

# Merthyr Tydfil County Borough Council - Integrated Impact Assessment

(Includes Well-being of Future Generations, Protected Characteristics, Welsh Language, Socio-economic Disadvantage, Decarbonisation, 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.

<b>Title of Report / Project:</b>	Strategic Equality Plan 2024-2028					
<b>Officer completing IIA:</b>	Lorna Townsend					
<b>Lead Officer / Project Manager:</b>	Lorna Townsend					
<b>Service:</b>	Transformation and Equalities					
<b>IIA completion date:</b>	15 January 2024					
<b>Type of proposal: (please place an X in the relevant box)</b>	<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):				
<b>Give a brief description of the proposal including the aims, and any links to relevant reports or documents:</b>	<p>The Strategic Equality Plan 2024-2028 has been developed to reflect the Council's commitment to equality in the County Borough of Merthyr Tydfil and to ensure we are meeting our statutory obligations as found within the Equality Act 2010 and Public Sector Equality Duty. As a Council, we have a duty to tackle and challenge discrimination and disadvantage so that people feel safe from harassment and everyone has access to high quality services.</p> <p>The Strategic Equality Plan 2024-2028 will help us to ensure we focus on positive outcomes for people in Merthyr Tydfil. The Proposal is for the Strategic Equality Plan 2024-2028 to be approved to meet our statutory duties and to also show our commitment to eliminate all forms of discrimination and promote equal opportunities and good relations between people visiting, living and working in Merthyr Tydfil.</p>					

## 1. Merthyr Tydfil Well-being Objectives

**Does your proposal help to deliver any of the Council's Well-being Objectives?**

How does your proposal help to deliver any or all of the Council's Well-being Objectives?

Well-being Objectives	Does your proposal have a positive or negative impact on the Council's Well-being Objectives? Please place an X in the relevant box.			Why have you come to this decision? Please provide an explanation.	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved?
	Positive	Negative	Neutral		
<p><b><u>'An Aspirational Merthyr Tydfil focused on learning'</u></b> We will strengthen how we enable people to grow and reach their potential.</p>	X			The Strategic Equality Plan 2024-2028 will positively impact the Corporate Well-being Objectives within the Corporate Well-being Plan 2023-2028.	Feedback from engagement and consultation has been used to inform the plan, e.g. an additional objective has been included to encompass the improvement of education, skills and employment opportunities. This approach will continue as the Council will monitor and review the services to ensure that we are doing all that we can to mitigate any future risks.
<p><b><u>'A Healthier Merthyr Tydfil'</u></b> We will empower people to live independent and dignified lives.</p>	X			As above.	As above.
<p><b><u>'A Safe &amp; Prosperous Merthyr Tydfil'</u></b> We will support how our economy recovers and grows; ensuring people feel safe in their local area.</p>	X			As above.	As above.
<p><b><u>'A Clean &amp; Green Merthyr Tydfil'</u></b> We will support the creation of a clean and green</p>	X			As above.	As above.

environment now and in the future.					
<b>Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):</b> <a href="#">Corporate Well-being Plan 2023-2028</a> Strategic Equality Plan 2024-2028					

<b>2. Sustainable Development Principles (The Five Ways of Working)</b>		
<b>Does your proposal demonstrate you have met the sustainable development principles (five ways of working)?</b> 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.		
<b>Five Ways of Working</b>	<b>How does your proposal demonstrate you have met the five ways of working when developing the proposal?</b>	<b>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?</b>
<b>Long Term</b> - Thinking and planning for the long term, balancing short term and long term needs.	The plan identifies actions which will be used to plan service delivery and will be annually reviewed and updated to reflect changes in legislation and guidance. If actions have been achieved we will review and identify further actions which can assist the Council in thinking and planning for the long term.	Consider longer term impacts and challenges of this plan. The Council will continue to monitor and review the services to ensure we are doing all that we can to mitigate any future risks or negative impacts.
<b>Prevention</b> - Preventing problems occurring or getting worse.	Having a Strategic Equality Plan in place ensures that services understand what is expected of them to deliver inclusive services without discrimination. Actions within the plan contribute to preventing problems occurring in the future and ensuring that there is equality in the County Borough.	Using the plan to inform decisions. This will help the Council take a preventative approach to change. The Council will continue to monitor and review the services to ensure we are doing all that we can to mitigate any future risks or negative impacts.
<b>Integration</b> - Impact on our well-being objectives, national well-being goals and the well-being objectives of other public bodies.	The Strategic Equality Plan links with other strategies (e.g. Corporate Well-being Plan 2023-2028). This ensures consistency in meeting objectives and reporting. It also places a stronger and joined-up link between services and the Plans the Council already	Review the plan and establish if further integration is possible. The Council will continue to monitor and review the services to ensure we are doing all that we can to mitigate any future risks or negative impacts.

	has in place. We will also ensure that our proposed initiatives will continue to align with the Councils key strategies and plans.	
<b>Collaboration</b> - Acting in collaboration with others inside and outside the Council.	Working with key stakeholders is important to learn and understand how we can improve on how we currently deliver services based on the actions in the Plan. Actions within the plan include more collaborative working wherever possible and networking.	Review the plan and establish if further collaboration is possible e.g. taking a cross department/organisation approach to delivering the plan. The Council will continue to monitor and review the services to ensure we are doing all that we can to mitigate any future risks or negative impacts.
<b>Involvement</b> - Involving people with an interest in achieving the well-being goals and who reflect the diversity of our communities.	It is important for us to understand the different needs of our communities and involve them in any service planning, design and delivery. The plan contributes to ensuring that we involve people, recognise the different views and needs and promoting equality. The development process, especially the consultation and engagement phase, has been inclusive throughout, listening to and considering the perspectives of many different groups and individuals. It has encouraged all people, regardless of their background and status, to input their ideas and thoughts which have been used to shape the strategic equality plan.	Feedback from consultation has been used to inform the plan, e.g. an additional objective has been included. This approach will continue. The Council will continue to monitor and review the services to ensure we are doing all that we can to mitigate any future risks or negative impacts. We will also continue to involve stakeholders at key points when undertaking the actions of the Strategic Equality Plan.
<b>Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):</b> <a href="#">Corporate Well-being Plan 2023-2028</a> Strategic Equality Plan 2024-2028		

### 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		
<b>Age</b> - People of all ages.	X			The Strategic Equality Plan 2024-2028 has been developed to ensure that no one is discriminated against in the County Borough and to ensure the Council meets its Statutory Duties. It impacts positively on the protected characteristics.	Review the plan against each protected characteristic.
<b>Disability</b> - People with disabilities/long term conditions.	X			As above.	As above.
<b>Gender Reassignment</b> - People whose gender identity or gender expression is different to the sex they were assigned at birth.	X			As above.	As above.
<b>Marriage and Civil Partnership</b> - People who are married or in a civil partnership.	X			As above.	As above.
<b>Pregnancy and Maternity</b> - Women who are pregnant and/or on maternity leave.	X			As above.	As above.

<b>Race</b> - People from black, Asian and minority ethnic communities and different racial backgrounds.	X			As above.	As above.
<b>Religion or Belief</b> - People with different religions and beliefs including people with no beliefs.	X			As above.	As above.
<b>Sex (Gender)</b> - Women and men, girls and boys and those who self-identify their gender.	X			As above.	As above.
<b>Sexual Orientation</b> - Lesbian, gay, bisexual, heterosexual.	X			As above.	As above.
<b>Welsh Language</b> 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.					
<b>Welsh Language</b> - 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			As above.	As above.
<b>Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):</b> Strategic Equality Plan 2024-2028					

#### 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		
<b>Low Income/Income Poverty</b> - Unable to afford to maintain regular payments such as bills, food, clothing, transport, other essential items etc.	X			The Strategic Equality Plan 2024-2028 has been developed to ensure that no one is discriminated against in the County Borough and to ensure the Council meets its Statutory Duties. It impacts positively on socio-economic disadvantage.	Review the plan against areas such as socio-economic disadvantage.
<b>Low and/or No Wealth</b> - 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			As above.	As above.
<b>Material Deprivation</b> - 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			As above.	As above.

<b>Area Deprivation</b> - Where you live e.g. rural areas, and where you work e.g. accessibility of public transport.	X			As above.	As above.
<b>Socio-economic Background</b> - Social class i.e. parents' education, employment and income.	X			As above.	As above.
<b>Socio-economic Disadvantage</b> - 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			As above.	As above.
<b>Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):</b> Strategic Equality Plan 2024-2028					



## 5. Decarbonisation and Climate Change Objectives

### Does your proposal help to deliver the Council's Decarbonisation Plan?

How does your proposal impact on the 6 key themes to help achieve the Council's commitment to become carbon neutral by 2030?

Welsh Government is aiming to achieve a carbon neutral public sector by 2030. This is driven by key legislation including: Well Being of Future Generations (Wales) Act 2015; Environment (Wales) Act 2016; Climate Change (Wales) Regulations 2018.

In response to this the Council has developed a Net Zero Roadmap with a themed approach to deliver our Decarbonisation Plan. This will be delivered through the 6 key themes below:

Decarbonisation Plan Theme Areas	Does your proposal have a positive or negative impact on the Council's Decarbonisation Plan? 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		
<b>Theme 1 – Buildings and Planning</b> Reducing or removing GHG emissions from existing property portfolio and new developments e.g. heat pump systems, solar panels.			X	The development of the plan will have a neutral impact on decarbonisation and climate change.	Review the impact as the plan progresses and new actions implemented.
<b>Theme 2 – Travel and Transport</b> Reducing or removing GHG emissions in the Council's fleet and equipment, and supporting sustainable travel e.g. electric vehicles, bike schemes, EV charging.			X	As above.	As above.
<b>Theme 3 – Procurement of Goods &amp; Services</b> Consideration of carbon reduction options in procurement process,			X	As above.	As above.

Consider ways to reduce supply chain impacts.					
<b>Theme 4 – Outsourced services (Leisure Trust)</b> Reduce and remove GHG emissions from leisure facilities e.g. low carbon options in new building or refurbishments <b>(N.B. only complete this section if direct impact on Leisure Trust).</b>			X	As above.	As above.
<b>Theme 5 – Land Management</b> Maximising the Council’s land to increase biodiversity in open spaces, parks and woodlands.			X	As above.	As above.
<b>Theme 6 – Governance</b> The Council is required to measure and report carbon emissions and carbon absorption. Are there outputs that can be captured and recorded from this project/decision?			X	As above.	As above.
<b>Sources of evidence to support the above (please use this information when completing the section ‘Data and Evidence’):</b> Strategic Equality Plan 2024-2028					

**6. 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		
To maintain and enhance Biodiversity (and therefore promote the resilience of Ecosystems).	X			No change.  The proposal does not directly impact on the Council's commitment to maintain and enhance Biodiversity within the County Borough.	N/A

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

Strategic Equality Plan 2024-2028

## 7. 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 development process, especially the consultation and engagement phase (between August and December 2023), has been inclusive throughout, listening to and considering the perspectives of many different groups and individuals. It has encouraged all people, regardless of their background and status, to input their ideas and thoughts, which have been used to shape the Strategic Equality Plan.	Feedback from consultation has been used to inform the plan, e.g. an additional objective has been included. This approach will continue. We will continue to involve stakeholders at key points throughout the life of the Strategic Equality Plan. We will continue to follow the consultation process in line with HR policy.

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

Strategic Equality Plan 2024-2028

## 8. 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		All consultation and engagement findings have been considered in the development of the Strategic Equality Plan. All legislative/statutory duties have been considered and adhered to in the development of the Strategic Equality Plan.	Feedback from consultation has been used to inform the plan, e.g. an additional objective has been included. We will continue to involve stakeholders at key points throughout the life of the Strategic Equality Plan. We will also continue to adhere to all legislative duties.

### Sources of evidence to support the above:

[Corporate Well-being Plan 2023-2028](#)

Strategic Equality Plan 2024-2028

[The Public Sector Equality Duty \(PSED\)](#)

[A More Equal Wales The Socio-economic Duty Equality Act 2010](#)

[Equality and Human Rights Monitor 2023: Is Wales Fairer?](#)

[LGBTQ+ Action Plan for Wales:](#)

## 9. 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
1. Merthyr Tydfil Well-being Objectives	4 of 4	0 of 4	0 of 4
2. Sustainable Development Principles	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	6 of 6	0 of 6	0 of 6
5. Decarbonisation	0 of 6	0 of 6	6 of 6
6. Biodiversity and the resilience of Ecosystems	<b>Maintained</b>	<b>Enhanced</b>	<b>Reduced</b>
	1 of 1	0 of 1	0 of 1
7. Consultation and Engagement	<b>Undertaken</b>	<b>Due to be Undertaken</b>	<b>Not Required</b>
	1 of 1	0 of 1	0 of 1
8. Data and Evidence	<b>Yes</b>		<b>No</b>
	1 of 1		0 of 1
<b>Summary</b>			
<b>The main positive impacts are:</b>	<p>The Strategic Equality Plan 2024-2028 will help us to ensure we focus on positive outcomes for people in Merthyr Tydfil.</p> <p>The main positive impacts are that the plan reflects our commitment to equality in the County Borough and also in meeting the duties and obligations placed upon us. The plan also ensures that we are thinking long term and preventing problems from arising. Ensuring that involvement and collaboration is undertaken and that it links to other strategies which assist is our work to</p>		

	<p>ensure that we have inclusive communities free from discrimination.</p> <p>The plan positively impacts on the Council's Wellbeing Objectives, the five ways of working and the protected characteristics (including Welsh language).</p>
<p><b>The main negative impacts are:</b></p>	<p>No negative impacts have been identified.</p>

## 10. 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.

<b>What are you going to do?</b>	<b>Estimated completion date</b>	<b>Who will be responsible?</b>	<b>Timelines/Milestones e.g. 6 months/over a year, etc.</b>	<b>Progress</b>
Council decision	March 2024	Council	One month	

## 11. 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.

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
001	Council decision	20 March 2024	

## 12. 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.

<b>How will the implementation and the impact of the proposal and any amendments be monitored?</b>	Corporate Wellbeing Board
<b>When will the proposal be reviewed? How frequently will this take place?</b>	Quarterly with an annual report
<b>Who is responsible for monitoring and reviewing the proposal?</b>	Head of HR



**13. IIA Approval**

<b>IIA Approved by:</b>	Hannah Brown	<b>Job Title:</b>	Head of HR	<b>IIA Approval date:</b>	06/03/2024
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