



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation</p> <p>Jane Rodgers</p> <p>Phone no:</p> <p>E-mail: janerodgers@monmoutshire.gov.ul</p>	<p>Please give a brief description of the aims of the proposal</p> <p>This impact assessment will look at the impact of the redevelopment of a 4-bedroom children's residential provision in Caldicot.</p>
<p>Name of Service area</p> <p>Children and Family Services</p>	<p>Date</p> <p>25/06/2024</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 project will have a positive impact on children by ensuring sufficient appropriate placements are available for children who are looked after.	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	None identified at this point	None identified at this point

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	None identified at this point	None identified at this point
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	None identified at this point	None identified at this point
Pregnancy or maternity	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	None identified at this point	None identified at this point
Race	.There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	None identified at this point	None identified at this point
Religion or Belief	.There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	None identified at this point	None identified at this point
Sex	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	None identified at this point	None identified at this point

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.	None identified at this point	None identified at this point

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>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.</p> <p>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. An example of this could be access to contact 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 within localities to improve social and economic mobility where appropriate. Ensuring the project is close to schools, libraries, youth and play services to enhance the opportunities for development.

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
Policy Making 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
Operational Recruitment & Training of workforce	We will be implementing an authority led operational delivery team. All recruitment materials and processes will be provided in Welsh as well as English.	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.
Service delivery 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, as the home will have authority led care and support provision this will be a core focus.. 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!



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>The proposal will help prevent children and young people from living outside of Monmouthshire or even outside of Wales due to a lack of placement and provision.</p> <p>Utilising local properties and developing existing relationships with housing associations and subsequent contractors, 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>A resilient Wales 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 can be placed at significant distances from their communities. Placements closer to home are 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 at the heart of the development. Examples include air source heat pumps, EV charging.</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>
<p>A healthier Wales</p>	<p>Children and young people will be living in Monmouthshire with access to their communities and</p>	<p>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</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?
People's physical and mental wellbeing is maximized, and health impacts are understood	support networks thus improving their sense of identity and general wellbeing.	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.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	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.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	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.
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	Children are enabled to live and grow in communities which represent their own language and culture.	Welsh language and reference to Welsh culture will be actively encouraged in the home. Non-Welsh speakers will be encouraged to use incidental Welsh in everyday communications.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	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	

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?
	ensure their life experiences do not inhibit their development and progression.	

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>Long Term</p>	<p>Significant emphasis has and will continue to be placed on the long-term care planning and reviewing arrangements for these children, ensuring that both their immediate and longer-term needs are met as they mature in young adults.</p>	<p>None identified at this point</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Throughout the process contract arrangement and property redevelopment we will work closely and engage with Pobl 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>	<p>None identified at this point</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>Involvement</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. All council governance has been adhered to, with an all-council engagement piece of work undertaken to ensure all members are briefed on proposals. Specific Ward Members will be consulted further and kept abreast of all developments. Neighbours and neighbourhood groups will be consulted as necessary, with some public engagement events planned to ensure all stakeholder views are heard and concerns mitigated where necessary.</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>Prevention</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.</p>	<p>None identified at this point</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>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?

	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	By developing an 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 have full oversight of the care delivery.	The proposal will not bring a negative impact to safeguarding.	None identified at this point
Corporate Parenting	By developing Budden Crescent we are enhancing the role off the corporate parent, we will be providing a local authority residential placement for our children. Improving their care experiences and having 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 31.03.2024 had 37 children accommodated in for profit residential care settings. 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.

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 our total CLA number (199) and their current placement type.

MCC Kinship In	16
MCC Kinship Out	19
MCC Generic In	29
MC Generic Out	11
IFA In	11
IFA Out	34
Other LA	1
Residential in county	7
Residential out of county	15
Supported living/Lodgings	15
Family assessment Centre	0
Prospective Adopters	3
NHS	0
Placed with Parents	31
Independent Living	0
Other	7

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

We have used the costs associated with 6 children to help model the business case and provide a comparator cost.

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
Community Engagement Events	July– September 2024	
Engage with ward member	July 2024	

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	Cabinet	17 th July	