantage for service users, employees and/or the wider community? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? What steps will be taken to reduce inequalities of outcome? How will you know when this has been achieved?
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Material Deprivation - Unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies etc.	x			The Plan focusses on ensuring parents can access the right services at the right time this includes support with finances/ debt, housing and basic household items	
Area Deprivation - Where you live e.g. rural areas, and where you work e.g. accessibility of public transport.	x			The roll out of Flying start and increased local provision of services will reduce the need to access services in other localities	
Socio-economic Background - Social class i.e. parents' education, employment and income.			x		
Socio-economic Disadvantage - What	x			This plan will have a positive impact on the lives of children and their families	

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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?				providing children with access to high quality childcare, which aids with their development and learning to address disadvantage from a young age.	

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

The Early Years Partnership Plan 2022- 2027

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			The Plan has been developed in collaboration with the Early Years Partnership, the draft Plan has undergone a process of consultation with key stakeholders	Key issues from consultations that were also evidence based are embedded into the final plan

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

The Early Years Partnership Plan 2022

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		Needs assessment data has been included in the Plan	This has helped identify key themes and issues facing the population

Sources of evidence to support the above:

The Early Years Partnership Plan 2022- 2027

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	3 of 4	0 of 4	1 of 4	
2. Sustainable Development Principles - How have you considered the five ways of working? <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration • Involvement 	5 of 5	0 of 5	0 of 5	
3. Protected Characteristics (including Welsh Language)	4 of 10	0 of 10	6 of 10	
4. Socio-economic Disadvantage	5 of 6	0 of 6	1 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 there will be focus on children and their families in the early years receiving the right services at the right time in order to build resilience and improve health and educational outcomes			
The main negative impacts are:	There are no negative impacts associated with this plan.			

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? No
 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
All priorities and actions embedded into the Early Years Partnership Plan	various	Sarah Ostler		Reported Annually

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

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 Early Years Plan will be reviewed termly by the Early Years Partnership and progress will be reported annually to Council
When will the proposal be reviewed? How frequently will this take place?	
Who is responsible for monitoring and reviewing the proposal?	

12. IIA Approval

IIA Approved by:		Job Title:		IIA Approval date:	
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