



# Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p><b>Name of the Officer</b> completing the evaluation Diane Corrister</p> <p><b>Phone no:</b> 07970108675 <b>E-mail:</b> dianecorrister@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Corporate Parenting Strategy sets out responsibility of the council against the entitlement children and young people Looked After or Care Experienced. It measures the progress against the CP Strategy 2018-22 and sets out the agenda for the period 22-25</p>
<p><b>Name of Service area</b></p> <p>Health and Social Care - Children's Services</p>	<p><b>Date</b> 5/4/23</p>

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected charecteristics	None	n/a

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Disability	This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected charecteristics	None	n/a
Gender reassignment	.Consider the provision of inclusive services for Transgender people and groups. Also consider what issues there are for employment and training This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected charecteristics	None	n/a
Marriage or civil partnership	N/A		
Pregnancy or maternity	=This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected charecteristics		

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Race	This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected charecteristics	None	N/A
Religion or Belief	This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected charecteristics	None	N/a
Sex	This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected charecteristics	None	n/a
Sexual Orientation	This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected charecteristics	None	n/a

## 2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
<b>Socio-economic Duty and Social Justice</b>	This strategy covers and includes children from birth to age 25 who are Looked After and or Care Experienced within the values of the Council and within the spirit of the Social Services and Wellbeing (Wales) Act 2025 which includes any other form of protected charecteristics	<i>None</i>	n/a

### 3. Policy making and the Welsh language.



How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p><b>Policy Making</b></p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>		<p>n/a</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>All posts generated would be advertised in Welsh.</p>		<p>This strategy will be supported by an active management plan and HR and Communications support will be requested</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Choice and Use of first language is facilitated and offered as part of all child and carer intervention</p>		<p>Accredited Interpretation services are available</p>




**4. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This strategy aims to support care experienced young people to access appropriate care, support, education, training and opportunities in order to positively contribute to their communities and to the prosperity of Wales</p>	<p>n/a</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>n/a</p>	
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>This strategy supports the development of appropriate care and therapeutic support to enhance care experienced young people's physical and mental wellbeing</p>	<p>BASE Therapeutic Services assist in the support of children Looked After</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>This strategy supports the development and integration of children looked after into their communities</p>	
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>n/a</p>	
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>All young people Looked After in Monmouthshire are supported in their heritage, culture and language as in the principles of the Social Service and Wellbeing Act</p>	

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	A more equal Wales is at the heart of this strategy	

**5. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	This strategy demonstrates the ongoing journey undertaken to meet the corporate responsibility as well as meet the developing needs of Children Looked after and Care Experienced young people. It sets the goals for the next 3 years and is a stepping stone within a long term journey in the development of services	n/a
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	The Social Services and Wellbeing (Wales) Act 2014, which came into force on the 6 <sup>th</sup> of April 2016, is the legislative underpinning for changes in the way that local authorities and their partners work with individual families. The structure aims to support effective partnership working within and outside the council so we are well positioned to play a leading role in regional collaborations. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for children and families within Monmouthshire.	n/

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>All stakeholders involved have been part of a wider consultations and this will be ongoing consultation to shape the development of the action plan and understand the journey so far</p>	<p>n/a</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The strategy is at the heart of meeting need, developing services in to mitigate risk and strengthen services to build a stepping stone approach to ensure good foundations to build on</p>	<p>Finalising of Foster Recruitment Strategy due Jan 2023. Consideration of Council regarding the Local Authority offer to Foster Carers to include non direct financial benefits i.e. leisure passes, council tax rebate</p>
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>This will support the ways we work with young people and carers to help them revisit their Children's changing and developing needs, risks, and to meet their children's needs for sustainable and lifetime support. It will help young people to develop their friendships, learning, and community activities locally, all of which promote cohesive communities.</p>	<p>n/a</p>



**6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	All children are viewed through the lens of both corporate and child protection safeguarding responsibilities and legislation -this strategy has safeguarding of children at it's heart	.	Independent advocacy services as well as an Independent Reviewing Officers are key to ensuring that children have the opportunity to have their voice heard
Corporate Parenting	This is a Corporate Parenting Strategy which details the responsibility of the council- and councillors in meeting their Corporate parent responsibility	n/a	n/a

**7. What evidence and data has informed the development of your proposal?**

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data including the census figures*
- *Household survey data*
- *Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc*
- *Evidence and data from Monmouthshire’s Well-being Assessment*
- *Recommendations from Scrutiny or following consultation*
- *Comparisons with similar policies in other authorities*
- *Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors*

Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#) The evidence and data that has informed this report is:

- 1.The Social Services and Wellbeing (Wales) Act 2014

- 2. Welsh Government Eliminate Agenda
- 3. Protection of Employment Policy
- 4. Financial data – Agresso
- 5. Service data – PLANT
- 6. Detailed employee consultation within both Children’s services, Corporate Parenting Panel, Foster Carers , Children Looked After and Care Experienced young people
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**8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

*.This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

**9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

What are you going to do	When are you going to do it?	Who is responsible
Continue to review and evaluate the progress via reviews of the Fostering strategy Action Plane, placement budget, outcomes for young people and development of inhouse provision of placements	quarterly	Diane Corrister


**10. VERSION CONTROL:** The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		