



monmouthshire
sir fynwy

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

<p>Name of the Officer completing the evaluation TBC</p> <p>Phone no: TBC</p> <p>E-mail:</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To undertake a thorough evaluation of the My Day, My Life Service and engage an independent reviewer to complete it</p>
<p>Name of Service area</p> <p>Disability Services</p> <p>Adult Social Care</p>	<p>Date: 10th August 2022</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	An evaluation of the My Day, My Life Service will ensure that the opportunities and services made available to people meet their needs, aspirations and wants. In particular, it will ensure the service offers opportunities that are open, accessible and of interest to people of all ages. Pre-engagement has indicated that more opportunities are likely to be needed for younger people.	The evaluation may create anxiety and uncertainty in all age groups due to its signaling of potential change.	The evaluation will ensure all groups of all ages are effectively consulted with to ensure that the direction of service for the future is based as far as possible on what people want and need. The project brief will specify the need to ensure the equality, diversity and inclusion needs of stakeholders are identified and taken in to account when formulating recommendations for the future.
Disability	An evaluation of the My Day, My Life Service will enable us to ensure that the opportunities available to people meet their needs, aspirations and wants. In particular, it will ensure the service offer opportunities that are open, accessible and of interest to people of all abilities. Giving consideration and providing opportunity for meaningful engagement and consultation with people with all levels of needs.	There are a number of individuals with very complex needs, if the majority of the consultees signal a further move to buildingless/community based services this could negatively impact those who have complex needs who may feel (or their families may feel) need a buildings based service to be or feel safe.	<p>The review will ensure that as far as possible all individuals views are represented and considered, specific consideration has been given when shaping the terms and conditions of the review to those with more complex need and the need for identification of appropriate opportunities for this group.</p> <p>Ensuring the meaningful involvement of people using the service in the review is crucial. The project brief requires the reviewer to ensure the equality, diversity and inclusion needs of stakeholders are identified and taken in to account when formulating recommendations for the future.</p> <p>The evaluation criteria of the review has been expanded to include explicit requirements relating to successful outcomes and outputs for people.</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	A thorough review of current services will enable people to feed in to and shape services for the future which meet their needs and wants.	None identified	
Marriage or civil partnership	None identified	None identified	
Pregnancy or maternity	None identified	None identified	
Race	A thorough review of current services will enable people to feed in to and shape services for the future which meet their needs and wants.	None identified	
Religion or Belief	A thorough review of current services will enable people to feed in to and shape services for the future which meet their needs and wants.	None identified	
Sex	A thorough review of current services will enable people to feed in to and shape services for the future which meet their needs and wants.	The majority of staff employed at the current service are women and will be impacted if the review points to a different type of service model; which may include the need for reduced staffing levels.	Staff will be subject to the Council's Protection of Employment Policy, which will include seeking alternative employment options.

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	A thorough review of current services will enable people to feed in to and shape services for the future which meet their needs and wants.		

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	My Day, My Life is a strength-based approach that seeks to enable people with a learning disability to develop and pursue their individual aspirations within every day, community settings supported by their own networks. A further evaluation of the current service, with a view to strengthening and widening the opportunities available to individuals in a way that meets their needs is likely to increase and advance equality of opportunity for individuals with disabilities in Monmouthshire.	<i>None</i>	

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 evaluation will take in to account the wants and needs of all individuals. This may identify need for more Welsh speaking staff, or Welsh activities or opportunities. The evaluation will enable us to identify further ways in which these requests can be met.</p>	<p>None identified</p>	
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>No new posts will be created or advertised because of the proposal. The current proposal only refers to service evaluation.</p>	<p>None identified</p>	
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Any publicity about, or engagement activity by or through the review will be promoted as available in Welsh if needed.</p>	<p>None identified</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>Positive: This review will enable us to identify and support best use of community based resources, as well as make best use of the skilled and experienced staff team to support people in their future aspirations.</p> <p>Negative: It is possible the review may identify the need for a smaller or different staffing team</p>	<p>Alternative employment options will be sought with SCH and the Council as a whole if needed.</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>None</p>	
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: The review will identify and start to shape a service that meets the needs and aspirations of people in Monmouthshire who currently use My Day, My Life and those who may need it in the future. This review will seek to maximise choice and diversity of opportunity.</p>	
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Positive: The review will focus on community based opportunities for people with learning disabilities in Monmouthshire. Supporting people to be well connected to local networks.</p>	
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>None</p>	
<p>A Wales of vibrant culture and thriving Welsh language</p>	<p>None</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?
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: People with a learning disability have more choice and control over how they receive support and live their lives	

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>Long Term</p>	The review will enable us to future proof the service.	
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	This proposal focuses on a comprehensive review and evaluation of current My Day, My Life services. This approach will ensure full collaboration with the people we currently support, those we might support in the future, their families, social workers and other key stakeholders. Working in partnership to shape the future of day opportunities available in Monmouthshire.	It will be crucial to ensure that the successful external reviewer has strong collaboration and engagement skills to ensure meaningful engagement with all individuals, including those with more complex communication methods.

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>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The key stakeholders for this project are people with learning disabilities and their families in Monmouthshire, in particular those who currently use My Day, My Life and those who may want to use it in the future. Staff currently working in the service are also significant stakeholders. Other stakeholders include Social Workers, service managers and other internal staff. This review is a key part of the ongoing development of My Day, My Life ensuring that it continues to meet the needs of people with disabilities in Monmouthshire enabling them to be connected to their local communities and develop and flourish in the lives they choose.</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>N/A</p>	
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>This review will enable us to fully understand what individuals with learning disabilities want from the My Day, My Life service maximizing opportunities for independence, choice and control. The approach is likely to continue to be community focused, linking people to other organisations and resources in their local communities.</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	The review will enable us to understand what works well and doesn't work well about the service currently.	.N/A	
Corporate Parenting	N/A		

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

The current proposal is for a full independent review to be carried out of My Day, My Life services this has been informed by:

- Knowledge and understanding the needs of the people currently and potentially using the service; particularly their equality, diversity and inclusion needs
- Internal data on service demand
- Internal data on staffing levels
- Feedback from social work teams, staff and individuals who currently access My Day, My Life
- Internal project teams consideration of opportunity and risk
- Ongoing and existing My Day, My Life principles, values and work plan.

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

The engagement of an independent reviewer to carry out a comprehensive evaluation of the My Day, My Life service will enable us to build and strengthen the service for the future. This approach will ensure full collaboration with stakeholders including individuals with disabilities and their families. Consultation will be inclusive and will include those with the most complex of needs. The equality, diversity and inclusion needs of people will be understood as part of the review and will inform the development of the recommendations for the future of the service. The review will be based on the

established values and principles of My Day, My Life to enable people with a learning disability to develop and pursue their individual aspirations within every day, community settings supported by their own networks. This will support in the creation of connected, prosperous and resilient communities, whilst ensuring collaborative and inclusive practice.

Negative Impacts

It is possible that the evaluation may create anxiety and uncertainty for individuals using the service, their families and the staff team due to its signaling of potential change. It also may identify the need for a smaller or different staff team, which could impact on the primarily female staffing team.

There are a number of individuals with very complex needs, if the majority of the consultees signal a further move to building less/community based services this could negatively impact those who have complex needs who may feel (or their families may feel) need a buildings based service to be or feel safe. It will be important to mitigate this risk through effective engagement with this group.

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
<p>Ensure the successful external reviewer has strong collaboration and engagement skills to ensure meaningful engagement with all individuals, including those with more complex communication methods.</p> <p>The project brief will be amended to make explicit the requirements relating to understanding and taking account of the equality, diversity and inclusion needs of the people using the service and those potentially using it in the future.</p>	September 2022	My Day, My Life Project Review Group
<p>Ensure that as far as possible all individuals views are represented and considered. The evaluation will ensure all groups of all ages are effectively consulted with to ensure that the direction of service for the future is based as far as possible on what people want and need.</p>	September 2022 – February 2023	My Day, My Life Project Review Group External Reviewer
<p>Any impact on staffing as a result of the review will be subject to the Council's Protection of Employment Policy, which will include seeking alternative employment options.</p>	February 2023 onwards	My Day, My Life management team Peoples Services

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	My Day My Life Project Review Group	12.8.22	
2	Consultation process for Individual Cabinet Member Decision	22.08.2022	The review will understand and take into account the equality, diversity and inclusion needs of both the people currently using the service and potential future users.