



monmouthshire
sir fynwy

Integrated Impact Assessment Template

(incorporating Equalities, Socio-economic Duty, Future Generations, Welsh Language Measures, Corporate Parenting)

Name of the Officer: Jane Rodgers Phone no: E-mail: Janerodgers@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal:- The proposal is for Monmouthshire to be part of a Gwent-Wide Social Care Workforce Development Service, a shared service , that includes five Local Authorities hosted and managed by Caerphilly County Borough Council.
Name of Service area : Social Care - Workforce Development Team	Date : 3 rd September 2026

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.

<u>Protected Characteristics</u>	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 <i>Consider the impact on our community in relation to age, e.g. how do we engage with older and younger people about our services, access issues etc. Also consider what issues there are for employment and training.</i>	The proposal is expected to have a positive impact in relation to age by increasing access to workforce development, qualifications and career pathways across Gwent. Younger people, new entrants, apprentices and newly qualified staff may benefit from clearer routes into social care employment options and progression. Older and more experienced staff may benefit from improved access to continuing professional development, registration support and opportunities to transfer knowledge through mentoring and practice education.	Potential negative impacts are limited but may include disruption during the transition to a regional service, reduced perceived local accessibility for younger people entering the profession and concern amongst some older or more experienced staff regarding organisational change, travel requirements or increased use of digital learning. There is also a risk that local workforce development priorities important to older residents could be diluted within a larger regional model.	These will be mitigated through consultation, phased implementation, local delivery arrangements, flexible training methods and ongoing monitoring of participation and outcomes across different age groups. Mitigation will include the establishment of a management board for the regional team including representation from MCC.
Disability <i>Consider the impact and what issues there are around each of the disability needs groups e.g. access to buildings/services, how we provide services and the way we do this; producing information in alternative formats, employment issues etc.</i>	Increased access to online and blended learning may reduce travel requirements and improve access to training. A larger regional service may provide a broader range of learning opportunities and career development support. Consistent regional approaches may improve reasonable adjustments and access arrangements.	Potential negative impact include reduced accessibility if training becomes concentrated in regional locations, barriers associated with digital learning platforms, and anxiety arising from organisational change and TUPE arrangements. There is also a risk that individual learning needs or Monmouthshire-specific disability-related priorities could be less visible within a larger regional structure.	These will be mitigated through reasonable adjustments, accessible learning materials, flexible delivery methods, consultation with disabled people and ongoing monitoring of participation and outcomes. Mitigation will include the establishment of a management board for the regional team including representation from MCC.

<u>Protected Characteristics</u>	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 <i>Consider the provision of inclusive services for transgender people and groups. Also consider what issues there are for employment and training.</i>	The team will continue supporting an inclusive, skilled and informed social care workforce. There will remain opportunities for workforce development and equality training that continues to improve awareness of transgender issues, promote inclusive practice and contribute to positive experiences for transgender employees.	No direct negative impacts have been identified.	The service will continue to deliver an equality-focused workforce development.
Marriage or civil partnership <i>Same-sex couples registered as civil partners have the same rights as married couples and must be provided with the same benefits, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance. Consider the impact of your proposal on these rights.</i>	The proposal is not expected to have a differential impact on people who are married or in a civil partnership. Employment rights, benefits and access to workforce development opportunities will continue to apply equally. TUPE arrangements will protect existing employment terms and conditions during the transition, and the development of a more resilient regional workforce development service may provide improved access to training, qualifications and career development opportunities.	No direct adverse impacts have been identified for people who are married or in a civil partnership.	Workforce development opportunities should continue to be accessible and delivered flexibly to support employees with family, caring and relationship commitments.

<u>Protected Characteristics</u>	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 <i>A woman is protected from discrimination during her pregnancy, maternity leave and 26 weeks from the day she gives birth. Including the provision of services, goods and facilities and recreational or training facilities. Consider the impact of your proposal on these protections.</i>	The proposal is expected to have a neutral to positive impact on individuals who are pregnant, on maternity leave or returning to work after maternity leave. The regional service aims to improve access to learning, qualifications, professional development and career pathways while maintaining existing employment protections. Flexible and blended learning opportunities may improve accessibility for some employees with childcare or family responsibilities. Staff transferring to the new service will continue to be protected through TUPE arrangements.	No direct negative impacts have been identified.	Continued consideration will be given to consultation, flexible learning arrangements, ongoing communication and equitable access to workforce development opportunities.

<u>Protected Characteristics</u>	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?
Race <i>What will the proposal do to promote race equality with the aim of eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between different racial groups. Think about the potential to affect racial groups differently. Possible issues include providing translation/interpreting services, cultural issues and customs, access to services, issues relating to Asylum Seeker, Refugee, Gypsy & Traveler, migrant communities and recording of racist incidents etc.</i>	The proposal is expected to have a positive impact on race equality by supporting the development of a more skilled, culturally competent and inclusive workforce. The regional service will continue to and will provide an opportunity to strengthen equality, diversity and anti-racist practice through workforce development activity, improve awareness of the needs of diverse communities and support equitable access to training, qualifications and career progression opportunities.	No direct negative impacts have been identified. It is noted that equality considerations need to continue to be actively embedded within workforce planning, learning and development activity. Cultural, language and inclusion needs will continue to be reflected within workforce development programmes.	Inclusive workforce development, engagement, monitoring and ongoing review will continue.
Religion or Belief <i>Consider the impact e.g. dietary issues, religious holidays or days associated with religious observance, cultural issues and customs. Also consider what issues there are for employment and training.</i>	The proposal is expected to have a continued positive impact by supporting a more inclusive and culturally competent workforce.	No direct negative impacts have been identified. Potential risks include training or workforce development activities being scheduled in ways that do not fully consider religious observance, cultural requirements or faith-related commitments.	This will be mitigated through inclusive planning, flexible delivery arrangements and ongoing engagement with staff and communities

<u>Protected Characteristics</u>	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 <i>Consider what issues there are for men and women. Will this impact disproportionately on one group more than another e.g. equal pay, responsibilities for dependents, issues for carers, access to training, employment issues.</i>	The proposal is expected to have a positive impact by improving access to workforce development, qualifications, professional learning and career progression opportunities for both women and men. The regional service aims to improve workforce skills, recruitment, retention and resilience across the social care sector. As women represent a significant proportion of the social care workforce, improved access to learning and career development opportunities may have particular benefits for women's progression and professional development. The proposal may also support a more diverse workforce by creating clearer pathways into and through social care careers.	No direct negative impacts have been identified. However, there is a risk that increased travel requirements or less flexible training arrangements could disproportionately affect employees with caring responsibilities, who are more likely to be women.	These risks will be mitigated through flexible delivery methods, consultation, equitable access to learning opportunities and ongoing monitoring of workforce development outcomes.
Sexual Orientation <i>Consider the provision of inclusive services for e.g. older and younger people from the Lesbian, Gay and Bi-sexual communities. Also consider what issues there are for employment and training.</i>	The proposal is expected to have a positive impact by supporting the development of a more inclusive and skilled workforce. The regional service provides opportunities to strengthen equality, diversity and inclusion learning, improve awareness of the needs of lesbian, gay and bisexual people, and promote inclusive practice across the social care sector.	No direct negative impacts have been identified. There is a potential risk that the needs of lesbian, gay and bisexual people could receive less visibility within a larger regional model if equality and inclusion considerations are not actively incorporated into workforce development activity.	These risks will be mitigated through inclusive workforce development programmes, ongoing engagement and monitoring.

2. The Socio-economic Duty

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.

Socio-economic disadvantage can be defined as living in less favorable social and economic circumstances than others in society. It also includes social justice, which is about reducing inequalities by working towards more equal distribution of wealth and opportunities so everyone can achieve their full potential.

Consider how the proposal could affect the following vulnerable groups:

Armed Forces Community (including veterans)

Students

People who have experienced the asylum system

Single parents

People living in the most deprived areas

People involved in the criminal justice system

Vulnerable families

Pensioners

Single adult households

Homeless People

Carers

People misusing substances

<u>Socio-economic Duty</u>	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 from socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts in relation to the Socio-economic disadvantage?
<i>Think of what evidence you have about socio-economic disadvantage and inequalities of outcome in relation to this proposal. Will it impact disproportionately on certain groups? Can the proposals be improved to reduce inequalities of outcome?</i>	The proposal has the potential to reduce inequalities of outcome by widening access to social care training, qualifications, professional development and career pathways across Gwent. A larger regional service should provide greater capacity, specialist expertise and a more consistent workforce development offer. This may particularly benefit students, people seeking to enter or return to employment, carers, single parents, veterans and people living in disadvantaged communities. A more skilled, stable and resilient workforce should also improve the quality and continuity of services received by vulnerable individuals, families and communities.	There is a risk that people experiencing socio-economic disadvantage may not benefit equally if regional training arrangements involve increased travel, childcare or replacement-care costs, loss of earnings, limited local provision or reliance on digital access. These barriers may particularly affect single parents, unpaid carers, students, low-income households, people living in rural or deprived communities, people experiencing homelessness and those with limited access to transport or technology. There is also a risk that Monmouthshire-specific needs could receive less visibility within a regional model.	These risks will be mitigated through a combination of local, regional, online and blended learning; flexible scheduling; accessible information; engagement with the workforce and providers ; and monitoring of evaluation, participation, completion and progression. The service will assess practical barriers including travel, digital exclusion, childcare and caring responsibilities, and will use feedback and performance information to improve accessibility and ensure that regional efficiencies do not widen existing inequalities.

3. Policy making and the Welsh language

What are the effects that the proposals would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English? How could positive effects be increased, or negative effects be mitigated? Explain how you believe the proposals could be improved so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English 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: <i>Consider what impact this policy decision will have on the Welsh Language. This includes opportunities for people to use the language, opportunities to promote the language and treating the language no less favourably than the English language. Include any data and evidence e.g. WESP, Census Data, Cymraeg 2050, Welsh Language Strategy.</i>	The proposal has the potential to positively affect the Welsh language by increasing regional capacity to provide Welsh-medium and bilingual workforce development, share specialist expertise and support social care employees to learn and use Welsh.	No significant negative impacts have been identified at this point. All five Gwent local authorities are required to comply with the Welsh Language Standards and are committed to delivering the More than Words strategy.	Any identified subsequently identified risks will be mitigated by embedding Welsh-language requirements within the service specification, governance and performance framework; assessing the Welsh-language requirements of posts; providing Welsh-medium and bilingual learning; and monitoring course availability, participation, completion and learner experience.
Operational: Recruitment & Training of workforce <i>Carefully consider whether vacant posts require Welsh language skills as a desirable or essential skill. This is especially pertinent with front line roles as more than 10 % of the population of Monmouthshire speak Welsh. Also, when assessing the need for Welsh language skills keep in mind the existing Welsh language skills within the workforce. In service areas where there is a current lack of Welsh language skills, posts should be advertised as Welsh language essential. Additionally, consider where further training may be needed to increase the number of staff who can speak Welsh and to enhance the skills of current Welsh speakers.</i>	The proposal provides an opportunity to strengthen Welsh-language workforce development across Gwent through improved access to Welsh-language training, awareness programmes, learning resources and professional development opportunities.	No significant negative impacts have been identified. All five Gwent local authorities are required to comply with the Welsh Language Standards and are committed to delivering the More than Words strategy. These shared statutory and strategic responsibilities reduce the risk that Welsh-language provision would diminish as a result of the proposal. The regional approach may in fact strengthen capacity to support	Welsh-language requirements will be embedded within workforce planning, recruitment, learning and development activity. Vacant posts will continue to be assessed for Welsh-language requirements, Welsh-language learning opportunities will continue to be promoted, and workforce data will be used to identify skills gaps and monitor progress. Performance measures will include Welsh-language participation and workforce capability.

		Welsh-language learning and bilingual service delivery across the workforce	
Service Delivery: Use of Welsh language in service delivery <i>When advertising our services you must promote the fact that people can deal with the council in Welsh by phone, email, twitter, Facebook, letters, forms, website transactions etc.</i>	The proposal supports the delivery of bilingual and Welsh-language social care services by strengthening workforce skills, Welsh-language awareness and the Active Offer. It provides opportunities to increase staff confidence in using Welsh and supports people to receive services in their preferred language.	No significant negative impacts have been identified. All participating local authorities remain subject to Welsh Language Standards and the <i>More than Words</i> framework.	Welsh-language requirements, awareness training, learning opportunities and promotion of the Active Offer will continue through the regional service.

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!

<u>Well Being Goals</u>	Describe the positive impacts the proposal has on the wellbeing goal.	Describe the negative impacts the proposal has on the wellbeing goal.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales <i>An innovative, productive and low carbon society which recognises global limits and uses resources efficiently (including acting on climate change); a skilled and well-educated population in an economy which generates wealth and provides jobs.</i>	The proposal will create a regional workforce development service that can make more efficient use of resources, specialist expertise and SCWWDP funding. It will maintain and or improve access to training, qualifications, professional development and career pathways across Gwent, helping to develop a skilled and sustainable social care workforce. Strengthening recruitment, retention and workforce capability should support employment opportunities and improve the quality and resilience of social care services.	There may be some short-term disruption during implementation, including staff consultation, TUPE arrangements and the establishment of new governance arrangements.	A phased implementation plan, robust workforce consultation, TUPE protections and the proposed business partner model will help maintain local responsiveness while maximising regional benefits
A resilient Wales <i>Maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</i>	The proposal may contribute indirectly through increased use of regional collaboration, digital learning and shared resources, potentially reducing duplication of work and learning materials across the region.	No significant direct environmental impacts have been identified.	Further use of blended learning and digital delivery should be encouraged where appropriate to minimise unnecessary travel whilst maintaining accessibility.
A healthier Wales <i>People's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</i>	A better trained, more skilled and resilient workforce will support improved social care services. Workforce development activity will help staff maintain professional competence, improve wellbeing through professional support and career development. Improved workforce resilience may also	Some uncertainty and anxiety may arise for staff during the transition period as new arrangements and service structures are implemented.	Regular on going communication, informal and formal consultation, HR support, TUPE protections and clear communication arrangements will support workforce wellbeing during implementation.

<u>Well Being Goals</u>	Describe the positive impacts the proposal has on the wellbeing goal.	Describe the negative impacts the proposal has on the wellbeing goal.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	reduce workforce pressures and contribute to staff wellbeing.		
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	Improved workforce recruitment, retention and development should contribute to continuity and quality of care across Monmouthshire and the wider Gwent region. The proposal also strengthens regional partnership working and collaboration between local authorities	No significant negative impacts have been identified.	Local responsiveness will be maintained through the model and ongoing engagement with services and partners
A globally responsible Wales <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	The proposal promotes sustainable workforce development through collaboration, shared resources and improved use of public funding. A more stable and skilled workforce will support the delivery of high-quality social care services and contribute to wider social wellbeing objectives. The proposal also supports inclusive workforce practices and equality of opportunity across the region.	No significant negative impacts have been identified.	The service will continue to apply equality, Welsh language and social justice principles through its governance and workforce development arrangements.
A Wales of vibrant culture and thriving Welsh language <i>Promotes and protects culture, heritage and the Welsh language,</i>	The proposal will also help promote Welsh culture and heritage by increasing workforce confidence in supporting individuals to communicate, participate	No significant negative impacts have been identified. All five Gwent local authorities are required to comply with the Welsh Language Standards and are	Welsh language requirements will continue to be embedded within recruitment, workforce planning, training and service development.

<u>Well Being Goals</u>	Describe the positive impacts the proposal has on the wellbeing goal.	Describe the negative impacts the proposal has on the wellbeing goal.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<i>and participation in the arts, and sports and recreation</i>	and engage in community, cultural, arts and recreational opportunities through the medium of Welsh.	committed to the <i>More Than Words</i> framework	
A more equal Wales <i>People can fulfil their potential no matter what their background or circumstances. (This includes the protected characteristics listed in Section 1 above. You can add more detail there. Don't forget to think about the impacts on poverty)</i>	The proposal increases access to learning, qualifications, professional development and career pathways across the region. A more consistent regional offer may improve equality of opportunity for employees regardless of age, disability, race, sex, sexual orientation, religion or socio-economic background. The service should support people to develop skills and progress their careers within social care	There is a risk that some individuals may experience barriers to participation if training requires additional travel or relies heavily on digital access.	The service will continue to provide flexible learning opportunities through a combination of local, regional and digital delivery methods and will monitor participation to ensure equitable access

5. How has your proposal embedded and prioritised the sustainable governance principles in its development?

<u>Sustainable Development Principles</u>	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?
Long Term Balancing short term need with long term and planning for the future <i>We are required to look beyond the usual short term timescales for financial planning and political cycles and instead plan with the longer term in mind (guidance says at least 10 years, but preferably 25)</i>	The proposal supports the long-term sustainability of the social care workforce by creating a larger, more resilient regional service able to respond to recruitment challenges, workforce shortages, increasing service demand and future workforce development needs. It will strengthen workforce planning, skills development and career pathways across Gwent while making better use of available resources.	A phased implementation approach, the setting up of a regional board represented by all 5 local authorities and ongoing review of workforce needs will ensure the service continues to meet both local and regional priorities
Collaboration Working together with other partners to deliver objectives	Collaboration is at the heart of the proposal. The service brings together the five Gwent local authorities to share expertise, resources and workforce development activity. It will also continue to work with Social Care Wales, universities, colleges, providers and regional partners to support workforce recruitment, development and retention.	Strong governance arrangements, clear accountability and ongoing partner engagement will support effective collaboration and delivery.

<u>Sustainable Development Principles</u>	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?
 Involvement Involving those with an interest and seeking their views <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>	The proposal has been developed through collaboration between the five Gwent local authorities and has included engagement with workforce development staff. Subject to approval, formal consultation will continue with affected employees and Trade Unions. The service model will continue to be shaped by workforce needs of the 5 local authorities and all sector partners.	Ongoing consultation, staff engagement and stakeholder feedback will inform the implementation and continuous improvement of the regional service.
 Prevention Putting resources into preventing problems occurring or getting worse	The proposal focuses on workforce development, professional learning, qualifications and career progression, helping to prevent future workforce shortages, skills gaps and recruitment difficulties. A skilled and sustainable workforce will support the delivery of high-quality social care services and reduce future service pressures.	The regional service will monitor workforce performance, recruitment and training outcomes to identify emerging workforce risks at an early stage.
 Integration Considering impact on all wellbeing goals together and on other bodies <i>Focus here on how you will better integrate the Wellbeing Goals impacts on people, economy and environment described above and balance any competing impacts. Think about impacts the proposal may have on other organisations</i>	The proposal contributes to several well-being goals simultaneously by improving workforce skills, supporting social justice, promoting the Welsh language, improving employment opportunities and strengthening the quality and resilience of social care services. The regional approach supports better outcomes for individuals, families and communities while promoting collaboration across public services.	The service will be governed through regional partnership arrangements and monitored through an agreed performance framework to ensure it continues to deliver against workforce, financial and service objectives.

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting, Care Leavers, Care Experienced People 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?
<u>Safeguarding</u> <i>Safeguarding in this context applies to children (not yet reached 18th birthday) and adult at risk (identified as a person over the age of 18 and who (a) is experiencing or is at risk of abuse or neglect, (b) has needs for care and support (whether or not the authority is meeting any of those needs), and (c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.) Safeguarding is about ensuring that everything is in place to promote the well-being of children and adults at risk, preventing them from being harmed and protecting those who are at risk of abuse and neglect.</i>	The proposal is expected to positively support safeguarding responsibilities. The service will help ensure that the social care workforce has access to mandatory safeguarding training, continuing professional development and learning opportunities that support safe practice and compliance with statutory responsibilities. Improved workforce capability and resilience should contribute to the delivery of safe, high-quality services for children, young people and adults.	Specific Social Care Safeguarding training and workforce development activity will continue throughout the transition period. Whole authority safeguarding training will continue to be the responsibility of the corporate training team.	A phased implementation plan, continued workforce development activity and strong governance arrangements will ensure safeguarding responsibilities remain central to service deliver
<u>Corporate Parenting, Care Leavers and Care Experienced People</u> <i>This relates to those children who are 'looked after' by the Local Authority either through voluntary arrangements with their parents or through a Court Order. The Council has a corporate duty to consider 'children who are looked after especially and to promote their welfare (in a way, as though those children were their own). It also relates to care experienced people (people who have spent time in care when they were under 18 years old). The Council must consider how to help overcome the disadvantages and discrimination they experience.</i>	The regional service will continue to support inclusive, career pathways, apprenticeships and workforce development initiatives that may assist care experienced people seeking employment or progression within the social care sector. Improved workforce capability should contribute to better outcomes for children, young people and families receiving support	No significant negative impacts have been identified.	The regional workforce development service will continue to work with local authorities and partners to ensure the needs of care experienced people remain reflected within workforce planning, training and service development activity.

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Key strategies and documents that may help you include: Community and Corporate Plan, Asset Management Strategy, Digital and Data Strategy, Medium Term Financial Strategy, People Strategy, Socially Responsible Procurement Strategy: [Enabling Strategies](#) See Guidance for more examples.

The proposal has been informed by workforce data, service performance information, regional scoping work, workforce consultation, SCWWDP requirements, existing shared service arrangements, national social care workforce policies and local authority strategies including the Corporate Plan, People Strategy, Welsh Language Strategy and Medium Term Financial Strategy. Baseline information relating to recruitment, retention, workforce development activity, training participation and workforce resilience has informed the recommendation. Future impacts will be measured through recruitment and retention outcomes, participation in learning and qualification programmes, workforce skills development, Welsh language learning, customer feedback, service performance, financial performance and achievement of SCWWDP outcomes to ensure the proposal continues to deliver positive outcomes for the workforce, services and communities across Gwent.

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

The proposal is expected to have a predominantly positive impact by creating a single regional Social Care Workforce Development Service for Gwent. This will strengthen workforce planning, recruitment, retention, training and professional development, making better use of resources and improving access to learning opportunities across the region. A more skilled, resilient and sustainable workforce will support improved outcomes for people who access social care services.

The proposal supports equality of opportunity, social justice and Welsh language development through continued promotion of workforce development. It is also expected to strengthen collaboration between the five local authorities and regional partners.

No significant negative impacts have been identified. Potential risks relate primarily to the transition period, including staff adjustment to new arrangements, TUPE implementation and maintaining local responsiveness. These risks will be mitigated through phased implementation, workforce consultation, strong governance arrangements and ongoing performance monitoring.

The assessment has informed the development of the proposal by highlighting the importance of maintaining local engagement, embedding Welsh language, equality and ensuring workforce development opportunities remain accessible across the region. Future monitoring will focus on workforce outcomes, training participation and service performance.

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?
No additional actions have been identified as a result of this assessment. The impacts identified will be managed through the implementation of the Regional Social Care Workforce Development Service, existing governance arrangements, a regional management board, workforce consultation, performance monitoring and annual service review processes.		

10. VERSION CONTROL: The Integrated Impact Assessment 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 <i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinet etc</i>	Date considered	Brief description of any amendments made following consideration
2	<i>Social Care - DMT</i>	13th August	<i>Detail on Monmouthshire potential impact</i>

