



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Jane Rodgers Phone no: E-mail: JaneRodgers@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To provide members with an annual evaluation of safeguarding within the Council</p>
<p>Name of Service area</p> <p>Social Care and Health Directorate</p>	<p>Date Sept 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	Social care and health has a positive impact on older people through the provision of care and support.	None	
Disability	Social care and health has a positive impact on people with disabilities through the provision of services and care and support	None	We are seeking to make health and social care services more accessible and local
Gender reassignment	Assessments and care plans take account of gender reassignment and how that might affect the experiences, wishes and feelings of individuals.	None	

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?
Marriage or civil partnership	There are examples where care and support plans have been implemented in accordance with people's needs and rights as married couples or couples in civil partnerships	None	Care homes need to have facilities where married couples / partners can have time together
Pregnancy or maternity	The workforce supports maternity and paternity leave	None	
Race	Thought is being given as to how we mitigate any barriers into the service in regards to race and culture. Within assessments and care plans people's individuality is recognized including culture and race, for example in working with Unaccompanied Assylum Seeking Children. The workforce is representative of the population but we would seek to encourage a more ethnically diverse workforce	None	We need to understand more what barriers there might be to accessing services We are seeking to increase diversity within the workforce
Religion or Belief	<i>Assessments, care and support plans take account of the individual beliefs, values and religion of people and families. Some of these may interface with safeguarding issues such as HBV or radicalization. It is important that practitioners respect individual beliefs whilst still being able to address safeguarding issues.</i>	None	Safeguarding training takes account of working within diverse cultures and beliefs. Safeguarding services are in place to support families and individuals affected by HBV and radicalization.

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	None	None	Understanding how men and women experience services differently is important so that we can address any barriers or inequalities. For example men / fathers can often be absent from child protection processes.
Sexual Orientation	.Individual needs regarding sexuality and sexual orientation are addressed within assessments, care and support plans	None	None

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	<i>Social Care and Health supports many families who are economically disadvantaged or living in poverty. We recognized that carers and people with disabilities for example, are often excluded from the workforce, and equally that children can be unfairly disadvantaged by poverty. We recognize that poverty can seriously disadvantage longer term health and wellbeing outcomes. We work with partners to try and tackle these issues on an individual and community basis. We recognize that many people within the social care and health workforce, which is predominantly female, are on low wages and have supported increases to the NMW and RLW</i>	<i>None</i>	Further work to understand local populations and the impact of social inequalities
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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>We implement the Welsh active offer and have a local 'more than just words strategy' in place.</i></p>	<p>None</p>	<p>More attention needs to be paid to ensure that that Welsh active offer is made,</p> <p>More could be done to support Welsh learners</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Welsh speaking candidates are encouraged</p>	<p>None</p>	<p>It is desirable to have increased Welsh speakers within the service so that people can communicate in their first language</p> <p>Some core training should be offered in Welsh</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>We have a good knowledge of who is able to communicate in Welsh within the directorate . council to support the Welsh active offer</p>	<p>None</p>	<p>It is desirable to have increased Welsh speakers within the service so that people can communicate in their first 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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Neutral	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Neutral	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Ensuring that the care and support needs of vulnerable children and adults are met and that people are support to achieve personal wellbeing outcomes supports a healthier Wales.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Good quality and accessible social and health care is is central to cohesive communities, and helps to ensure that there are the right processes in place to promote the rights and welfare of more vulnerable groups and communities.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Ensuring that people have their voices heard, their needs met and live free from harm, abuse and neglect is recognised regionally and nationally as a key component to wellbeing. These elements are promoted within social care	
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People	Social care supports vulnerable people to live the lives they to lead and part of this is ensuring	

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?
are encouraged to do sport, art and recreation	and promoting access to leisure , cultural, artistic or sporting activities.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	High quality social care is critical in ensuring that people can fulfil their potential no matter what their background. Equality is at the centre of the services the Authority provide and commission.	

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>	Social care and health is arranged so that immediate needs are met alongside of preventative and early help services to help with reducing need over the longer term	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	The report details how services work in partnership with agencies from different sectors, and supports partnership working with local communities, groups and individuals.	

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="136 480 297 504">Involvement</p> <p data-bbox="349 256 517 440">Involving those with an interest and seeking their views</p>	<p data-bbox="544 256 1328 360">The report includes information about how the directorate involves people in making decisions on an individual basis and in a wider service context.</p>	
 <p data-bbox="136 759 297 783">Prevention</p> <p data-bbox="349 520 517 815">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="544 520 1328 671">The report details the importance of prevention within social care and health and some of the mechanisms and services that are in place to support prevention and early intervention.</p>	
 <p data-bbox="136 1098 297 1121">Integration</p> <p data-bbox="349 858 517 1118">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="544 858 1328 922">The purpose of social care and health services are to support individual's achieve their individual holistic wellbeing goals</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 report includes how social care and health addresses immediate safeguarding needs and the the services that are in place to prevent or reduce abuse, neglect of harm of vulnerable pepole		
Corporate Parenting	The report identifies the services that are in place to support the immediate and longer term needs of children who are looked.		

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

Both qualitative and quantitative date is presented within the report.

The report contains performance metrics, case material, direct feedback from service users, and internal and external quality assurance information.

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

Social care and health works with some of the most vulnerable and potentially marginalized indivudals and families within the County. It is important that we continue to review services and orientate practice so that it takes accounts of the needs of indivudals from diverse groups

and to critically examine any barriers there are to accessing services. Encouraging diversity within the workforce is important so that we are able to provide a responsive service to different groups of people, as is encouraging Welsh speakers. We need to ensure that practitioners work from an anti-oppressive value based, using a strengths based and a rights based perspective particularly with the most vulnerable people or in situations where statutory interventions into family life are required.

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
Work in partnership with others to reduce issues that impact on the wellbeing of vulnerable individuals, and work with others to promote community and individual wellbeing.		Chief Officer Social Care and Health

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