



# Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> Jane Rodgers Chief Officer, Social Care, Safeguarding &amp; Health</p> <p><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>This impact assessment will look at the impact of the purchase and redevelopment of a 4-bedroom children's residential provision in Monmouth</p>
<p><b>Name of Service area</b></p> <p>Social Care and Health Directorate, Children's Services</p>	<p><b>Date</b></p> <p>22/02/2024</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	This development will positively impact on children, specifically those children who looked after, by ensuring that they have increased opportunities to get the care and support they need closer to their homes and communities.	None identified at this point	None identified at this point
Disability	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic

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	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic
Marriage or civil partnership	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic
Pregnancy or maternity	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic
Race	.There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic
Religion or Belief	.There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic
Sex	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic

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	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic.	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic

## 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?
<b>Socio-economic Duty and Social Justice</b>	<p>The project proposes to repatriate Monmouthshire children. Bringing our children back into our communities where they can access local education, play, youth and health services will support their holistic development and personal outcomes, and increase their social and economic mobility.</p> <p>Bringing children closer to their families and support networks will ensure there are reduced socio-economic barriers for parents and guardians to engage with their children. An example of this could be access to family sessions within a local community, thus making it easier for all parties to access.</p>	There is no evidence to suggest that the proposal will have a negative impact on people who are socio-economically disadvantaged.	Placement of children closer to home and communities to improve social and economic mobility where appropriate. Ensuring the project is close to schools, libraries, youth, play and health services to enhance the opportunities for supporting children to achieve their personal wellbeing outcomes.



## 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 favorably	The proposals will be neutral in relation to opportunities to use the Welsh language and will not treat the Welsh language less favorably than the English language. The proposal will ensure children remain in Wales and enable them to maintain connections to the Welsh language.	There is no evidence to suggest that the proposal will have a negative impact on the Welsh language.	All supporting documents, information and surveys are available in Welsh upon request
<b>Operational</b>  Recruitment & Training of workforce	All adverts and tender specifications will be available in Welsh and will be advertised via the Sell2Wales procurement website.  We are not currently implementing an authority led operational delivery team, therefore there will be no formal recruitment linked to this project.	There is no evidence to suggest that the proposal will have a negative impact on the Welsh language.	Any future recruitment will be undertaken through the medium of English and Welsh and all documents displayed bilingually on the council website and social media channels.  Applicants will be invited to apply in Welsh if that is their preference.
<b>Service delivery</b>  Use of Welsh language in service delivery  Promoting use of the language	Welsh language and reference to Welsh culture will be actively encouraged in the home, this will be stipulated with the service provider at award of contract.  Non-Welsh speakers will be encouraged to use incidental Welsh in everyday communications.	There is no evidence to suggest that the proposal will have a negative impact on the Welsh language.	Development of bilingual policies and procedures to be available on request.

	All policies and procedures implemented within the home will be available in Welsh on request.		
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**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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This proposal will allow more Children and young people to be placed in Monmouthshire. When children are placed outside of the county, or outside of Wales, this disrupts their support networks and has the potential to undermine personal outcomes regarding educational /training opportunities, which in turn affects their longer term employment prospects.</p> <p>Utilising local property related services and contractors in the acquisition and refurbishment of the home boosting local economy.</p>	<p>This proposal will bring Monmouthshire children looked after back into the area. The money currently being spent on private care companies out of county will be redirected to local foster carers and in house residential children's homes. This proposal will also provide new jobs and training as foster carers and as residential home staff.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Children and young people in private out of county placements have greater distances from their communities. This is vital to develop their identity and build their own self-esteem, confidence which contributes to their resilience.</p> <p>We aim to increase the properties EPC rating to A, reducing carbon emissions and ensuring sustainability is</p>	<p>Bringing our Children looked after back into Monmouthshire will reduce the volume of miles being travelled to visit these children who are currently placed all over the UK. It will enable them to grow and develop connections and access sources here in Monmouthshire.</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?
	at the heart of the development. Examples include air source heat pumps, EV charging.	
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized, and health impacts are understood</p>	Children and young people will be living in Monmouthshire with access to their communities and support networks including health thus improving their sense of identity and general wellbeing.	The proposal will contribute to the improved emotional wellbeing of young people, who have access to local services and maintaining links to their family and community. Bringing our children looked after back to Monmouthshire will mean we can work more closely with our local partner's where good relationships have already been built to ensure that the child has the best access to services and their physical, emotional and mental needs are being met.
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	Children and young people will be able to connect to Monmouthshire and their communities once back in county.	Bringing children closer to home to maintain connections with families and communities and school placements. As children grow and develop into adulthood, there is a greater possibility that they will remain in Monmouthshire as adults.
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	Living inside of Monmouthshire and Wales will enable children and young people to take ownership for their future and contribute to the development of Wales.	This proposal will keep children in county and in country. It will promote a child's right to a family while maintaining close links to families and communities.
<p><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</p>	Children are enabled to live and grow in communities which represent their own language and culture.	<p>Welsh language and reference to Welsh culture will be actively encouraged in the home.</p> <p>Non-Welsh speakers will be encouraged to use incidental Welsh in everyday communications.</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?
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>The creation of the residential provision will provide the children with a supportive family environment from which to grow and develop as people. This provision will provide stability and structure for the children and ensure their life experiences do not inhibit their development and progression.</p>	

**4. 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>Significant emphasis has and will continue to be placed on the long-term care planning and reviewing arrangements for these children. Utilising the momentum of the Welsh Government manifesto pledge to ‘eliminate’ profit from children’s social care by April 2027.</p>	
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>Throughout the process of acquisition and redevelopment we have engaged with a number of local property specialist and contractors to deliver the desired objectives.</p> <p>In addition, collaboration with the Gwent regional partnership board has been a key collaboration in coordinating the HCF funding application.</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>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>Children- have been consulted regarding their return to Monmouthshire, the transitional arrangements for these children will be managed in great detail. Key internal stakeholders have been engaged in the design and inception of the provision including property and planning colleagues. All council governance has been adhered to, to ensure all members are briefed on proposals. Specific Ward Members will be consulted further and kept abreast of all developments.</p> <p><i>Who are the stakeholders who will be affected by your proposal? Have they been involved? Do those people reflect the diversity of the area which is served?</i></p>	<p>Continued dialogue with children, home visits, managed transitions into schools and home.</p> <p>Public engagement events with neighbours and community groups.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>Children Services works to the earliest possible intervention, preventing problems occurring or getting worse. The introduction of the 'Going home staying home' team in Monmouthshire highlights the focus on this. Where appropriate a in-house placement can act as a stepping stone to support a child or young-person to leave care in a planned way.</p>	<p>None identified at this point</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	<p>The proposal allows children and young people to become integrated into the local community, they will be encouraged to engage in community activities such as Mon life and Mon Sport. They will have access to local education and healthcare facilities integrating them well into life in Monmouthshire.</p>	<p>None identified at this point</p>

**5. Council has agreed the need to consider the impact its decisions have 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	Safeguarding will be at the heart of developing an in house provision for our young people. The home will be quality assured via the Responsible Individual function and will come under internal oversight of the care being delivered via Monmouthshire's safeguarding arrangements. The provision will come under regulatory inspection of CIW where safeguarding is a key priority.	The proposal will not bring a negative impact to safeguarding.	None identified at this point
Corporate Parenting	By developing the residential children's home we are enhancing the council's corporate parenting role of the corporate parent by providing a local authority residential placement for our children. This will enable improved care experiences for children and will allow the Corporate Parenting panel to have full oversight of the care and support that is provided.	The proposal will not bring a negative impact on corporate parenting.	None identified at this point

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

The Council as at 31.12.2023 had 21 children accommodated in for profit residential care settings with fee's ranging from £3,857 to £19,000 per week and cumulative expenditure figure of £138,079.55 per week. From a corporate parent perspective, we are duty bound to provide the best and most suitable accommodation to meet the needs of our children and people. With the reliance on the for-profit sector and the underdeveloped internal provision we are limited in the variety and availability of accommodation to meet their needs.

The Council does not have its own residential provision and is totally reliant on the residential care home market which is almost exclusively operated by for-profit agencies. Therefore, it is important for the Council to develop provision which is bespoke and tailored to the individual emotional and physical needs of children and young people to ensure they develop.

We strongly believe the reallocation of revenue away from the for-profit sector and into our own Monmouthshire developed in partnership with a not-for-profit sector provision will provide greater variety, quality and oversight of the care our children receive. It will strengthen our decision making and ensure our children can return to / remain within their communities where possible.

Utilising the momentum of the Welsh Government manifesto pledge to 'eliminate' profit from children's social care by April 2027 and the funding being made available via the Housing with Care Fund (HCF) grant, we have identified the need for the acquisition of three residential properties, to develop into residential children's homes providing twelve placements for our current cohort of CLA. Significant emphasis has and will continue to be placed on the long-term care planning and reviewing arrangements for these children. Similarly, it supports the Council and the Gwent region in its duty to achieve sufficiency of placements for children and young people who are looked after under Part 6 of the SSWBA.

#### Existing Arrangements

The table below shows 150 young people (45 over the age of 14) placed with either:

Monmouthshire Foster Carer (inside / outside county borders)

Independent Foster Carer (inside / outside county borders)

Monmouthshire Kinship Carer (inside / outside county borders)

Residential Care (inside / outside county borders)

Placement Type	Children and Young People Placed in County	Children and Young People Placed Out of County	Total Number of Children and Young People
Monmouthshire Foster Carer	34	10	44

Independent Foster Carer	10	41	51
Monmouthshire Kinship Carer	17	17	34
Residential Care	6	15	21
Total	67	83	150

Development of in-house provisions supports the local authorities' vision to repatriate young people back in-county where appropriate.

We currently utilise 12 for profit residential care providers to look after 21 children and young people in need of care and support.

Weekly revenue costs associated with these placements is £138,079.55, an average of £6,575 per child per week. There is a range of weekly fees due to several factors which impact the care needs of the children, such as matching requirements lead to beds being blocked, ratios of staff required, sibling groups in placement, access arrangements, education etc.

**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?**

*.This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

Positives

Our project proposes to repatriate Monmouthshire children. Bringing our children back into our communities where they can access local education, play and youth services will support their social development and increase their social and economic mobility.

By developing and in house provision safeguarding for our young people will be improved as the care provision will be inhouse with internal oversight of the care being delivered. MCC will have the opportunity to have full oversight of the care delivery specification.

Bringing children closer to their families and support networks will ensure there are reduced socio-economic barriers for parents and guardians to engagement with their children if appropriate. An example of this could be access to contact sessions within a local community, thus making it easier for all parties to access.

This proposal will bring Monmouthshire children looked after back into the area. The money currently being spent on private care companies out of county will be redirected to local foster carers and in house residential children's homes. This proposal will also provide new jobs and training as foster carers and as residential home staff.

The proposal will contribute to the improved emotional wellbeing of young people, who have access to local services and maintaining links to their family and community. Bringing our children looked after back to Monmouthshire will mean we can work more closely with our local partner's where good relationships have already been built to ensure that the child has the best access to services and their physical, emotional and mental needs are being met.

Negatives

Preparation is required in order to ensure the Welsh language is present and encouraged within the home. Development of support with the Welsh language is needed for both young people and staff.

Community engagement will need to be at the forefront of the development moving forward as this may represent a barrier if not managed correctly and communities are not well informed.

**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
Present the overall approach for developing residential placements for children at full council	April 2024	<b>Jane Rodgers</b>
Engage with ward member and local community	March 2024	<b>Jane Rodgers</b>

**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
<b>1</b>	Informal cabinet	<b>27/02/24</b>	
