

Reference	
SCH2	Adult social care - additional staff required to meet care demands
SCH6	SCH Fees & Charges 2022/23



monmouthshire
sir fynwy

Integrate Impact Assessment document

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

<p>Name of the Officer Eve Parkinson/Ty Stokes</p> <p>Phone no: E-mail: eveparkinson@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH2 - To tackle the increase in demand for social care through a number of initiatives such as development of new facilities/partnerships, increasing in-house care at home service and strengthening our partnership arrangements to meet the needs of our service users through person centre planning.</p>
<p>Name of Service area</p> <p>Adult Services</p>	<p>Date 24th December 2021</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	Will ensure that financial resources are made available to provide services for our assessed Adult population to access care, helping to achieve their personal outcomes.	Without further investment the Adult's budget will remain in an overspend situation	Review of care provision, ensuring the best services at the right price

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	Ensuring financial resources are made available to provide services to adults with disabilities to access care, helping to achieve their personal outcomes.	Without further investment the Adult's budget will remain in an overspend situation	Review of care provision, ensuring the best services at the right price
Gender reassignment			
Marriage or civil partnership			
Pregnancy or maternity			
Race			
Religion or Belief			
Sex			

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?
Sexual Orientation			

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?
Socio-economic Duty and Social Justice	Having financial resources available will ensure services can be provided to those Adults most vulnerable in Society.		





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>Careful consideration is given as to allowing adults that require our support to be able to access in the Welsh language</p>		
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>When assessing the requirements for recruitment, all posts are considered as to the ability to speak/knowledge of the Welsh language</p>		
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>When publicising services they are on both the media of English and Welsh</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Positive – expand our current skilled workforce and strengthen services and assets available within the Community to best support our service users.	Secure any funding opportunities to maximise the achievement of our goals, whilst reducing the financial burden upon the Authority
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales People’s physical and mental wellbeing is maximized and health impacts are understood	Positive – Look at how service users and/or their Community can support them. Focus on the health and well-being and “what matters” most to individuals.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Positive – Build upon, develop and utilise place-based services to better integrate communities	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
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		
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Positive - Focus on supporting individuals to achieve what matters to them via a person centred approach	

4. 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>This proposal is not just seeking to address the immediate needs of the individual, but also looks for a more long-term sustainable service that retains and promotes independence</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>With Health, third sector and voluntary organisations, as well as internal partners to meet the needs of the population</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Will have a direct and more positive impact on the services being received.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>To promote health and well-being, independence and a sense of purpose, whilst managing the legacy left behind by the COVID 19 pandemic</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 data-bbox="331 212 510 480">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 212 1330 276">A more cohesive approach to delivering care with the individual at the centre.</p>	

5. 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	At the forefront when considering or when working with our Adult population	.	
Corporate Parenting			

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

<ul style="list-style-type: none"> • Demand data • Unmet need data • Health data such as hospitalisation, long COVID, bed usage • Case allocation • Brokerage • Ageing and growing population data
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7. 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?

<ul style="list-style-type: none"> • Positive – bolster services in order to meet client demand for adult care provision and addressing the effects of long COVID and the legacy of the pandemic, as well as an ever growing and ageing population. • Negative – the proposal is predicated on the securing of ongoing external funding, from Health and Welsh Government, to limit the cost of this proposal. Should these external funding sources cease the financial cost to the Authority will be much greater.
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8. 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

9. 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
1	<i>Head of Service</i>	14 th December 2021	

Integrated Impact Assessment document

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

<p>Name of the Officer Tyrone Stokes</p> <p>Phone no: 01633644589 E-mail: tyronestokes@Monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>SCH6 - As part of the Authority's Medium Tern Financial Plan process and in setting an annual budget, we have reviewed all of our current fees & charges and if there is any scope to increase this for 2022/23.</p>
<p>Name of Service area</p> <p>Finance</p>	<p>Date 24th December 2021</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	Charging for Social Care is a legal requirement as laid down in the Social Services and Wellbeing Act (SSWB) 2014. Charging in Wales is for Adult services only and as such affects those clients 18 years +. By ensuring charging is in line with basic inflation allows for that increased income to be diverted back into services for that age client group	Those adults 18+ with a charge may have to pay slightly more for their services that the previous financial year.	As part of the SSWB Act each person can elect for a means tested financial assessment which determines what a person can afford to pay, thereby mitigating, for those people on low incomes, by limiting charges to what they can pay.

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	The SSWB Act does not distinguish charging for Adults dependent on disability, so the impacts are similar to that above	The SSWB Act does not distinguish charging for Adults dependent on disability, so the impacts are similar to that above	The SSWB Act does not distinguish charging for Adults dependent on disability, so the mitigation is similar to that above
Gender reassignment	.The SSWB Act does not distinguish charging for gender reassignment, so the impacts are similar to that above	The SSWB Act does not distinguish charging for gender reassignment, so the impacts are similar to that above	The SSWB Act does not distinguish charging for gender reassignment, so the mitigation is similar to that above
Marriage or civil partnership	The SSWB Act does not distinguish charging for marriage or civil partnerships, so the impacts are similar to that above	The SSWB Act does not distinguish charging for marriage or civil, so the impacts are similar to that above	The SSWB Act does not distinguish charging for marriage or civil partnerships, so the mitigation is similar to that above
Pregnancy or maternity	The SSWB Act does not distinguish charging for pregnancy or maternity, so the impacts are similar to that above	The SSWB Act does not distinguish charging for pregnancy or maternity, so the impacts are similar to that above	The SSWB Act does not distinguish charging for pregnancy or maternity, so the mitigation is similar to that above
Race	.The SSWB Act does not distinguish charging for race, so the impacts are similar to that above	The SSWB Act does not distinguish charging for race, so the impacts are similar to that above	The SSWB Act does not distinguish charging for pregnancy or maternity, so the mitigation is similar to that above
Religion or Belief	.The SSWB Act does not distinguish charging for religion or belief, so the impacts are similar to that above	The SSWB Act does not distinguish charging for religion or belief, so the impacts are similar to that above	The SSWB Act does not distinguish charging for religion or belief, so the mitigation is similar to that above

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?
Sex	The SSWB Act does not distinguish charging for sex, so the impacts are similar to that above	The SSWB Act does not distinguish charging for sex, so the impacts are similar to that above	The SSWB Act does not distinguish charging for sex, so the mitigation is similar to that above
Sexual Orientation	The SSWB Act does not distinguish charging for sexual orientation, so the impacts are similar to that above	The SSWB Act does not distinguish charging for sexual orientation, so the impacts are similar to that above	The SSWB Act does not distinguish charging for sexual orientation, so the mitigation is similar to that above

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?
Socio-economic Duty and Social Justice	Legally we have to comply with charging under the SSWB Act and as charging is means tested, this allows for the levying of Adult care charges to be applied based on a person's ability to pay.		

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>The SSWB Act is available in both Welsh and English, and any communication we issue is freely available in Welsh</p>		
<p>Operational</p> <p>Recruitment & Training of workforce</p>			
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</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>Allows for the fees and charges we levy to be uplifted to reflect current prices, or for means tested services, to only pay for what they can afford, in line with benefits and pensions predicted uplift</p>	<p>Ensure the SSWB Act charging legislation is adhered too, so service users are means tested to determine their ability to pay.</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>		
<p>A healthier Wales People’s physical and mental wellbeing is maximized and health impacts are understood</p>	<p>By ensuring fees and charges are uplifted to reflect current prices, will allow for income from these fees and charges to be reinvested into maximizing people’s physical and mental health needs and wellbeing.</p>	
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>		
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Adhere to the charging legislation of the Act will mean a fairer and consistent charging for services across Wales</p>	
<p>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</p>		
<p>A more equal Wales People can fulfil their potential no matter what their background or</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?
circumstances		

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 data-bbox="129 730 264 762">Long Term</p> <p data-bbox="315 523 510 746">Balancing short term need with long term and planning for the future</p>	<p data-bbox="533 523 1330 587">When reviewing what fees & charges to uplift we have considered this in decided which ones to increase or not</p>	
 <p data-bbox="114 994 280 1026">Collaboration</p> <p data-bbox="315 786 510 970">Working together with other partners to deliver objectives</p>		
 <p data-bbox="125 1249 284 1281">Involvement</p> <p data-bbox="315 1042 510 1225">Involving those with an interest and seeking their views</p>	<p data-bbox="533 1042 1330 1225">Our annual fees and charges are laid out in a transparent format within the Council budget strategy for the coming year. The proposed fees and charges will be available for discussion as part of the public consultation and political process before any agreement is made.</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>Allowing fees and charges to be aligned to current prices will ensure budgets are kept in line with inflation. Having fees and charges at least in line with inflation will prevent income levels from regressing thus contributing to financial resources not getting worse.</p>	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>.</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	As people will be means tested this does should what a person should have financially to support themselves. Should a person's finances not be available this can be one sign of safeguarding used to protect individuals.	.	
Corporate Parenting			

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

Proposed increases by Department of Works and Pensions on benefits and State Retirement Pension uplifts and Consumer Prices Index as of September 2021.

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?

- **Positive impact will be ensuring we at least keep in line with inflation for non means tested charges where applicable**

- **Negative impact – for those charges that are means tested some people who have the ability to pay more will do. As the ability to pay is means tested a service user will not pay more than they can afford.**

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
Inform service users affected for means tested fees and charges	Following consultation and agreement through the budget setting process	SCH Finance Manager
Non means tested fees & charges	Following consultation and agreement through the budget setting process	Individual budget managers

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
1	<i>Head of Service</i>	19th November 2021	

