

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

Version Control

Version	Author	Job title	Date
Version 1	Fiona Clay-Poole	Performance Management Officer	March 26 th 2018
Version 2	Karen Jones	Assistant Chief Executive and Chief Digital Officer	March 27 th 2018

1. Details of the initiative

	Title of the Initiative: Public Services Board Well-being Plan
1a	Service Area: Whole Council
1b	Directorate: Chief Executive's Office
1c	Summary of the initiative: To meet the statutory duties in the Well-being of Future Generations (Wales) Act 2015 the Public Services Board (PSB) has developed a local Well-being Plan. The Well-being Plan sets out the Public Services Board's long term vision for Neath Port Talbot as well as the well-being objectives that will form the basis of action over the next 5 years.
1d	Who will be directly affected by this initiative? The Plan is focused on improving the social, cultural, economic and environmental well-being of all people in Neath Port Talbot. Children at risk of an adverse childhood experience; older people; people employed by PSB partner organisations; residents in the areas selected for pilot work and those who are digitally excluded have been prioritised within the Plan.

1e	<p>When and how were people consulted?</p> <p>The Public Services Board agreed to take a two tier approach to consultation activity on the draft Plan.</p> <p>Tier 1: The engagement activity for Tier 1 was tasked to the Public Services Board's Engagement Sub Group, who applied the Public Services Board's Citizen Engagement Scheme which is available at the Mid & West Wales Fire and Rescue Service's web site at: http://www.mawwfire.gov.uk/English/About/Work-with-Others/Pages/Public-Service-Boards.aspx</p> <p>The Sub-Group designed a general public consultation exercise which provided a wide range of interested bodies and the general public the opportunity to comment on the draft vision and the draft priorities identified by the Public Services Board.</p> <p>The consultation was promoted via:</p> <ul style="list-style-type: none"> • The Council website homepage and the dedicated Neath Port Talbot Public Services Board web page • Adverts on TV screens in Port Talbot and Neath Civic Centres and at The Quays • A press release was issued by the Council on behalf of the Public Services Board • The link to the online consultation was shared with Public Services Board partners and members of the Engagement Sub Group to disseminate via their own established communication channels (e.g. via partner newsletters and websites). • Partners also undertook extensive face to face consultation in the community using a wide range of methods. <p>The 12 week statutory consultation period for Tier 1 of the Plan consultation opened on the 9th November 2017 and closed on the 1st February 2018.</p> <p>Tier 2: again, with reference to the Citizen Engagement Scheme, lead officers from the Board were tasked with undertaking focused consultation / engagement on their particular work-streams. This engagement activity started in November 2017 and will continue throughout the process of developing and implementing the Well-being Plan.</p>
1f	<p>What were the outcomes of the consultation?</p> <p>Tier 1 Consultation focused on providing a wide range of interested bodies and the general public the opportunity to comment on the draft vision and the draft priorities identified by the Public Services Board. A total of 144 responses were received (128 via questionnaire and a total of 16 written responses). 71% of questionnaire respondents felt the draft Well-being priorities when taken together would provide a good focus for the Public Services Board to improve the social, economic, environmental and cultural well-being of the people of Neath Port Talbot. 20% of respondents said 'sort of'. Only</p>

9% said no or don't know. 76% of questionnaire respondents agreed with the draft vision, 18% sort of agreed with the vision and only 6% said no or don't know.

Tier 2 Consultation - different approaches have been adopted by the leads of the different objectives:

Objective 1

The Participation Group (made up of operational officers) met on 7th November and devised 3 broad questions:

1. What do you like about Sandfields?
2. What do you dislike about Sandfields?
3. Who would you ask for help, if you needed it?

Members of the Play Team asked these questions of pupils in 4 primary schools in Sandfields:

- Rhosafan
- Awel y Mor
- Sandfields Primary
- Tywyn Primary

There were a total of 216 total responses, 79 pupils (37%), 137 (63%) adults.

Objective 2

Focused consultation was undertaken with key organisations that will be engaged in shaping this workstream.

Objective 3

A multi-agency Ageing Well Engagement Event was held at the Aberavon Beach Hotel on 26th January 2018.

Objective 4

Four key activities were undertaken as part of the focused engagement activity on this work-stream:

1. A multi-agency workshop was held, with the aim of engaging key stakeholders in the development of an action plan to promote well-being through work and the workplace, including the outputs and outcomes to be achieved.
2. A series of interviews, face-to-face or telephone interviews were conducted with key stakeholders to ensure wide

representation and capture of views to inform the final proposal/action plan.

3. A workshop hosted by NPT CVS and attended by a number of third sector representatives. The activities in the workshop focussed on drawing out the following points:
 - The relevance of this objective and outcomes to the third sector;
 - Opportunities for the third sector to engage and contribute;
 - Their perspective on well-being at work in the sector; and
 - Establishing how and if they wanted to remain informed and engaged with the agenda going forward.

Objective 5

Workshops were held across the Western Bay Region to explore how the green infrastructure could support the other five workstreams.

Objective 6

- A Digital Inclusion Group was established by the Public Services Board with membership drawn from a wide range of public and voluntary sector agencies and this work was supported by the Digital Communities Wales Team, funded by Welsh Government;
- The barriers to Digital Inclusion were identified as comprising; availability of the technology; affordability of the technology; skills and confidence; trust.
- A survey of third sector organisations has been undertaken with third sector organisations fully involved in designing, administering and analysing the survey. The survey confirmed the significant contribution the sector makes to assisting people who are digitally excluded but also revealed the need to invest in upgrading the technology used by third sector organisations, improving the digital skills base of those working in the sector and securing more sustainable funding to support digital inclusion activities.
- A mapping of broadband provision has been completed as part of the engagement work to inform the future work programme of the Board.
- Engagement has also been undertaken with organisations who would be in a position to support the NPT Public Services Board in moving forward with this priority.

2. Evidence

What evidence was used in assessing the initiative?

The Public Services Board Local Assessment of Well-being was published on 2nd May 2017. This is an assessment of the state of economic, social, environmental and cultural well-being in Neath Port Talbot and was published by the Public Services Board on 2nd May 2017 (available [here](#)).

The assessment was informed by extensive engagement and survey work with residents and stakeholders, and consideration of relevant information such as existing data, evidence and research.

The published assessment captures the strengths and assets of people and communities across Neath Port Talbot and describes the challenges and opportunities Neath Port Talbot faces now and into the future.

The Board is continuing to build on the evidence gathered in the Well-being Assessment by:

- mapping issues and assets in the community;
- adopting an Asset Based approach to focus on identifying, building on and mobilising personal assets, local assets and resources;
- ensuring sufficient data sharing protocols are in place to facilitate relevant, safe and timely data sharing between agencies; and,
- identifying local knowledge and experience to build supportive groups and networks to develop opportunities for meaningful and sustainable engagement with the community.

The Board will also be systematically updating the datasets included in the well-being assessment and adding new evidence to the assessment to inform the Board's future work.

3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?	What action can be taken to improve positive or mitigate negative impacts?
Age	✓			With its life course approach, the Plan aims to address the inequalities faced by children, older people whilst also exploring in more detail the opportunities and challenges facing people from different backgrounds across the communities of Neath and Port Talbot, starting with areas where there is the highest concentration of demand being placed on public service agencies.	The Public Services Board acknowledges the short- medium term focus of the steps that have been identified to meet the objectives. When the Board publishes its first annual report more detail of the work the Board will be seeking to take forward over the short, medium and long term should be available.
Disability	✓				
Gender reassignment	✓				
Marriage & civil partnership	✓				
Pregnancy and maternity	✓				
Race	✓				
Religion or belief	✓				
Sex	✓			There is a strong emphasis on building social capacity within communities and to develop the resilience of individuals. Targeted approaches, based on evidence, are expected to improve outcomes for the most disadvantaged children and families and the most vulnerable and isolated older people. A more detailed profile of outcomes achieved will be developed as work progresses which will provide deeper insight into whether there are differences across groups who share other protected characteristics. This further detail will help to address the acknowledged limitations of the well-being assessment	
Sexual orientation	✓				

Protected Characteristic	+	-	+/-	Why will it have this impact?	What action can be taken to improve positive or mitigate negative impacts?
				<p>exercise.</p> <p>It is anticipated that there will be a positive impact for some people who are digitally excluded. However, it is recognised that even with support, some people may not wish to access digital services or may not be able to overcome barriers to participation and consequently, the work will ensure that there is clear mitigating action taken by partners for these population groups when planning their services and functions.</p>	

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?	What action can be taken to improve positive or mitigate negative impacts?
To eliminate discrimination, harassment and victimisation	✓			<p>We have settled on six well-being objectives which, taken together, have the potential to bring about sustainable and long term improvements to the well-being of the population as a whole but also to reduce the inequalities between people and communities.</p>	<p>Through deeper analysis of our population as work progresses, the Board should be better placed to identify if people face discrimination or disadvantage due to any or a combination of protected characteristics and consequently be also better placed to identify any further interventions that would eliminate discrimination, harassment or victimisation.</p>

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?	What action can be taken to improve positive or mitigate negative impacts?
To advance equality of opportunity between different groups	✓			<p>The Well-being Plan aims to bring about long lasting improvements in the health and well-being of the people who live in the borough, in particular taking forward the work that is identified in the Well-being Plan to reduce the gap between those who have the most and those who have the least.</p> <p>Although the plan covers the life course of everyone there is an emphasis on the most vulnerable within our county borough; children and older people, and those who share other protected characteristics such a race, gender reassignment and religion.</p> <p>While the central feature of the proposals is to reduce inequalities across protected characteristics it also acknowledges and seeks to address the impact of other forms of inequality, such as poverty in all its guises.</p> <p>The Public Services Board has been reviewing the conclusions in the well-being assessment and has identified the need to reduce inequality and to strengthen communities as priorities within its work programme. There is</p>	Through its work the Board will be in a position to not only identify the steps it can take, but to also identify the impact of wider agencies on equality of opportunity between groups and to make representations to such agencies to advance equality.
To foster good relations between different groups	✓				

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?	What action can be taken to improve positive or mitigate negative impacts?
				work ongoing to develop the specific focus of the Board's work.	

4. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?	What action can be taken to improve positive or mitigate negative impacts?
Community Cohesion	✓			<p>It is anticipated that the objectives, both individually and cumulatively, will have a positive impact in promoting and protecting community cohesion.</p> <p>There is clear recognition of the importance of building social capacity and community cohesion as part of a strategic approach to improving the well-being of the populations prioritised in the Plan.</p> <p>As more detailed mapping of assets and analysis of challenges progresses, community tensions or risks to community cohesion will be better understood as will the opportunities to build upon those factors which support strong community cohesion.</p>	<p>The Board made significant efforts to engage a very diverse range of stakeholders during the public consultation period and was disappointed at the limited response.</p> <p>The Board intends to examine different ways to meaningfully engage with people on a continuous basis. This will assist in promoting community cohesion, identifying and responding to risk and threats to community cohesion.</p>

	+	-	+/-	Why will it have this impact?	What action can be taken to improve positive or mitigate negative impacts?
Social Exclusion	✓			<p>The plan aims to help reduce social exclusion faced by many of our residents whether as a result of financial, health, education or technological barriers.</p> <p>However, the Board is realistic and appreciates that whilst it has the potential to make a significant impact on the lives of many people, there are wider issues that will need to be addressed outside of the Board to bring about more significant and sustained impacts on social exclusion.</p> <p>This is reflected in the setting of the well-being objectives by the Board where members of the Board explicitly considered whether it had a focus and potential to make a difference, and where it did not.</p>	For the Board to continuously reflect where there is a need to highlight issues that require attention by wider agencies
Poverty	✓			<p>The Board recognises that poverty has a very obvious and detrimental effect on well-being and has identified where its workstreams to contribute to the alleviation of poverty and its impacts.</p> <p>The work to support children at risk of an adverse childhood will include further,</p>	

	+	-	+/-	Why will it have this impact?	What action can be taken to improve positive or mitigate negative impacts?
				<p>targeted work with families facing greatest disadvantage with the aim of improving outcomes and life chances for those children and families.</p> <p>The work to support well-being through the workplace will not only identify best practice approaches that can support the well-being of employees, but also link retirement programmes to volunteering schemes helping to build community social capacity whilst also prioritising work placement and trainee opportunities within Board member organisations for those young people who are not moving on to further or higher education at the end of full time education.</p>	

5. Welsh

	+	-	+/-	Why will it have this effect?	What action can be taken to improve positive or mitigate negative effects?
What effect does the initiative have on: – people's opportunities to use the Welsh language			✓	The use of Welsh and support of Welsh culture was a key feature for people's well-being as identified in the Well-being Assessment.	The Board will need to ensure that there is explicit consideration of opportunities to strengthen Welsh language and culture across the area as it takes its work programme forward.
– treating the Welsh and English languages equally			✓	The work to develop safer, more resilient communities will start with identifying the assets of different communities appreciating that there are characteristics that make places unique. As the Board develops deeper insight as to what matters in different places it is anticipated that the way the Board can support protection and promotion of the Welsh language and culture will become clearer.	

6. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?	What action can be taken to improve positive or mitigate negative impacts?
To maintain and enhance biodiversity	✓			<p>Green Infrastructure was chosen as a cross-cutting theme as it underpins and supports the other well-being objectives. Green spaces make an important contribution to improving the physical and mental well-being of individuals, supporting personal and emotional resilience.</p> <p>There is more work to do to develop the detail of the work activities, however, the Board intends that a theme within the work will be to raise knowledge and understanding of the importance of the environment and how individuals can contribute to the protection and enhancement of biodiversity.</p>	
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	✓			<p>Work to date has already influenced the priorities within the Natural Resources Wales programme for the area, specifically in relation to air quality and flood risk.</p>	

7. Wellbeing of Future Generations

Ways of Working	Has account been taken/ contribution made?		What impact does the initiative have?			Details	What actions can be taken to improve positive or mitigate negative impacts?
	Yes	No	+	-	+/-		
i. Long term – looking at least 10 years (and up to 25 years) ahead	✓		✓			<p>The Well-being Assessment contained a Future Trends Report which aimed to identify the long term opportunities and challenges that could impact upon well-being. The six priorities initially selected by the Board were identified as areas where the Board could begin to refocus work towards earlier intervention and preventative approaches where it is considered there will be positive long term benefits to well-being.</p> <p>The action the Board proposes to take in the short term is to equip the Board with deeper insight into the way people experience community life. Our strategies to secure long term changes will emerge as we immerse ourselves in deeper insight and learning.</p> <p>By focusing on giving every child the best start in life, we believe we will start to break the cycle of deprivation and disadvantage. More young people will grow up and become confident and active citizens, realise their potential, enjoy better well-being and be well</p>	

Ways of Working	Has account been taken/ contribution made?		What impact does the initiative have?			Details	What actions can be taken to improve positive or mitigate negative impacts?
	Yes	No	+	-	+/-		
						<p>placed to bring up their own children in healthy environments.</p> <p>Working with the current public service workforce we have the opportunity to equip people at crucial points in their lives with the knowledge, skills and motivation to adopt healthy behaviours which will stave off chronic conditions and extend healthy life expectancy for people working in public services but also for their wider family and social networks.</p> <p>The Board has identified opportunities to support older people in our communities to improve their quality of life, reducing the risks of preventable injury and ensuring they are connected with the communities they live in.</p> <p>The work within communities will also improve community cohesion, which we believe will sustain communities into the future. We will strive to ensure the natural environment is used to support healthy living whilst we support communities to support people to embrace the potential of new</p>	

Ways of Working	Has account been taken/ contribution made?		What impact does the initiative have?			Details	What actions can be taken to improve positive or mitigate negative impacts?
	Yes	No	+	-	+/-		
						technologies. We will further refine this information as the detail of the work we plan to do over the short, medium and long term becomes clearer.	
ii. Prevention – preventing problems occurring or getting worse	✓		✓			There is a clear and strong emphasis across all six objectives to prevent problems in the first instance and when this is not possible to intervene as early as possible to stop things getting worse. The prevention element is most clear in Objective 1: Support children in their early years, especially those at risk of adverse childhood experiences but is also evident throughout the Plan.	
iii. Collaboration – working with other services internal or external	✓		✓			The development of the Well-being Assessment and the Plan has been a collaborative effort by all those involved in the Public Services Board. As we have advanced our understanding of the opportunities we have to make a difference we have identified a wider range of stakeholders who can contribute to the work of the Board. The Board has shown an active interest in the well-being work other PSBs are undertaking, has been involved in	

Ways of Working	Has account been taken/ contribution made?		What impact does the initiative have?			Details	What actions can be taken to improve positive or mitigate negative impacts?
	Yes	No	+	-	+/-		
						regional and national events and closely collaborated with neighbouring authorities to secure a grant to support the work of each of the Boards.	
iv. Involvement – involving people, ensuring they reflect the diversity of the population	✓		✓			<p>Since the inception of the Well-being Assessment process the Board has involved a wide cross-section of stakeholders in undertaking its duties. The Consultation and Engagement Scheme was developed and promoted by a range of stakeholders; the development of each of the objectives has been supported by multi-agency groups and the innovative approach to the publication of the Assessment was a multi-agency effort.</p> <p>We seek to involve citizens in the co-production of the interventions required to bring about sustainable change. Strengthening this involvement will be a key feature of our development work as the plan moves into its implementation phase.</p>	<p>The Board acknowledges that despite its efforts to involve residents, service users, customers and wider stakeholders there has been limited engagement to date.</p> <p>The Board proposes to explore more innovative and relevant ways to routinely involve people in its work.</p>
v. Integration – making connections to maximise contribution to:	✓		✓			Each of the six objectives identifies how the Board can maximise its contribution to the national well-being goals.	

Ways of Working	Has account been taken/ contribution made?		What impact does the initiative have?			Details	What actions can be taken to improve positive or mitigate negative impacts?
	Yes	No	+	-	+/-		
						During the consultation on the draft plan there was broad support from all partner organisations for the Board's proposed vision and objectives. Following the publication of the Plan there will be more opportunities for individual organisations to consider how their own well-being objectives align with and support the well-being objectives of the Board.	
NPTCBC well-being objectives	✓		✓			<p>There is clear alignment between the objectives set by the PSB and those set by the Council in the 2017 – 2022 Corporate Plan. Both plans adopt a life course approach and include specific reference to the natural environment. The Council identified three objectives:</p> <ul style="list-style-type: none"> • the first objective prioritises the well-being of all children and young people in the borough. • the second prioritises the well-being of all adults who live in the county borough • the third prioritises the development of the local economy and environment so that the well-being of people can be improved 	

Ways of Working	Has account been taken/ contribution made?		What impact does the initiative have?			Details	What actions can be taken to improve positive or mitigate negative impacts?
	Yes	No	+	-	+/-		
ABMU Health Board Objectives	✓		✓			The Plan is to be considered by the AMBU Health Board on 29 th March 2018	
Natural Resources Wales Objectives	✓		✓			NRW has approved the Plan with some comments that are designed to assist with publication and implementation	
Mid and West Wales Fire and Rescue Objectives	✓		✓			The Fire and Rescue Authority has approved the Plan	
The seven wellbeing goals;							
<ul style="list-style-type: none"> A prosperous Wales 	✓		✓			<p>We have a collective understanding that communities are the foundations on which families and people develop and prosper. In the plan we make a commitment to working to enable our communities to develop aspirations and goals, in a thriving, low carbon, healthy natural environment.</p> <p>By identifying and providing learning, employment and volunteering opportunities through the member organisations the Board makes a significant contribution to prosperity for</p>	

Ways of Working	Has account been taken/ contribution made?		What impact does the initiative have?			Details	What actions can be taken to improve positive or mitigate negative impacts?
	Yes	No	+	-	+/-		
						<p>many people in the Neath Port Talbot area as well as contributing to making the area attractive to current and prospective investors.</p> <p>The Board also recognises the limitations of its work in creating jobs on a large scale.</p>	
• A resilient Wales	✓		✓			<p>A feature of the Plan is work proposed to work with communities in a different but consistent way across all partner agencies.</p> <p>This should help build social capacity which will in turn help to sustain and improve resilience at individual and community levels.</p>	
• A healthier Wales	✓		✓			<p>The Board has a mature understanding of the factors that impact upon health and well-being. The Plan provides a range of evidence-based approaches that seek to improve well-being for the populations identified, in particular reducing health inequities between population groups.</p>	
• A more equal Wales	✓		✓			<p>Evidence shows that socio-economic inequalities in health may be narrower in places with better access to green</p>	

Ways of Working	Has account been taken/ contribution made?		What impact does the initiative have?			Details	What actions can be taken to improve positive or mitigate negative impacts?
	Yes	No	+	-	+/-		
						<p>spaces, compared to those with poorer access. The cross-cutting objective around green infrastructure will assist to explore how different approaches to green space could reduce these inequalities.</p> <p>The Plan targets action at the most disadvantaged children and young people and those who are digitally excluded. As more detailed insight is developed across the whole of the Plan, opportunities to promote equality and reduce inequality will become clearer.</p>	
<ul style="list-style-type: none"> A Wales of cohesive communities 	✓		✓			Each of the six objectives explores the different opportunities the Board has identified to improve community cohesion. For example: use of the internet to connect people within and between communities; the development of age friendly communities to enhance inclusion; or the use of green spaces for socialising and interaction.	
<ul style="list-style-type: none"> A Wales of vibrant culture and thriving Welsh language 	✓		✓			There are opportunities in the Plan to explore how culture and the Welsh language contribute to a sense of pride and connectedness between the	

Ways of Working	Has account been taken/ contribution made?		What impact does the initiative have?			Details	What actions can be taken to improve positive or mitigate negative impacts?
	Yes	No	+	-	+/-		
						identity of the individual and their community.	
<ul style="list-style-type: none"> A globally responsible Wales 	✓		✓			The short term actions in the Plan probably make least direct contribution to this national well-being goal. However, there is a clear recognition of the importance of protecting the environment with more detail to emerge as the Plan moves into its implementation phase.	

9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on the Wellbeing Objectives, Equalities, Community Cohesion and Welsh Measure achievements and outcomes of the initiative.

The Plan is and will continue to be a work in progress. Whilst the Board has identified the practical steps it will take over the short term, there is more work to do before the Board is clear as to where it expects to make the biggest difference over the short, medium and long term.

Consequently, the Board is not yet able to describe the measures it will put in place to demonstrate the difference it is making. These will be developed over the next twelve months and set out in the Board's first annual report. Meanwhile, the Board has given some indication of the types of measures that may help us gauge progress.

This Plan will be implemented through a set of programmes, overseen by the Public Services Board and supported by the development of a fit for purpose performance management framework. Scrutiny of the Board's work will be undertaken by the Council's designated Scrutiny Committee who will hold the Board to account for the delivery of the Plan and bringing about the changes we want to see which will improve the well-being of the people of Neath Port Talbot

An annual report will be prepared and published no later than July 2019 demonstrating what the Public Services Board has achieved over the period May 2018-May 2019 whilst also providing more detail on the work the Board intends to take forward over the medium and long term and the measures that will be employed to evaluate progress.

10. Assessment Conclusions

Which of the following applies to the initiative?

Conclusion 1	There are no potential problems and all opportunities to maximise contribution to achieving each of the wellbeing objectives and the Welsh Government's well-being goals and promote equality have been taken.	Continue as planned with the initiative	<input type="checkbox"/>
Conclusion 2	There are potential problems and/or missed opportunities to maximise contribution to achieving each of the wellbeing objectives and the Welsh Government's well-being goals and promote equality. Negative impacts/conflicts in meeting other wellbeing objectives must be identified and mitigated.	Make adjustments to remove barriers or better promote equality and continue with the initiative	<input type="checkbox"/>
Conclusion 3	There is potential for negative impacts or missed opportunities to maximise contribution to achieving each of the wellbeing objectives and the Welsh Government's well-being goals and	Justification for continuing with the initiative.	<input checked="" type="checkbox"/>

	promote equality with regard to some groups.		
Conclusion 4	There is actual or potential unlawful discrimination. It must be stopped and removed or changed.	STOP and redraft the initiative	<input type="checkbox"/>

Explanation of Conclusion

The Public Services Board acknowledges the short- medium term focus of the steps that have been identified to meet the objectives and more detail of the work to be taken forwards over the short, medium and long term will be published in the Board's first annual report.

The Board has demonstrated that it has given reasonable consideration to the various statutory duties referenced in this assessment and there are also steps identified that can assist the Board in increasing opportunities to make a positive impact and to reduce any potential negative impacts. The Board sought the advice of the Future Generations Commissioner during the development of the Plan and has explicitly identified how it is acted on that advice. The Board has also undertaken extensive engagement and whilst acknowledging limited response, there were no objections registered with the Board regarding the vision and proposed well-being objectives.

Given that this is the first version of the Well-being Plan, there are no obvious reasons that should prevent the Council from approving the Plan at this time with further opportunity for review at the time the Board's first Annual Report is available. The Policy and Resources Committee also has powers that can be used to ensure the Board is held properly to account for taking all reasonable steps to meet the sustainable development duties when progressing its work.

11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
All workstream leads to report on the further insight gleaned as workstreams progress	Lead Officers	Ongoing but captured in the Annual Report	Evidence of the further insight obtained
Resource implications of workstreams to be explicitly identified with the Council formerly consulted about any proposed reallocation of its resources	PSB	As resource implications are identified	Policy and Resources Scrutiny Committee to examine this as part of its scrutiny work programme

12. Sign off

	Name	Position	Signature	Date
Completed by	Karen Jones	Assistant Chief Executive and Chief Digital Officer		4 th April 2018
Signed off by		Head of Service/Director		