



# Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Jane Rodgers  <b>Phone no:</b>  <b>E-mail:</b>janerodgers@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To consider the financial liabilities and implications of the Regional Integration Fund and its tapered funding model.</p>
<p><b>Name of Service area</b></p> <p>Children's Services</p>	<p><b>Date</b></p> <p>22<sup>nd</sup> Nov 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	The RIF provides funding for a range of projects that are in place to support both children and older people / adults with care and support needs. The proposal to reject the funding taper will ensure that any potential service disruption is minimized.	None identified	If the taper is applied any reduction to service provision will be risk assessed as to the impact on children or adults with care and support needs.
Disability	The RIF provides funding for a range of projects aimed at supporting people with disabilities and their carers. The proposal to reject the funding taper will ensure that any potential service disruption is minimized.	None identified	If the taper is applied any reduction to service provision will be risk assessed as to the impact on children or adults with care and support needs.

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	Services provided through RIF funding take account of individual circumstances and support people to live the lives they want to live as independently as possible.	None identified	If the taper is applied any reduction to service provision will be risk assessed as to the impact on children or adults with care and support needs.
Marriage or civil partnership	None identified	None identified	None identified
Pregnancy or maternity	None identified	None identified	None identified
Race	<i>None identified</i>	None identified	None identified
Religion or Belief	Services provided through RIF funding take account of individual circumstances and support people to live the lives they want to live as independently as possible. This includes recognising people's choice, control and ability to exercise their religion or beliefs.	None identified	If the taper is applied any reduction to service provision will be risk assessed as to the impact on children or adults with care and support needs.
Sex	There are more female than male workers employed through RIF funding. Increased stability to this funding source will provide better job-security for the workforce.	None identified	If the taper is applied any reduction to the workforce would follow the correct HR procedures.

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Sexual Orientation	Services provided through RIF funding take account of individual circumstances and support people to live the lives they want to live as independently as possible. This includes recognising people's sexual orientation and identity needs.	None identified	If the taper is applied any reduction to service provision will be risk assessed as to the impact on children or adults with care and support needs.

## 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.

	<b>Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage</b>	<b>Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>Socio-economic Duty and Social Justice</b>	The people who are predominantly affected by this decision are some of the most vulnerable within the county including children who are looked after and adults with care and support needs. The extent to which adequate preventative and support services are in place is critical to ensure that Monmouthshire residents, particularly those who are the most negatively impacted by social determinants of health, are supported to live the lives they want to live and have choice and control wherever possible over the services they receive.	<i>None identified</i>	Services will continue to be developed to ensure that they are targeted at the most vulnerable and are preventative and enabling in orientation. Any reduction in service provision would be fully considered and risk assessed.

### 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 RPB and RIF have a duty to consider the promotion of the Welsh Language within all the supported programmes.</p>	<p>None identified</p>	<p>Evaluate and take into consideration the Welsh Language needs of all individuals and ensure this is reflected in any decisions taken by the RPB</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Some service information is available in Welsh.</p>	<p>None identified</p>	<p>Services need to seek ways to actively encourage Welsh speakers into social care and health posts by advertising more jobs as "Welsh essential" in line with the Council's Welsh Language Strategy.</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Residents have the option to receive service in Welsh language through the 'more than just words strategy'.</p>	<p>None identified</p>	<p>Services need to seek ways to actively encourage Welsh speakers into social care and health posts.</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? 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> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The RIF injects a valuable funding stream into Gwent and in MCC supporting significant numbers of posts and developing skills, knowledge and learning across the social care and health sector	None identified
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The RIF supports people’s health and wellbeing needs through a range of preventative and support services.	None identified
<b>A healthier Wales</b> People’s physical and mental wellbeing is maximized and health impacts are understood	The RIF supports people’s health and wellbeing needs through a range of preventative and support services.	None identified
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Preventative services supported through the RIF are community orientated with the aims of minimizing isolation and maximizing community assets and community connection	None identified
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None identified	None identified
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	The community orientation of many of the RIF supported projects enhances community wellbeing and builds on social connections, culture and recreational wellbeing activity.	None identified
<b>A more equal Wales</b>	<i>RIF projects work with many people who have experienced structural disadvantage, adversity and inequalities which have impacted on their health and</i>	None identified

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?
People can fulfil their potential no matter what their background or circumstances	<i>wellbeing. RIF projects are orientated around enabling approaches support people to live their own good lives and build resilience no matter what their background.</i>	

**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><b>Long Term</b></p>	<p><i>The RIF and the RPB supports innovation and the development of sustainable social care and health services. The RIF taper model is part of the WG drive to accelerate new service developments through releasing funds.</i></p>	<p>That the proposal advocates that the Regional Integration Fund continues to be used to support sustainable innovation through allocating funds based on a process of evaluation and review using an evidence base focused on achieving best outcomes for residents of Gwent, rather than a formulated tapering approach.</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The RIF and RPB uses partnership and integrated approaches to service design and development</p>	<p>None identified</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>There are established citizen and 3rd sector engagement mechanisms within the structure of the RPB</p>	<p>None identified</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><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Many of the projects supported through the RIF are preventative and / or providing early help to families and individuals aimed at reducing levels of dependency and vulnerability.</p>	<p>None identified</p>
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>.The RIF and the RPB facilitates for partnership and integrated working across the health and social care sector.</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?**

	<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	The provision of adequate care and support services is integral to safeguarding children and adults with care and support needs.	.none	Ensure that service development continues within early help and prevention
Corporate Parenting	Ensuring that there are sufficient services to work with children who are looked after and to prevent children from coming into care are key objectives for the council and for the corporate parenting panel,	None	Ensure that services continue to develop around preventing children from needing to be looked after in the first place

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

Financial data from the Programme Management Office regarding the impact of the tapering effect

**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?**

Continued RIF funding would allow the projects it supports to continue to help the Council meet its corporate objectives in respect of social care and health including the provision or preventative, community-based support for children and adults with care and support needs.



Evaluation of projects and new innovations would continue through the mechanisms that are already in place, and would be driven through strategic decision making within the RPB partnership rather than being driven via a tapering model.

Projects and current innovations would be allowed time to consolidate and build to ensure continuity of service provision to Monmouthshire residents, rather than risk de-stabilisation, particularly given the current financial and budgetary context.

**9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>
<b>Inform the PMO / RPB as to the outcome of cabinet's consideration of the RIF tapering and the liabilities.</b>	<b>End of Dec 2022</b>	<b>Chief Officer Social Care &amp; Health</b>
<b>Work with the RPB to continue to develop and implement services in response to current pressures; the local area plan based and population needs assessment.</b>	<b>March 2023</b>	<b>Chief Officer Social Care &amp; Health</b>

**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.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>

<b>1</b>	Cabinet circulation	<b>22/11/22</b>	