



monmouthshire  
sir fynwy

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

<p><b>Name of the Officer;</b> Ceri York</p> <p><b>Phone no:</b> 07775 648623</p> <p><b>E-mail:</b> ceriyork@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Implementation of the recommendations from the independent review of the My Day, My Life Service.</p> <ol style="list-style-type: none"><li>1. The council will need to take steps to restore and develop the positive aspects of the My Day My Life service.</li><li>2. The My Day My Life service should return to the principles it set out at the start.</li><li>3. The council should consider the range of opportunities and activities that will be made available to participants in the service.</li><li>4. The service should adopt more flexible working hours</li><li>5. The service needs to have stable, compassionate and person-centred leadership.</li><li>6. The programme will have a clear process to document what is happening.</li><li>7. The service should have safe and accessible buildings.</li><li>8. People and families should be meaningfully involved in making changes.</li><li>9. Monmouthshire should think about all learning disability services</li><li>10. There should be a map of all the services in Monmouthshire</li></ol>
<p><b>Name of Service area</b></p> <p>My Day My Life</p> <p>Adult Social Care</p>	<p><b>Date:</b> 14<sup>th</sup> July 2023</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	<p>The redesign and restructure of the My Day, My Life Service will ensure that the opportunities and services made available to people will 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.</p>	<p>Some family carers of people receiving My Day My Life services are aging.</p> <p>The proposed changes may negatively impact them as they may have concerns which could include:</p> <ul style="list-style-type: none"> <li>• A different My Day My Life base with which they are unfamiliar.</li> <li>• Worry about changes to the services hours of operation</li> <li>• Concerns that they will not continue to receive the same level/type of service</li> </ul>	<p>The review has ensured all relevant groups of all ages are effectively consulted with to ensure that the direction for the future is based as far as possible on what people want and need. The implementation process will ensure the equality, diversity and inclusion needs of the people receiving the service and those potentially using the service in the future are identified and taken in to account when implementing the recommendations.</p> <p>Families will continue to be involved in all aspects of the implementation process including the selection of the new MDML bases. This will provide an opportunity for carers to share their views and thoughts which can be taken into consideration. Workshops are planned for August and family carers will be invited.</p> <p>Reassurance will be provided that the implementation of the recommendations will not result in any reduction to levels of service which people receive.</p> <p>Family carers will continue to be supported by their social worker.</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?
Disability	<p>The implementation of the My Day, My Life review recommendations will enable us to ensure that there are community opportunities available to people to 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 abilities. The implementation approach will focus on co-producing through meaningful engagement and involvement with people receiving the service.</p> <p>Future service base buildings will need to be accessible and provide appropriate toilet and changing facilities to meet the needs of people receiving the service, now and in the future.</p>	<p>There are between 1-4 people (number not specified due to data protection) who require changing bed provision. Currently not all the buildings which have been shortlisted as potential future service bases have changing bed facilities.</p>	<p>The review ensured that as far as possible all individuals views were represented and considered, specific consideration was given when shaping the review recommendations and implementation plan to ensure the needs of this group were recognised and met.</p> <p>Ensuring the meaningful involvement of people using the service in the review has been crucial. This will continue throughout the implementation phase.</p> <p>The future service base buildings will include changing bed facilities and if these are not currently provided, works will need to be funded and undertaken to ensure appropriate facilities are in place.</p>
Gender reassignment	<p>The review has been co-produced with people receiving the service and their families, so they have been able to feed in their ideas and shape the recommendations for the future design of the service.</p>	<p>None identified at this stage</p>	<p>Not applicable</p>
Marriage or civil partnership	<p>None identified at this stage</p>	<p>None identified at this stage</p>	<p>Not applicable</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?
Pregnancy or maternity	None identified at this stage	None identified at this stage	Not applicable
Race	None identified at this stage	None identified at this stage	Not applicable
Religion or Belief	The review has been co-produced with people receiving the service and their families, so they have been able to feed in their ideas and shape the recommendations for the future design of the service.	None identified at this stage	Not applicable
Sex	None identified at this stage	The majority of people employed at the current service are women. A full redesign and restructure of the service could result in a change in terms and conditions of employment and potentially the reduction in the current number of posts.	<p>My Day My Life colleagues were invited to take part in the review to share their views and ideas for the future. 17/19 team members participated in the review and the development of the final recommendations.</p> <p>All employees will be subject to the Council's Protection of Employment Policy, which will include seeking alternative employment options.</p>
Sexual Orientation	None identified at this stage	None identified at this stage	Not applicable

## 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>	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. The implementation of the recommendations for the service, will strengthen and widen the opportunities available to people in a way that meets their needs. Therefore, likely to increase and advance equality of opportunity for people with disabilities in Monmouthshire.	None identified at this stage.	Not applicable

### 3. Policy making and the Welsh language.


<b>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</b>	<b>Describe the positive impacts of this proposal</b>	<b>Describe the negative impacts of this proposal</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</b>
<b>Policy Making</b>  Effects on the use of the Welsh language,  Promoting Welsh language  Treating the Welsh language no less favourably	The implementation of the recommendations will take in to account the wants and needs of all people receiving the service. If this identifies the need for more Welsh speaking staff, or Welsh activities or opportunities, action will be taken to address this.	None identified at this stage	Not applicable
<b>Operational</b>  Recruitment & Training of workforce	If new posts are created or advertised as a result of the service redesign and restructure, then this will be an opportunity to increase the number of Welsh speakers recruited.	None identified at this stage	Not applicable
<b>Service delivery</b>  Use of Welsh language in service delivery  Promoting use of the language	Any publicity or promotion will be made bilingually. Engagement activity relating to the implementation of the recommendations will be done in Welsh where needed.	None identified at this stage	Not applicable

**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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Positive: This implementation 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 restructure will result in the need for a smaller or different staffing team</p>	<p>Alternative employment options will be sought with SCH and the Council if needed.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>None identified at this stage</p>	<p>Not applicable</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: The implementation will shape the service and make it fit for purpose for the future so that the 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 are met. It will seek to maximise choice and diversity of opportunity.</p>	<p>None identified at this stage</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Positive: The focus of My Day My Life is on community-based opportunities for people with learning disabilities in Monmouthshire. Supporting people to be well connected to local networks.</p>	<p>None identified at this stage</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local</p>	<p>None identified at this stage</p>	<p>None identified at this stage</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?
social, economic and environmental wellbeing		
<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	Positive: people will have even more opportunities to engage their community and be involved in community activities.	None identified at this stage
<b>A more equal Wales</b> 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	None identified at this stage

**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>	The implementation of the recommendations will enable us to future proof the service.	



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>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The recommendations set out a clear framework for the development of the My Day, My Life service in the future. The recommendation has been coproduced with the full collaboration of the people currently receiving the service, 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.</p>	<p>The final review report was published on the Council Website and views sought from the wider public.</p> <p>24 respondents took part in the public consultation and their comments and views have been taken into consideration within the implementation plan.</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>The participants in the review were people with learning disabilities currently receiving the service and their families in Monmouthshire, and those who may want to use it in the future. People who used to join in some MDML activities in the past who weren't eligible recipients of the service were also invited to contribute to the review and recommendations development. Colleagues currently working in the service were also participants in the review. Other stakeholders involved include Social Workers, service managers and other internal staff. The recommendations set out a framework for 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>The Individual Cabinet Member decision taken in November 2022 to release Tudor Street for sale , before the review was completed, generated public opposition. As a result the decision was called in and following consideration by People's Scrutiny Committee on 3<sup>rd</sup> January and a subsequent Council meeting any decision to about the future of the building was put on hold until after the review had was completed.</p> <p>A Q&amp;A page was developed for the MCC website which provided information to the public on the progress of the review and how they could be involved. The final report was published for public consultation in April and people were able to provide their feedback via an online questionnaire. The website provides information about the People Scrutiny meeting on 18<sup>th</sup> July and how people can get involved.</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>The proposal will ensure people have even greater opportunity to be involved in the community, take part in activities which are meaningful to them and meet up with their friends. This may prevent a deterioration of people's well-being and increase social interaction.</p>	<p>None identified at this stage.</p>
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>This review and recommendations has provided a thorough understanding of what people with learning disabilities who receive the My Day, My Life service want. This approach maximizes opportunities for independence, choice and control. The future development will continue to have a strong community focus, linking people to other organisations and resources in their local communities.</p>	<p>None identified at this stage</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 report has enabled us to understand what works well and doesn't work well about the service currently and to develop plans to improve where needed.	None identified at this stage	<p>The review scope was expanded in December 2022 to include people who used to join in some My Day My Life activities, although they were not in receipt of MDML support.</p> <p>A public consultation on the final review report was undertaken IN April 2023, this enabled people to share their thoughts on the recommendation including any concerns around the safety and well-being of people receiving the service.</p>
Corporate Parenting	None identified at this stage	None identified at this stage	Not applicable

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

<p>The current proposal has been produced as part of the independent review to be carried out My Day, My Life service by Practice Solutions and work to develop the implementation plan. this has been informed by:</p> <ul style="list-style-type: none"> <li>• Knowledge and understanding the needs of the people receiving and potentially receiving the service; including their equality, diversity and inclusion needs</li> <li>• Internal data on service demand</li> <li>• Internal data on staffing levels</li> <li>• Feedback from social work teams, staff and individuals who currently access My Day, My Life</li> <li>• Internal project teams consideration of opportunity and risk</li> <li>• Ongoing and existing My Day, My Life principles, values and work plan.</li> <li>• Views of people receiving the service and their families</li> <li>• Views of colleagues working in the service</li> <li>• Views from community partners and groups</li> </ul>
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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?**

**Positive Impact**

The independent review recommendations and the implementation plan will enable us to build and strengthen the service for the future. The review has been produced with full collaboration with stakeholders including people receiving the service and their families. Participation levels were high and included those with the most complex of needs. The equality, diversity and inclusion needs of people was understood as part of the review and informed the development of the recommendations for the future of the service. The review was 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. The recommendations for the future will support in the creation of connected, prosperous and resilient communities, whilst ensuring collaborative and inclusive practice.

**Negative Impacts**

It is possible that the implementation of some of the recommendations may create anxiety and uncertainty for people receiving the service, their families and the staff team due to it signaling change. The recommendations developing a more flexible service which may have an impact on the size and terms of conditions of the current establishment include also may identify the need for a smaller or different staff team, which could impact on the primarily female staffing team. Some family carers are aging and may be impacted if the service changes, e.g concerns about new service base, opening hours etc.

**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>
Continue to co-produce the implementation of the review recommendations with all people who receive the service and their families. 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.	From June 2023	My Day, My Life Core Project Group
Any impact on staffing as a result of the service redesign and restructure will be subject to the Council's Protection of Employment Policy, which will include seeking alternative employment options.	July 2023 onwards	My Day, My Life management team  Peoples Services
Evaluate the implementation of the recommendations and the positive impact upon people receiving the service.	July 2024	

**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>	Internal SCH decision making	15.05.2023	Additional actions added
<b>2.</b>	Pre - Cabinet Consultation Process	14.07.2023	Further information provided in regard to impacts on Age and Disability and additional actions as a result