



# Integrated Impact Assessment document

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

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| <p><b>Name of the Officer</b> completing the evaluation<br/>Phil Diamond</p> <p><b>Phone no:</b> 07904 921532<br/><b>E-mail:</b> phil.diamond@torfaen.gov.uk</p> | <p><b>Please give a brief description of the aims of the proposal</b></p> <p>Present Population Needs Assessment</p> |
| <p><b>Name of Service area</b></p> <p>Regipnal Partnership Team</p>  | <p><b>Date</b></p> <p>2/2/22</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                       | The PNA highlights and focuses on the needs of children and older people and sets out a mandate for a partnership response. |   | The RPB are undertaking a self assessment to ensure it is fit for purpose to deliver against the highlighted need in the PNA |
| Disability                | The PNA highlights and focuses on the needs of disabilities nd sets out a mandate for a partnership response.               |   | The RPB are undertaking a self assessment to ensure it is fit for purpose to deliver against the highlighted need in the PNA |

| 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           | The PNA is required to include the needs and protected characteristics of vulnerable groups and include a full impact assessment  |   | The RPB are undertaking a self assessment to ensure it is fit for purpose to deliver against the highlighted need in the PNA |
| Marriage or civil partnership | <i>Same-sex couples who register as civil partners have the same rights as married couples in employment and must be provided with the same benefits available to married couples, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance</i>  |   | The RPB are undertaking a self assessment to ensure it is fit for purpose to deliver against the highlighted need in the PNA |
| Pregnancy or maternity        | <i>In employment a woman is protected from discrimination during the period of her pregnancy and during any period of compulsory or additional maternity leave. In the provision of services, goods and facilities, recreational or training facilities, a woman is protected from discrimination during the period of her pregnancy and the period of 26 weeks beginning with the day on which she gives birth</i> |   | The RPB are undertaking a self assessment to ensure it is fit for purpose to deliver against the highlighted need in the PNA |
| Race                          | The PNA is required to include the needs and protected characteristics of vulnerable groups and include a full impact assessment  |   | The RPB are undertaking a self assessment to ensure it is fit for purpose to deliver against the highlighted need in the PNA |
| Religion or Belief            | The PNA is required to include the needs and protected characteristics of vulnerable groups and include a full impact assessment  |   | The RPB are undertaking a self assessment to ensure it is fit for purpose to deliver against the highlighted need in the PNA |
| Sex                           | The PNA is required to include the needs and protected characteristics of vulnerable groups and include a full impact assessment  |   | The RPB are undertaking a self assessment to ensure it is fit for purpose to deliver against the highlighted need in the PNA |

| 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        | The PNA is required the needs and protected characteristics of vulnerable groups and include a full impact assessment. |   | The RPB are undertaking a self assessment to ensure it is fit for purpose to deliver against the highlighted need in the PNA |

## 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> | The PNA will set out areas of health and social care deprivation and aim to address differences in services. |   | The PNA highlights needs of children and young people. Currently WG are considering how to ensure children residential support is moved to not for profit. |

### 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>The PNA will set out the need to promote the use of Welsh language and options for health and social care assessments.</p> |  |  |
| <p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>   |   |  |  |
| <p><b>Service delivery</b></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!

| <b>Well Being Goal</b>  | <b>Does the proposal contribute to this goal?<br/>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> |
|---|---|--|
| <b>A prosperous Wales</b><br>Efficient use of resources, skilled, educated people, generates wealth, provides jobs  | Part contributes  |  |
| <b>A resilient Wales</b><br>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)                                      | Part contributes  |  |
| <b>A healthier Wales</b><br>People's physical and mental wellbeing is maximized and health impacts are understood   | Fully contributes.  |  |
| <b>A Wales of cohesive communities</b><br>Communities are attractive, viable, safe and well connected   | Fully contributes.  |  |
| <b>A globally responsible Wales</b><br>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing                                | Part contributes  |  |
| <b>A Wales of vibrant culture and thriving Welsh language</b><br>Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation | Part contributes  |  |
| <b>A more equal Wales</b><br>People can fulfil their potential no matter what their background or circumstances   | Part contributes  |  |

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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>     | Fully contributes   |   |
|  <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>           | Fully contributes   |   |
|  <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>              | Fully contributes   |   |
|  <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p> | Fully contributes   |   |

| 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>Considering impact on all wellbeing goals together and on other bodies</p> | Fully contributes   |   |

**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        | Promotes safeguarding                                  | <i>.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 who are at risk of abuse and neglect</i> |   |
| Corporate Parenting | Promotes need of LAC                                   |   |   |

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

See PNA introduction  
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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?**

*.The PNA will set out the need of vulnerable groups across Monmouthshire and the regions*

**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 |
|--------------------------|------------------------------|--------------------|
|                          |                              |                    |
|                          |                              |                    |
|                          |                              |                    |

**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 |
|-------------|--|-----------------|--|
|             | <i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i> |                 |  |
|             |  |                 |  |
|             |  |                 |  |