



# Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation Jane Rodgers</p> <p><b>E-mail:</b> <a href="mailto:JaneRodgers@Monmouthshire.gov.uk">JaneRodgers@Monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>That Cabinet agrees to work at a regional level to purchase an 'off-the-shelf' Social Care Case Management System under the national programme.</p>
<p><b>Name of Service area</b> Social Services</p>	<p><b>Date :</b> 19<sup>th</sup> June 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	The new system will continue to support our social care teams who rely on a robust and appropriate recording system that has to be fit for purpose and future proofed. A system that is easy to use, secure and is up to date with accurate data is essential when working with people in our communities, particularly the young and most vulnerable.	None identified at this stage	None identified at this stage
Disability	The new system will continue to support our social care teams who rely on a robust and appropriate recording system that has to be fit for purpose and future proofed. A system that is easy to use with appropriate access that is up to date with accurate data is essential when working with people in our communities, particularly people with disabilities.	None identified at this stage	None identified at this stage

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	The new system will continue to support our social care teams who rely on a robust and appropriate recording system that has to be fit for purpose and future proofed. A system that is easy to use with appropriate access that is up to date with accurate data is essential when working with people in our communities.	None identified at this stage	None identified at this stage
Marriage or civil partnership	The new system will continue to support our social care teams who rely on a robust and appropriate recording system that has to be fit for purpose and future proofed. A system that is easy to use with appropriate access that is up to date with accurate data is essential when working with people in our communities	None identified at this stage	None identified at this stage
Pregnancy or maternity	The new system will continue to support our social care teams who rely on a robust and appropriate recording system that has to be fit for purpose and future proofed. A system that is easy to use with appropriate access that is up to date with accurate data is essential when working with people in our communities	None identified at this stage	None identified at this stage
Race	The new system will continue to support our social care teams who rely on a robust and appropriate recording system that has to be fit for purpose and future proofed. A system that is easy to use with appropriate access that is up to date with accurate data is essential when working with people in our communities.	None identified at this stage	None identified at this stage

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?
Religion or Belief	The new system will continue to support our social care teams who rely on a robust and appropriate recording system that has to be fit for purpose and future proofed. A system that is easy to use with appropriate access that is up to date with accurate data is essential when working with people in our communities. The new system will be able to record details on religion or belief in order to consider any specific arrangements when commissioning any care and support i.e dietary requirements of community meals.	None identified at this stage	None identified at this stage
Sex	The new system will continue to support our social care teams who rely on a robust and appropriate recording system that has to be fit for purpose and future proofed. A system that is easy to use with appropriate access that is up to date with accurate data is essential when working with people in our communities.	none	n/a
Sexual Orientation	The new system will continue to support our social care teams who rely on a robust and appropriate recording system that has to be fit for purpose and future proofed. A system that is easy to use with appropriate access that is up to date with accurate data is essential when working with people in our communities.	none	n/a

## 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>	The new system will continue to support our social care teams who rely on a robust and appropriate recording system that has to be fit for purpose and future proofed. A system that is easy to use with appropriate access that is up to date with accurate data is essential when working with the most vulnerable people across our communities.	None identified at this stage	None identified at this stage
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### 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
<b>Policy Making</b> Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favorably	We will continue to offer our services in Welsh and record this within the new Social Care Recording System. We welcome and encourage our workforce to develop their Welsh language skills and we work in partnership with AHUHB to fully utilise Welsh Language skills across both workforces.	None identified at this stage	None identified at this stage
<b>Operational</b> Recruitment & Training of workforce	Documentation used and within the new case recording system will be standardised and will be available in both English and Welsh. All social care recruitment is carried out in both Welsh and English.	None identified at this stage	None identified at this stage
<b>Service delivery</b> Use of Welsh language in service delivery Promoting use of the language	All assessments are actively offered in the language of choice in line with the 'More than words' strategy. This will also be recorded in our new Case Management System.	None identified at this stage	None identified at this stage


**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?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The project will provide learning and development opportunities for the workforce. Additional resource is required, therefore creating potential employment opportunities within Monmouthshire. Regional resource is also required creating jobs across Gwent. Therefore supporting the economy.	None identified at this stage

<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 resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The new system will be available on mobile devices and will support the drive towards reducing unnecessary travel, keeping mileage to a minimum and reducing Monmouthshire carbon footprint.</p>	<p>None identified at this stage</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The project includes the development of a 'Shared Care Record' between Health and Social Care.</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>The new system will support our place based approach to providing care and support in our communities.</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 social, economic and environmental wellbeing</p>	<p>The project is overseen by Welsh Government on a national level as well as working operationally on a Gwent wide basis. We anticipate that the flexibility created by this approach will allow Monmouthshire to place greater emphasis on health and wellbeing. We will be able to continue to develop creative approaches supporting people in the community. The new system will support the recording and delivery of these approaches through its design and capabilities. The system will support practice change and will have a focus on prevention.</p>	<p>None identified at this stage</p>
<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>	<p>The social value matrix is part of the procurement process. This will include how the providers (who are bidding for the new contract) will be supporting the Well Being goals. Across our services we continuously strive to create an environment where culture, heritage, and the Welsh language are not only preserved but actively promoted.</p>	<p>Collaborate communication training supports the 'what matters' conversations where building relationships are a cornerstone to our practice. Understanding the cultural heritage, Welsh language promotion, being involved in community events and sport and recreation all can nurture the culture identity of the people we support.</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>The new system will continue to support our social care teams who rely on a robust and appropriate recording system that has to be fit for purpose and future proofed. A system that is easy to use with appropriate access that is up to date with accurate data is essential when working with people in our communities</p>	<p>When recruiting for the additional posts both regionally and locally we will ensure equal opportunities during selection</p>

## 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><b>Long Term</b></p>	<p>It is essential that Monmouthshire County Council keeps pace with the changes in digital, as this will allow us to realise the benefits of new technology. Crucial to this is the deployment of a fit for purpose case management system that supports our services to deliver our statutory obligations and meet the personal outcomes for children and adults in Monmouthshire.</p>	<p>The procurement process will consider both the short term and longer term requirement of our system against the rate at which technology is advancing. We will ensure there is both longevity and flexibility in the new system we procure.</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>There is a Gwent Regional Programme Team and Board already in place to support this Programme. Regional engagement is an important part of maximising the benefits of the new system, and the five Local Authorities will work collaboratively in partnership.</p>	<p>Ensuring Monmouthshire has a key voice and is part of each workstream, all decisions and milestones is essential.</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>All Key stakeholders have been involved from the outset including:-</p> <ul style="list-style-type: none"> <li>• SRS</li> <li>• Digital and Innovation Team</li> <li>• Information Governance Team</li> <li>• SLT</li> <li>• Workforce teams across Social Care (the users)</li> <li>• Transformation Team</li> </ul>	<p>For the duration of the Programme continue to review the stakeholder list and update as necessary.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>Now is the right time to look to decommission the current system and join the regional collaboration for a new system. If we delay the procurement there is a chance we could be left behind and need to invest more resources down then line.</p>	<p>By joining the Gwent collaboration and the national Programme at the outset we will be able to realise all of the benefits of being part of the joint procurement process. Benefits include, maximise our resources, greater leverage in negotiating with potential providers, share technical resources when in design and development phase, Migration support, programme co-ordination and management support. Implementation and on going development.</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 data-bbox="353 213 521 443">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="546 213 1332 416">Across Social Care we have integrated services, working closely with our colleagues in ABUHB. Whilst we are planning to procure a Social Care system, we will continue to work in an integrated way and will continue to develop our sharing protocols. Our development road map will include the interoperability of our systems across both Social Care and Health.</p>	<p data-bbox="1352 213 2101 268">Interoperability functionality will be part of our specification for procurement.</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 new system will support close professional integration, joint working, and information sharing between services, disciplines and providers in order to safeguard the people we provide with care and support. The 'shared care record and further development of interoperability will make the sharing of information more seamless and will support the principals of safeguarding.	None identified at this stage	The project will consider further development of streamlining systems and process across Gwent.
Corporate Parenting	The new system will support close professional working and service integration for children and young people who are care experienced.	None identified at this stage	None identified at this stage

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

- DHCW Business Case
- Current system evaluation (independently commissioned).
- User feedback
- Welsh Government information and advice.
- Digital and Innovation Team advice and guidance.
- SRS engagement and advice.

**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?**

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

For the duration of the project there will be continued stakeholder engagement and 2 way communication.

The views of the workforce will be fully considered at each stage of the project.

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**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>
Set up a MCC Programme board		
Build the Programme plan		

**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>
	DMT		
	SLT		
	Cabinet		