



monmouthshire
sir fynwy

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

<p>Name of the Officer; Ceri York</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>The report seeks the release of the Greenfingers site in the grounds of Melville Centre for the Arts in Abergavenny with the view to it being made available for a community organisation(s) to develop an inclusive horticultural or gardening project.</p>
<p>Name of Service area</p> <p>My Day My Life</p> <p>Adult Social Care</p>	<p>Date: 7th March 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	Older people will continue to be able to access gardening opportunities in the community to meet their needs, aspirations and wants. The proposal to offer the site for community development will enhance the availability of opportunities are open, accessible and of interest to people of all ages.	None identified at this point	We will ensure that older people receiving MDML services will be supported to access available gardening and other community opportunities which are suitable to their wishes and needs.

Appendix 1

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	Developing the site as an inclusive community asset/opportunity will further extend the range of opportunities and activities within the community which people with a disability can access.	There are <5 people currently receiving support from MDML who used to attend Greenfingers when it was open. <5 people have indicated they wish the service to re-open so maybe negatively affected by the proposal to cease operating the service.	Social workers and MDML team members will work with people to find appropriate and suitable gardening and other opportunities for people to be involved in. Ensure that people within supported living arrangements who used to access Greenfingers are being appropriately supported with day time opportunities of their choice.
Gender reassignment	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
Marriage or civil partnership	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
Pregnancy or maternity	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
Race	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
Religion or Belief	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage

Appendix 1

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?
Sex	No impact identified at this stage	The Greenfingers staff team has an equal split of male and female. Ceasing the operation of the service will negatively impact all as their current roles will no longer be need.	As part of the proposed restructure of the whole MDML / ISS service, all employees will be subject to the Council's Protection of Employment Policy, which will include seeking alternative employment options.
Sexual Orientation	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage

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	<p>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, including support with education, skills development, volunteering, and employment. The current direction of travel for MDML, including this proposal, is to further strengthen and widen the range of opportunities available. It is anticipated that this will help to advance equality of opportunity for people with disabilities in Monmouthshire and overcome the socio-economic disadvantage that people with learning disabilities experience.</p>	<p>No impact identified at this stage</p>	<p>No mitigating actions identified at this stage</p>

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>	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
<p>Operational</p> <p>Recruitment & Training of workforce</p>	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage



3. Policy making and the Welsh language.




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 proposal will enable us to identify and support best use of community-based resources.</p> <p>Negative: the closure of the Greenfingers will impact people employed within in it.</p>	<p>Alternative employment options will be sought with SCH and the Council if needed.</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>Positive: the intention is to release the Greenfingers site with a stipulation that its function remains as gardening or horticulture</p>	<p>No mitigating actions identified at this stage</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: The proposal is consistent with the agreed direction of travel for MDML which seeks to maximise choice and diversity of meaningful day opportunities for people with learning disabilities. This supports the physical and emotional health of people with learning disabilities and their carers.</p>	<p>The service will ensure that people have a choice of outdoor, gardening and horticultural activities to participate in.</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, which supports people to be well connected to local networks.</p>	<p>No mitigating actions identified at this stage</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>No impact identified at this stage</p>	<p>No mitigating actions 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?
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	No impact identified at this stage	No mitigating actions 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 have more choice and control over how they receive support and live their lives	No mitigating actions 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> <p>Long Term</p>	The implementation of the proposal will ensure people continue to be supported to access gardening and other opportunities in the community.	No mitigating actions identified at this stage
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	The proposal to release the site and offer it as a community development opportunity provides further potential for working with our community and voluntary sector partners.	No mitigating actions identified at this stage

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 data-bbox="136 539 297 563">Involvement</p> <p data-bbox="349 320 517 504">Involving those with an interest and seeking their views</p>	<p data-bbox="544 320 1317 424">The views of people receiving MDML support, who previously used the Greenfingers service, have been sought and taken in to account in developing this proposal.</p>	<p data-bbox="1350 320 2103 448">Continue to work people on an individual basis to develop person-centered support plans which maximise their involvement in the opportunities and activities best suited to their aspirations and needs.</p>
 <p data-bbox="136 818 297 842">Prevention</p> <p data-bbox="349 579 506 879">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="544 579 969 603">No impact identified at this stage</p>	<p data-bbox="1350 579 1917 603">No mitigating actions identified at this stage</p>
 <p data-bbox="136 1174 297 1198">Integration</p> <p data-bbox="349 935 517 1198">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="544 919 1323 1214">The MDML 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 data-bbox="1350 919 1917 943">No mitigating actions identified at this stage</p>

6. 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?

	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	None identified at this stage	.No impact identified at this stage	No mitigating actions identified at this stage
Corporate Parenting	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage

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

The current proposal has been informed by independent review to be carried out My Day, My Life service by Practice Solutions and an assessment of the demand for support from the Green fingers service. This has included:

- 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
- Internal data on staffing levels
- Feedback from social work teams, staff and individuals who currently access My Day, My Life and previously attended Greenfingers.
- Internal project teams consideration of opportunity and risk
- 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

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 ensure that people with learning disabilities who are supported by MDML will continue to be supported to access community gardening opportunities and other opportunities suitable to their aspirations and needs.

- The proposal to offer the site for community development will enhance the availability of opportunities are open, accessible and of interest to people of all ages.
- Developing the site as a community asset/opportunity will further extend the range of opportunities and activities within the community which people with a disability can access.
- This proposal, 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.

Negative Impacts

- Some previous users of the Greenfingers service may be disappointed that the service will not re-open.
- <5 people currently receiving support from MDML who used to attend Greenfingers when it was open. <5 people have indicated they wish the service to re-open so maybe negatively affected by the proposal to cease operating the service.
- Ceasing the operation of the service will negatively impact the staff team all as their current roles will no longer be needed.

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
Continue to work with people receiving support to ensure they are able to access a range of community opportunities with support from the MDML team.	On going	My Day My Life management team

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
1.	Internal SCH decision making	13.03.24	DMT asked for assurance that people within supported living arrangements who used to access Greenfingers are being appropriately supported with day time opportunities of their choice.
2.	Informal Cabinet	19.03.24	