



monmouthshire
sir fynwy

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

<p>Name of the Officer Jane Rodgers</p> <p>Phone no:</p> <p>E-mail: janerodgers@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To seek a decision regarding the Council's forward use of the property located in Tudor Street ahead of the outcomes of the wider review of My Day My Life Services which is currently being undertaken.</p> <p>To set out the reasons why an earlier decision is required due to time restrictions associated with TAN 15.</p> <p>To release the Tudor Street property for redevelopment into affordable housing.</p>
<p>Name of Service area</p> <p>Disability Services</p> <p>Adult Social Care</p>	<p>Date: November 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	None identified	The decision to de-commission Tudor Street will change the traditional 'fixed base' day support service that some people may still prefer.	An inclusive evaluation of day support services (My Day My Life) 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	None identified	There are a number of individuals who receive day support services who have very complex needs, who may feel (or their families may feel) that their needs can only be met through a fixed accommodation based service. Prior to the pandemic Tudor Street provided this fixed base for people in the north of Monmouthshire.	<p>The review will ensure that as far as possible all individuals' views regarding accommodation requirements for the service moving forward 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	None identified	None identified	None identified
Marriage or civil partnership	None identified	None identified	None identified
Pregnancy or maternity	None identified	None identified	None identified
Race	None identified	None identified	None identified
Religion or Belief	<i>Consider the provision of inclusive services for Transgender people and groups. Also consider what issues there are for employment and training</i> None identified	None identified	None identified
Sex	<i>Consider the provision of inclusive services for Transgender people and groups. Also consider what issues there are for employment and training</i>	The majority of staff employed by My Day My Life service are women. The decision to de-commission Tudor Street will impact on their work location.	As Tudor Street is closed the service is currently operating a different model, so there will be no immediate change to the nominated base for travel claim purposes. An alternative Abergaveny base for this purpose can be agreed in due course.

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	None identified	None identified	None identified

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><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> This site present a strong opportunity to increase the provision of sufficient good quality housing for people’s needs. The Local Housing Market Assessment carried out in 2020 highlighted a growing disparity in the affordability of housing, as well as an increasing demand for the provision of affordable housing across the county. This estimated a shortfall of 468 affordable homes per year between 2020,2025, with the majority to be provided as Social Rented accommodation (68%), followed by Low Cost Home Ownership (25%) and Intermediate Rent (7%). As of September 2022, there were 2,220 households with a recognized housing need registered on the housing waiting list. Affordable housing is a cross-cutting theme that will help deliver many of the wellbeing goals of the Future Generations Act, including a more equal Wales, a Wales of cohesive communities, a prosperous Wales and a healthier Wales.</p>	<p><i>None identified</i></p>	<p><i>. None identified</i></p>
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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>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>Evaluate and take in to consideration the Welsh Language needs of all individuals and ensure this is reflected in any decisions</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>No new posts will be created or advertised because of the proposal. There is an evaluation on-going to determine the nature of the service moving forward.</p>	<p>None identified</p>	<p>Evaluate and take in to consideration the Welsh Language needs of all individuals and ensure this is reflected in any decisions</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.</p>	<p>None identified</p>	<p>Evaluate and take in to consideration the Welsh Language needs of all individuals and ensure this is reflected in any decisions</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: The recommendations within the report increase the potential for additional affordable housing in the North of the county	Neutral
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Positive: releasing Tudor Street will drive increased opportunities for My Day My Life to continue increased use of community based assests to provide day support to people with learning disabilities	Neutral
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Positive: This review will seek to maximise choice and diversity of opportunity through moving away from a fixed base accommodation model at Tudor Street	Some people may experience disappointment about the loss of Tudor Street and anxiety about the service changes that this will mean.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Positive: Releasing Tudor Street will necessitate a renewed focus on community based opportunities for people with learning disabilities in North Monmouthshire. Supporting people to be well connected to local networks.	Neutral
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Positive: The current building is old and not in a good state of repair. The recommendation presents an opportunity to develop the site in a way that supports improvement to the environment using modern building methods regarding energy efficiency. Increased affordable housing increase opportunities for local employment and for essential workers to live close to their places of work.	Neutral

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 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	Neutral	Neutral
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. There is more opportunities for affordable housing in the north of the county	Some people may experience disappointment about the loss of Tudor Street and anxiety about the service changes that this will mean.

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>	Releasing Tudor Street will ensure a more sustainable service model moving forward. The review will enable us to future proof the service.	None identified
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The proposal represents an opportunity to deliver the County's strategic objectives regarding increased affordable housing working in partnership with housing partners.</p> <p>The wider review of My Day My Life Services will be inclusive of people using the service, their families / carers and the workforce</p>	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>None identified</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The proposal is considered to be the best use of the Council's assets by promoting a strengths based / community asset approach to supporting people with LD and by releasing a building that is no longer fit for purpose and in a state of disrepair.</p>	<p>None identified</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>	<p>None identified</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. My Day My Life Services have appropriate safeguarding arrangements in place to ensure that adults at risk are safeguarded	.Some people may experience disappointment about the loss of Tudor Street and anxiety about the service changes that this will mean. Some people may	The review will ensure that as far as possible all individuals' views regarding accommodation requirements for the service moving forward 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.
Corporate Parenting	None identified	None identified	None identified

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

<p>The current proposal has been informed by:</p> <ul style="list-style-type: none"> • Knowledge of existing service and service delivery • Use of Tudor Street building prior to its temporary closure • The service plans and aims of My Day My Life • Knowledge of the current housing market and housing issues • The current policy aims of the council

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 proposal will release a building that is significantly under-utilised and allow it to be developed into a positive asset for the community providing increased employment and workforce potential and affordable housing to support to support a thriving community.

Changing the use of the building should not adversely affect people with learning disabilities as the service model for day support has been developing over a number of years to move away from a fixed base to the use of a range of different community based opportunities. The wider review of the service will continue to explore ways that the service can be developed to respond to individual needs and ensure that everyone has a chance to express their wishes and feelings.

Negative Impacts

Releasing Tudor Street will be affect people with learning disabilities some of whom have been attached to the building and the traditional model of day serve delivery over many year,

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.

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
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. Ensure that the review takes full account of people's views regarding the accommodation requirement for the service and explores what options would then be available in the absence of Tudor Street.	September 2022	My Day, My Life Project Review Group

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.	September 2022 – February 2023	My Day, My Life Project Review Group External Reviewer
Ensure that any impact on staffing is understood and communicated as a result of any future change of employment base.	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
2	ICMD	30 th Nov 2022	<i>The form has been updated to reflect the pertinent issue i.e. to separately consider the impact of making an early, separate decision on Tudor Street</i>
1	ICMD	31 st Aug 2022	None