



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

<p>Name of the Officer; Ceri York and Nicola Venus -Balgobin</p> <p>Phone no: 07775 648623</p> <p>E-mail: ceriyork@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To approve the recommendations relating to the choice of locations for a future base for MDML in Monmouth and Abergavenny:</p> <ul style="list-style-type: none">• The future base in Abergavenny will be the Melville Centre.• The future base in Monmouth will be the Overmonnow Family Learning Centre. <p>Note that it has already been agreed that there will be a base in Abergavenny and Monmouth. This impact assessment relates to the recommendations on which of the shortlisted options should be chosen.</p>
<p>Name of Service area</p> <p>My Day My Life</p> <p>Adult Social Care</p>	<p>Date: 2nd October 2023 (this equality impact assessment has been informed by the assessment presented to cabinet on the 26th 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>Those users of MDML who are younger, and those coming through transition and expected to join MDML in the short to medium term, have said that involvement in the community is often more important than the MDML base. The proposed future bases are either in a vibrant community hub (Melville Centre) or have potential for further community development (Overmonnow). These stronger links to the wider community will be a positive development in supporting people to meet their personal goals and aspirations.</p>	None identified at this stage	<p>As part of the development of an options appraisal to secure a base for MDML in each area we have incorporated the feedback and criteria developed as part of the review of MDML which included relevant groups of all ages. We also invited all people currently supported by MDML to comment on each of the shortlisted bases and their feedback was used to inform the final option. This was done via a workshop in Monmouth and home visits and phone calls in Abergavenny family members/carers were all given the opportunity to contribute alongside their family member who uses the MDML service if they wished.</p> <p>Reassurance will continue to 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>MDML is a service for adults with a learning disability who have had a social worker assessment which indicated that they need support to access or engage in day opportunities. The establishment of bases in Abergavenny and Monmouth will support the development of the service and enable improved support for service users.</p> <p>The choice of the Melville Centre for the Abergavenny base will result in significant accessibility improvements and appropriate toilet and changing facilities in a community building, which is of benefit to service users and other disabled adults in the area.</p> <p>The choice of Overmonnow Learning Centre for the Monmouth base will provide service users with access to an adjustable-height kitchen.</p>	<p>There is a risk that opening bases in both areas may mean that people perceive the service may be defaulting to a more buildings-based service. When in reality the future service will be a mixture of community and hub-based activity. Some people who may wish to see a return to a traditional buildings based model of support may be disappointed.</p> <p>Works to buildings to ensure accessibility will take between 8 and 12 weeks, so there may be a period where a small number of individuals may not be able to access the base fully or at all.</p>	<p>Workshops, home visits and/or phone calls have been offered to all individuals who currently use the service to ensure their views and wants are incorporated in to plans for any future base.</p> <p>The MDML team will continue to work with people and their families in the community whilst works are undertaken.</p> <p>For any families for whom an accessible base is essential (who aren't currently receiving a service), work will commence to introduce staff and put together person centered plans so that the person can start to receive a service as soon as possible once work is complete.</p> <p>Implementation of the service's development plan will continue to ensure its operation is in line with the agreed future direction of travel i.e., a mixture of community and hub-based activity.</p>
Gender reassignment	None identified at this stage	None identified at this stage	Not applicable
Marriage or civil partnership	None identified at this stage	None identified at this stage	Not applicable

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	None identified at this stage	None identified at this stage	Not applicable
Sex	None identified at this stage	None identified at this stage	Not applicable.
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.

	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	The implementation of the recommendations for the future bases, 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.





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>	None identified at this stage.	None identified at this stage	Not applicable
<p>Operational</p> <p>Recruitment & Training of workforce</p>	None identified at this stage.	None identified at this stage	Any future job vacancies will be assessed to determine whether the role should be Welsh essential or Welsh desirable.
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	Any publicity or promotion will be made bilingually. Engagement activity relating to the implementation of the recommendations will be done in Welsh where needed and in accordance with the Welsh Language Standards applicable to the authority.	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>A prosperous Wales 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>The proposals have taken account of future sustainability including the most efficient use of resources.</p> <p>Negative: none identified at this stage</p>	<p>Not applicable.</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 identified at this stage</p>	<p>Not applicable</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: The future bases are a fundamental component of the service. They will shape the service and make it fit for purpose for the future so that 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>A Wales of cohesive communities 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. The</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?
	future bases will positively impact in terms of maximising the use of existing community resources.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None identified at this stage	None identified at this stage
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	Positive: people will have even more opportunities to engage their community and be involved in community activities.	None identified at this stage
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Positive: People with a learning disability who receive MDML services will have a base which is theirs and 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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The establishment of the future service bases will support the delivery of a modernized service which has the right ethos and values, is fit for the future, and delivers high quality support.</p>	<p>None identified at this stage.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The future base at Melville Centre maximises working together with our partners to deliver shared objectives such as social and community inclusion.</p> <p>The recommendations for the future service bases have been produced in collaboration with people currently receiving the service. Working in partnership to shape the future of day opportunities available in Monmouthshire.</p>	<p>The proposed future base at Overmonnow will require further development to increase community involvement. This will need to be thoughtfully approach so not to negatively impact on other local community facilities.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>People who currently receive MDML services and their families were asked to share their views on the shortlisted buildings and what they would like to see in a future hub. These views were considered as part of the options appraisal matrix which determined the proposed bases in each locality.</p>	<p>We will continue to work alongside people who use MDML services and their families as we progress to make the bases operational.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The new bases 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>

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>Considering impact on all wellbeing goals together and on other bodies</p>	<p>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>

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	This will positively enhance people's sense of safety and security through the provision of a base.	None identified at this stage	Not applicable
Corporate Parenting	None identified at this stage	None identified at this stage	Not applicable

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

The current proposal has been informed by:

- Knowledge and understanding the needs of the people receiving and potentially receiving the service; including their equality, diversity and inclusion needs
- Internal data on service demand
- Feedback from people and families who currently access My Day, My Life
- Practice Solutions review report and recommendations.
- Ongoing and existing My Day, My Life principles, values and work plan.
- Views of colleagues working in the service
- Views from community partners and groups
- Accessibility Survey Report
- Detailed Options Appraisal

7. 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

- MDML is a service for adults with a learning disability who have had a social worker assessment which indicated that they need support to access or engage in day opportunities. The establishment of bases in Abergavenny and Monmouth will support the development of the service and enable improved support for service users.

- The choice of the Melville Centre for the Abergavenny base will result in significant accessibility improvements and appropriate toilet and changing facilities in a community building, which is of benefit to service users and other disabled adults in the area.
- The choice of Overmonnow Learning Centre for the Monmouth base will provide service users with access to an adjustable-height kitchen.
- The users of MDML who are younger, and those coming through transition and expected to join MDML in the short to medium term, have said that involvement in the community is often more important than the MDML base. The proposed future bases are either in a vibrant community hub (Melville Centre) or have potential for further community development (Overmonnow). These stronger links to the wider community will be a positive development in supporting people to meet their personal goals and aspirations.
- The choice of bases maximises the use of community resources and expands the opportunities people have to access community activities and opportunities.

Negative Impacts

- There is a risk that opening bases in both areas may mean that people perceive the service may be defaulting to a more buildings-based service. When in reality the future service will be a mixture of community and hub-based activity. Some people who may wish to see a return to a traditional buildings-based model of support may be disappointed.
- Works to buildings to ensure accessibility will take between 8 and 12 weeks, so there may be a period where a small number of individuals may not be able to access the base fully or at all.

8. 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
Continue to work alongside people who use MDML services and their families as we progress to make the bases operational.	October 2023 onwards	Internal Project Team

9. 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.	Pre-cabinet decision	2.10.23	
2.			