



monmouthshire
sir fynwy

Integrated Impact Assessment document (incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

Name of the Officer completing the evaluation Jane Rodgers Phone no: E-mail: janerodgers@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal To develop 'in-house' residential placements and 16+ supported accommodation placements for care experienced children
Name of Service area Children's Services	Date January 2024

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	<p>The proposal seeks to support children and young people who are looked after or care experienced to live closer to their homes and communities and to be appropriately supported to develop their independence. Children of any age between 0 - 17 years can need to be cared for by the Local Authority. Currently the impact of the operating context, where there is a significant shortage of placements is having an adverse impact on children: Children may be impacted by the lack of placement choice and availability Children may feel that there is an expectation that they leave placements before they are ready.</p>	None identified at this point	<p>Individual care planning for children is in place which takes into account children's individual needs and personal outcomes in line with the stage of development.</p> <p>Schemes such as supported lodgings and When I Am Ready are encouraged</p> <p>Support services are in place to help children develop skills and personal resilience.</p> <p>This proposal concerns the expansion of placement choice and availability.</p>
Disability	<p>Children with more complex needs and disabilities are disproportionately impacted by the lack of suitable placements – this proposal is seeking to address this through the development of bespoke services and provision.</p>	None identified at this point	<p>Individual care planning for children is in place which takes into account children's individual needs and personal outcomes in line with the stage of development.</p> <p>Schemes such as supported lodgings and When I Am Ready are encouraged</p> <p>Support services are in place to help children develop skills and personal resilience.</p> <p>This proposal concerns the expansion of placement choice and availability.</p>

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?
Gender reassignment	None identified at this point	None identified at this point	None identified at this point
Marriage or civil partnership	None identified at this point	None identified at this point	None identified at this point
Pregnancy or maternity	None identified at this point	None identified at this point	None identified at this point
Race	<p>When matching placements for children who are looked after this should take account of race, religious, cultural and identity needs – the proposal seeks to continue to ensure that suitable placements are available for children in line with their race, culture and identity needs including Unaccompanied Asylum-Seeking Children. <i>Think about what the proposal will do to promote race equality with the aim of: eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between persons of different racial groups. Also think about the potential to affect racial groups differently. Issues to look at include providing translation/interpreting services, cultural issues and customs, access to services, issues relating to Asylum Seeker, Refugee, Gypsy & Traveller, migrant communities and recording of racist incidents etc</i></p>	None identified at this point	Increase training and awareness across the service to ensure that services, practitioners and carers are skilled and trained to support all children in their race, religious, cultural and identify needs.

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?
Religion or Belief	.When matching placements for children who are looked after this should take account of race, religious, cultural and identity needs – the proposal seeks to continue to ensure that suitable placements are available for children in line with their race, culture and identity needs. <i>What the likely impact is e.g. dietary issues, religious holidays or days</i>	None identified at this point	Increase training and awareness across the service to ensure that services, practitioners and carers are skilled and trained to support all children in their race, religious, cultural and identify needs.
Sex	None identified at this point	None identified at this point	
Sexual Orientation	When matching placements for children who are looked after this should take account of their sexual orientation and identity needs – the proposal seeks to continue to ensure that suitable placements are available for children in line with their identity needs. <i>.Consider the provision of inclusive services for e.g. older and younger people from the Lesbian, Gay and Bi-sexual communities. Also consider what issues there are for employment and training</i>	None identified at this point	Increase training and awareness across the service to ensure that services, practitioners and carers are skilled and trained to support all children in their race, religious, cultural and identify needs.

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?
<p>Socio-economic Duty and Social Justice</p>	<p>Children who are looked after and care experienced young people often face social economic disadvantage and a paucity of support networks – the proposal seeks to provide the best support for young people as they approach adulthood through the provision of appropriate accommodation, support and services.</p> <p>The proposal seeks to arrest the amount of money that is being spent on profit-making organisations and encourage the development of not-for-profit provision, including in-house services, so that further investment can be kept in Wales and retained for the benefit of children.</p> <p><i>Under the Welsh Language measure of 2011, we need to be considering Welsh Language in signage, documentation, posters, language skills etc. and also the requirement to promote the language</i></p>	<p>None identified at this point</p> <p><i>Describe any negative impacts that your proposal/s will have on people or groups of people who suffer socio-economic disadvantage.</i></p>	<p>Ensure that practitioners and carers understand the impact of socio-economic disadvantage on individuals who are care experienced and how these may be overcome.</p> <p>Work with the corporate parenting panel to consider ways in which the whole council can support children who are looked after and care experienced.</p> <p><i>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts in relation to the Socio-economic disadvantage.</i></p>

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>Policy Making</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><i>The proposal will allow for more children to remain in Wales which will support their Welsh culture and identify and support their Welsh language skills</i></p>	<p>None identified at this point</p>	<p>Ensure that workforce is trained in the Welsh active offer</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p><i>Any recruitment activity as a result of the proposal will be shared in Welsh. There are Welsh language learning opportunities for the workforce and some training is offered in Welsh medium. Consideration will be given as to Welsh speakers are specifically required depending on the needs of children who are looked after.</i></p>	<p>None identified at this point</p>	<p>None identified at this point</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>We will continue to ensure that the Welsh active offer is made for all children and their families who require services.</p>	<p>None identified at this point</p>	<p>Continue to promote the use of Welsh and Welsh language skills within the service</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!

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?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposal seeks to support young people who are care experienced to develop the skills and personal resilience required to live prosperously</p>	<p>Further development of supported living accommodation</p>
<p>A resilient Wales Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>None identified at this point</p>	<p>None identified at this point</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The proposal seeks to support children who are looked after and care experienced young people to develop healthy lifestyles and to be placed in safe and nurturing environments that support their overall physical and emotional health. The development of increased in-house placement options supports an integrated approach to ensure that children's needs are met.</p>	<p>Further development of placements and support services available to carers and children</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The proposal recognises that children and young people particularly those with more complex needs are often those who are placed away from their homes and communities, and sometimes outside of Wales. This is disruptive and potentially damaging to the young persons long-term needs and sense of belonging. The placement seeks to address this by developing placements where children can be closer to their homes and communities.</p>	<p>Further development of in-county placements and the support services available.</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?
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None identified at this point	None identified at this point
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	The proposal recognises that children and young people particularly those with more complex needs are often those who are placed away from their homes and communities, and sometimes outside of Wales. This is disruptive and potentially damaging to the young persons long-term needs and sense of belonging. The placement seeks to address this by developing placements where children can be closer to their homes and communities.	Further development of in-county placements and the support services available.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The proposal seeks to address some of the disadvantages experienced by children and young people who are looked after by providing them with the right services and support to allow them to overcome early adversity and go on to lead fulfilled lives as adult citizens.	Further development of in-county placements and the support services available.

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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The proposal is focused on developing sustainable support and accommodation services for children who are looked after</p>	<p>None identified at this point</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The proposal includes working together with a range of partners at a local and regional level, including the other Gwent LAs, Foster Wales, Regional Social Landlords and not-for-profit organisations.</p>	<p>None identified at this point</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The views, wishes and feelings of Children and young people are at the centre of their care planning, and are always taken in to account. The proposal seeks to ensure that children have increased and better options in terms of their personal goals including where and with whom they want to live.</p> <p><i>Who are the stakeholders who will be affected by your proposal? Have they been involved? Do those people reflect the diversity of the area which is served?</i></p>	<p>Children have the right to independent advocacy – the service needs to ensure that training is up to date so that all practitioners are aware and support an active offer of advocacy.</p>

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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal supports the on-going development of preventative family support and support for care experienced young people</p>	<p>None identified at this point</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>. The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support. The proposal is made in accordance with and in partnership with the Regional Partnership Board and together with Foster Wales and the WG programme board for eliminating</p>	<p>None identified at this point</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?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	Children's safeguarding needs are prioritised in their placements and care planning	<i>None identified at this point .Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those</i>	None identified at this point
Corporate Parenting	This proposal supports the work of the corporate parenting board in ensuring that the council works to get the best outcomes for children and young people who are looked after and care experienced young people through the development of placements and support accommodation	None identified at this point	None identified at this point

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](#)

Data includes – placement types and numbers of children who are looked after gathered through PLANT

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

It is a statutory requirement to provide appropriate and sufficient placements for children who are looked after that meet their holistic needs. National shortages of placements lead to some children being inappropriately placed and separated from home and communities – this affects children with more complex needs disproportionately. The proposal seeks to address this through the further development of placements, particularly those within Monmouthshire.

The proposal is expected to have a positive impact on care-planning and placement provision for children who are looked after and care experienced children.

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
Acquire suitable properties that can provide residential placements and 16+ accommodation schemes	By March 2025	Jane Rodgers
Develop an in-house residential service to provide care and support	By March 2025	Jane Rodgers

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.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
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	People Scrutiny	6th Feb	No amendments made