

## 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	Andrew Potts	Commissioning Officer	7 <sup>th</sup> August 2019

### 1. Details of the initiative

	<b>Title of the Initiative:</b> Assisted Transport Policy
<b>1a</b>	<b>Service Area:</b> Adult Services
<b>1b</b>	<b>Directorate:</b> Social Services, Health & Housing
<b>1c</b>	<b>Summary of the initiative:</b> Assessment for assisted transport will only be considered where the person is eligible for a community service provided by the Council in order to meet an assessed eligible need. If it is established during the assessment process that the person can travel to a community activity that meets their outcomes, either independently or with assistance from family, friends or support providers, the Council will not provide transport or pay for travel costs.
<b>1d</b>	<b>Who will be directly affected by this initiative?</b> Current and future service users and their unpaid carers.
<b>1e</b>	<b>When and how were people consulted?</b> A 90 day consultation was conducted consisting of: letters to over 1,800 clients who could be affected by the policy; the policy, easy read and consultation feedback documents (in English and Welsh) distributed across day and respite services, civic centres and partner organisations; all documents available via the

	Council's website (in English and Welsh); consultation events held at Trem Y Mor Day Service and Bspoked Enterprises on 22 <sup>nd</sup> May 2019; press release; Council social media (Facebook / Twitter); briefings of staff at team meetings.
<b>1f</b>	<b>What were the outcomes of the consultation?</b> See Appendix 4.

## 2. Evidence

### What evidence was used in assessing the initiative?

Social Services routinely collects data as part of the assessment/review process of individuals and carers, which is reported annually to Welsh Government.

In addition to the number of people accessing the services, limited equalities data such as age, disability, ethnicity and sex is also collected, which in turn informs policy development and service provision. The following provides a summary of information known about current users of Adult Services:

Age group	Female	Male	Total
<20	1	16	17
20s	45	71	116
30s	49	33	82
40s	59	39	98
50s	94	67	161
60s	124	113	237
70s	404	186	590
80s	953	315	1268
90+	428	127	555
<b>Total</b>	<b>2157</b>	<b>967</b>	<b>3124</b>

Ethnicity	Age Group									Total
	<20	20s	30s	40s	50s	60s	70s	80s	90+	
BANGLADESHI						1				1
BLACK AFRICAN								1		1
BLACK CARIBBEAN							1			1
CHINESE								1		1
INDIAN							1			1
OTHER			1		2	1		2	4	10
OTHER ASIAN								2		2
OTHER BLACK					1	1	3	2	1	8
OTHER MIXED		1								1
PAKISTANI								1		1
WELSH	2	17	9	11	34	79	201	455	220	1028
WHITE BRITISH	15	95	62	78	95	130	278	567	256	1576
WHITE IRISH						2	1	7	2	12
WHITE OTHER			1			1		3	1	6
WHITE/SCOTTISH							2			2
NOT STATED		3	9	9	29	22	103	227	71	473
<b>Grand Total</b>	<b>17</b>	<b>116</b>	<b>82</b>	<b>98</b>	<b>161</b>	<b>237</b>	<b>590</b>	<b>1268</b>	<b>555</b>	<b>3124</b>

Marital Status	Age Group									Total
	<20	20s	30s	40s	50s	60s	70s	80s	90+	
DIVORCED				7	16	45	46	45	6	165
MARRIED			4	8	49	71	197	339	75	743
NOT DISCLOSED					1	3				4
PARTNERS			1	2	2	6	6	5	1	23
SEPARATED				5	6	7	10	6	1	35
SINGLE	4	76	71	68	66	61	54	48	17	465
WIDOWED				1	2	30	200	686	391	1310
NOT STATED	13	40	6	7	19	14	77	139	64	379
<b>Grand Total</b>	<b>17</b>	<b>116</b>	<b>82</b>	<b>98</b>	<b>161</b>	<b>237</b>	<b>590</b>	<b>1268</b>	<b>555</b>	<b>3124</b>

Disability Group	Age Group									Total
	<20	20s	30s	40s	50s	60s	70s	80s	90+	
DEMENTIA						1	1	7	2	11
ELDERLY					1	2	47	87	37	174
LEARN.DIFF.	8	86	45	47	30	23	9	3	1	252
MENTAL			1	5	8	5	5	4		28
OTHER VULN.						1	1	1	1	4
PHYSICAL	3	18	24	24	46	85	149	304	214	867
NOT STATED	6	12	12	22	76	120	378	862	300	1788
<b>Grand Total</b>	<b>17</b>	<b>116</b>	<b>82</b>	<b>98</b>	<b>161</b>	<b>237</b>	<b>590</b>	<b>1268</b>	<b>555</b>	<b>3124</b>

The following information was obtained from responses to the public consultation:

### Overarching Public Consultation – Responses

A total of 41 completed questionnaires were received during the consultation period. Thirty-one were completed in English with 9 Welsh responses. 38 of the responses were submitted online, with 3 paper questionnaires received.

The following provides a summary of the feedback from the questionnaire responses. All percentages shown in this section are relative to the total number of completed questions. A more detailed report has been provided.

### About the respondents

Of the 37 responses received:

- 5 (14%) stated that they are a service user
- 9 (24%) stated that they are a carer for a service user
- 11 (30%) stated that they are related to a service user
- 12 (32%) stated that they are a member of staff at a service

### Age

Age range (years)	Number	% of respondents
Under 16	2	5%
16 - 24	2	5%

25 – 29	7	18%
30 - 39	11	28%
40 - 49	5	13%
50 – 59	6	15%
60 – 74	3	8%
75 – 85	-	-
Prefer not to say	3	8%
Total	39	

**Gender**

23 respondents (59%) were female, 9 (23%) male, 1 (3%) transgender and 6 (15%) prefer not to say.

**Ethnic origin**

33 respondents (94%) described their ethnicity as White British, 1 (3%) as White Irish, and 1 (3%) preferred not to say.

**Sexual orientation**

30 (81%) respondents described themselves as heterosexual, 2 (5%) as bisexual and 5 (14%) preferred not to say.

**Disability**

11 respondents (28%) reported having a disability, with 24 (62%) stating that they did not have a disability and 4 (10%) preferring not to say.

**Welsh Language**

9 respondents (24%) stated they were a fluent Welsh speaker and writer, 4 (11%) as fairly fluent speaker and writer, 1 (3%) as fairly fluent speaker, 5 (13%) as Welsh learners, and 19 (50%) respondents reported having little or no knowledge of the Welsh language.

**Religion / Belief**

20 respondents (50%) stated they were Christian, 3 (8%) Hindu, 1 (3%) Muslim, 6 (15%) as any other religion, 7 (18%) preferred not to say and 3 (8%) respondents reported as having no religion/beliefs.

**Nationality**

29 respondents (74%) stated they were Welsh, 5 (13%) British, 1 (3%) English, 1 (3%) Other and 3 (8%) preferred not to say.

The consultation did not highlight that the proposal would lead to discrimination based on a person's protected characteristics. The outcome of the policy is to ensure that our limited resources are directed to those whose needs can only be met through social services interventions. This policy ensures sustainability, transparency and equitability. As such, the benefits of the policy outweigh any perceived negative implications of the policy. Although the policy will mainly effect people with a disability or age related frailty there was no evidence that the policy would lead to discrimination as a person's individual circumstances will be taken into account to determine eligibility for transport services.

There may be a perception that this policy will have a negative financial impact on people if we take into account other resources that a person has relating to their transport mobility needs. However, the policy has no impact on the council's Fairer Charging Policy, which means that the council will not charge for transport, and people will also be supported to maximise their access to eligible benefits including any relating to a person's mobility.

Some people may stop receiving social services arranged/funded transport following a review if it is identified that there are alternative ways of meeting their transport needs. However, any change will be planned with the person/family/carer and all people that can only have their transport needs met by social services arranged/funded transport will continue to receive this service.

### 3. Equalities

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

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age			X	Data shows that a high number of people receiving adult services care and support have a protected characteristic by virtue of their age.  Eligibility criteria when undertaking an assessment or reassessment of a person's care and support needs take into account individual circumstances of the carer and the cared for person in order to ensure that services provide a needs-led, person centred response. Therefore the protected characteristics of those to whom the service is delivered and the needs of carers, where applicable, are considered as

			<p>part of the needs assessment process and catered for in the individual's bespoke care and support plan.</p> <p>When commissioning services, the Council will make a determination as to what interventions can best meet the person's identified assessed needs and agreed desired outcomes in a way that is equitable and sustainable, whilst offering maximum choice and control possible in regards to the care they receive. This will include the need for transport and exploring all available options with emphasis placed on the person's strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent.</p> <p>Assessment of need will take into account various protected characteristics including age and disability.</p> <p>Although the policy will mainly effect people with a disability or age related frailty, there is no evidence that the policy would lead to discrimination. Some people may feel that there is a reduction in choice as the council will need to take into account if their needs can be met in a more independent and cost effective way.</p> <p>This policy will not change the council's obligations to ensure people's eligible needs are met.</p> <p>Some people may see a change to services following a review and this may be perceived by those receiving services and their family/carers as having a negative impact. However, any change will be planned with the person. Changes are not necessarily as a result of this policy as reviews take place to assess changes in need. All people will continue to receive services that meet eligible needs, and their views and individual circumstances will be taken account of when determining the options available to the person/family/carer to meet their eligible needs.</p>
Disability		X	Data shows that a high number of people receiving adult services care and support have a protected characteristic by virtue of their disability.

			<p>Eligibility criteria when undertaking an assessment or reassessment of a person's care and support needs take into account individual circumstances of the carer and the cared for person in order to ensure that services provide a needs-led, person centred response. Therefore the protected characteristics of those to whom the service is delivered and the needs of carers, where applicable, are considered as part of the needs assessment process and catered for in the individual's bespoke care and support plan.</p> <p>When commissioning services, the Council will make a determination as to what interventions can best meet the person's identified assessed needs and agreed desired outcomes in a way that is equitable and sustainable, whilst offering maximum choice and control possible in regards to the care they receive. This will include the need for transport and exploring all available options with emphasis placed on the person's strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent.</p> <p>Assessment of need will take into account various protected characteristics including age and disability.</p> <p>Some people may see a change to services following a review and this may be perceived by those receiving services and their family/carers as having a negative impact. However, any change will be planned with the person. Changes are not necessarily as a result of this policy as reviews take place to assess changes in need. All people will continue to receive services that meet eligible needs, and their views and individual circumstances will be taken account of when determining the options available to the person/family/carer to meet their eligible needs.</p>
Gender reassignment		X	<p>Access to adult services, and by extension assisted transport, is unlikely to be solely due to a person's gender identity. However, personal circumstances relating to a person's gender identity may have an impact on how services are delivered.</p>



			<p>Eligibility criteria when undertaking an assessment or reassessment of a person's care and support needs take into account individual circumstances of the carer and the cared for person in order to ensure that services provide a needs-led, person centred response. Therefore the protected characteristics of those to whom the service is delivered and the needs of carers, where applicable, are considered as part of the needs assessment process and catered for in the individual's bespoke care and support plan.</p> <p>When commissioning services, the Council will make a determination as to what interventions can best meet the person's identified assessed needs and agreed desired outcomes in a way that is equitable and sustainable, whilst offering maximum choice and control possible in regards to the care they receive. This will include the need for transport and exploring all available options with emphasis placed on the person's strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent.</p> <p>This policy will not change the council's obligations to ensure people's eligible needs are met.</p>
Marriage & civil partnership		X	<p>Unpaid carers are often family members/partners of the person being cared for, which can have an impact on relationships and cause difficulties in maintaining the caring role as well as their personal relationships.</p> <p>Eligibility criteria when undertaking an assessment or reassessment of a person's care and support needs take into account individual circumstances of the carer and the cared for person in order to ensure that services provide a needs-led, person centred response. Therefore the protected characteristics of those to whom the service is delivered and the needs of carers, where applicable, are considered as part of the needs assessment process and catered for in the individual's bespoke care and support plan.</p> <p>When commissioning services, the Council will make a determination as to what interventions can best meet the person's identified assessed needs and agreed</p>

			<p>desired outcomes in a way that is equitable and sustainable, whilst offering maximum choice and control possible in regards to the care and support they receive. This will include the need for transport and exploring all available options with emphasis placed on the person's strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent.</p>
Pregnancy and maternity		X	<p>It is possible that someone providing unpaid care may be, or become, pregnant which can cause difficulties in maintaining the caring role. It is also possible that the cared for person may become pregnant or have a young child, which would need to be taken into account when determining how to best meet any care and support needs, including assisted transport.</p> <p>Eligibility criteria when undertaking an assessment or reassessment of a person's care and support needs take into account individual circumstances of the carer and the cared for person in order to ensure that services provide a needs-led, person centred response. Therefore the protected characteristics of those to whom the service is delivered and the needs of carers, where applicable, are considered as part of the needs assessment process and catered for in the individual's bespoke care and support plan.</p> <p>When commissioning services, the Council will make a determination as to what interventions can best meet the person's identified assessed needs and agreed desired outcomes in a way that is equitable and sustainable, whilst offering maximum choice and control possible in regards to the care they receive. This will include the need for transport and exploring all available options with emphasis placed on the person's strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent.</p>
Race		X	<p>Access to adult services care and support, and by extension assisted transport, is unlikely to be solely due to a person's race. However, personal circumstances relating to a person's race may have an impact on how services are delivered.</p>

			<p>Eligibility criteria when undertaking an assessment or reassessment of a person's care and support needs take into account individual circumstances of the carer and the cared for person in order to ensure that services provide a needs-led, person centred response. Therefore the protected characteristics of those to whom the service is delivered and the needs of carers, where applicable, are considered as part of the needs assessment process and catered for in the individual's bespoke care and support plan.</p> <p>When commissioning services, the Council will make a determination as to what interventions can best meet the person's identified assessed needs and agreed desired outcomes in a way that is equitable and sustainable, whilst offering maximum choice and control possible in regards to the care they receive. This will include the need for transport and exploring all available options with emphasis placed on the person's strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent.</p>
Religion or belief		X	<p>Access to adult services care and support, and by extension assisted transport, is unlikely to be solely due to a person's religion or belief. However, personal circumstances relating to a person's religion or belief may have an impact on how services are delivered.</p> <p>Adult Services provide needs-led, person centred support. Therefore the protected characteristics of those to whom the service is delivered and the needs of carers requiring care and support are considered as part of the needs assessment process and catered for in the individual's bespoke care and support plan.</p> <p>Eligibility criteria when undertaking an assessment or reassessment of a person's care and support needs take into account individual circumstances of the carer and the cared for person in order to ensure that services provide a needs-led, person centred response. Therefore the protected characteristics of those to whom the service is delivered and the needs of carers, where applicable, are considered as part of the needs assessment process and catered for in the individual's bespoke care and support plan.</p>

			<p>When commissioning services, the Council will make a determination as to what interventions can best meet the person's identified assessed needs and agreed desired outcomes in a way that is equitable and sustainable, whilst offering maximum choice and control possible in regards to the care they receive. This will include the need for transport and exploring all available options with emphasis placed on the person's possible strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent.</p>
Sex		X	<p>Access to adult services care and support, and by extension assisted transport, is unlikely to be solely due to a person's sex. However, personal circumstances relating to a person's sex may have an impact on how services are delivered</p> <p>Adult Services provide needs-led, person centred support. Therefore the protected characteristics of those to whom the service is delivered and the needs of carers requiring care and support are considered as part of the needs assessment process and catered for in the individual's bespoke care and support plan.</p> <p>Eligibility criteria when undertaking an assessment or reassessment of a person's care and support needs take into account individual circumstances of the carer and the cared for person in order to ensure that services provide a needs-led, person centred response. Therefore the protected characteristics of those to whom the service is delivered and the needs of carers, where applicable, are considered as part of the needs assessment process and catered for in the individual's bespoke care and support plan.</p> <p>When commissioning services, the Council will make a determination as to what interventions can best meet the person's identified assessed needs and agreed desired outcomes in a way that is equitable and sustainable, whilst offering maximum choice and control possible in regards to the care they receive. This will include the need for transport and exploring all available options with emphasis placed on the person's possible strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent.</p>

Sexual orientation			<p>Access to adult services care and support, and by extension assisted transport, is unlikely to be solely due to a person's sexual orientation. However, personal circumstances relating to a person's sexual orientation may have an impact on how services are delivered.</p> <p>Eligibility criteria when undertaking an assessment or reassessment of a person's care and support needs take into account individual circumstances of the carer and the cared for person in order to ensure that services provide a needs-led, person centred response. Therefore the protected characteristics of those to whom the service is delivered and the needs of carers, where applicable, are considered as part of the needs assessment process and catered for in the individual's bespoke care and support plan.</p> <p>When commissioning services, the Council will make a determination as to what interventions can best meet the person's identified assessed needs and agreed desired outcomes in a way that is equitable and sustainable, whilst offering maximum choice and control possible in regards to the care they receive. This will include the need for transport and exploring all available options with emphasis placed on the person's strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent.</p>
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### **What action will be taken to improve positive or mitigate negative impacts?**

The Policy set out the Council's proposal that when undertaking an assessment or reassessment of individuals' need for transport following identification of an assessed social care need, emphasis will be placed on the person's strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent. The assessment (or reassessment) will aim to establish whether it is safe and reasonable to expect a person, or their representative, to make transport arrangements. In doing so, all transport options will be examined and the outcomes will be identified and evidenced.

All protected characteristics will be considered in line with the Social Services and Wellbeing (Wales) Act 2014, by looking at the individual circumstances of the individual - and carer(s) where applicable - and how their care and support needs, including transport, can be best met. As such it is not anticipated that this policy will have a negative impact based on a person's protected characteristics, although it is acknowledged that some people may receive a change in transport service provision if this policy is implemented. Although the provision would continue to meet the person's needs as identified through an individual personalised assessment, an individual may perceive this as having a negative impact.

In all cases the person will be offered a care and support package, including transport, proportionate to their individual needs. By taking account of all available resources it is expected that care and support will continue to be available to a greater number of the most vulnerable citizens.

In light of the above this policy should overall have a neutral impact.

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?
To eliminate discrimination, harassment and victimisation			X	This policy supports the Council in taking forward its statutory duties with regards to adult social services. In discharging its statutory duties in regards to adult social services the Council will be furthering its Public Sector Duties.
To advance equality of opportunity between different groups			X	
To foster good relations between different groups			X	

**What action will be taken to improve positive or mitigate negative impacts?**

The potential impact of the proposed Policy on those with eligible care and support needs on PSED has been fully considered and it has been assessed that overall this policy will have a neutral impact.

This policy supports provision of care and support, including transport, tailored to meet individual's assessed needs.

#### 4. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion			X	<p>The Policy set out the Council’s proposal that when undertaking an assessment or reassessment of individuals’ need for transport following identification of an assessed social care need, emphasis will be placed on the person’s strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent. The assessment (or reassessment) will aim to establish whether it is safe and reasonable to expect a person, or their representative, to make transport arrangements. In doing so, all transport options will be examined and the outcomes will be identified and evidenced.</p> <p>There may be a perception that some people will be negatively financially impacted if it is identified that their transport needs can reasonably met/funded in another way. However, determination of eligibility/non-eligibility will be as a result of a robust assessment.</p> <p>People will be supported to maximise available income including welfare benefits and also, where applicable, supported to apply for all available concessionary travel.</p> <p>The policy does not have an impact on the Council’s Fairer Charging Policy.</p> <p>Overall this policy should have a neutral impact as it will support the Council in ensuring that they are financially sustainable in order to be able to continue meeting ongoing demand for services.</p>
Social Exclusion			X	
Poverty			X	



**What action will be taken to improve positive or mitigate negative impacts?**

The Council's Wellbeing Objectives aim to improve the wellbeing of children, young people and adults, as well as the general wellbeing of the area, by developing the local economy and environment.

As noted above the policy should have a neutral impact. People will be supported to maximise their income, including welfare benefits and, where applicable, supported to apply for concessionary travel. Determination of eligibility/non-eligibility will be as a result of a robust assessment.

**5. Welsh**

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: - people's opportunities to use the Welsh language			X	The Council will continue to offer services in Welsh and English.
- treating the Welsh and English languages equally			X	The Council will continue to offer services in Welsh and English.

**What action will be taken to improve positive or mitigate negative impacts?**

The Council currently has only a small number of staff with Welsh language skills working in the Directorate. However, opportunities for staff to use their language skills are promoted and training made available to those who wish to further develop their skills.

The proposals in the Policy do not include any planned reduction in human resource at the frontline. It is not therefore anticipated that they will have any effect on the service delivered to those who receive care and support from Adult Services and who wish the service they receive to be delivered through the medium of the Welsh language.

The Policy is written on the assumption that there will be no further financial or human resources available to Adult Services throughout the life of the Policy and that therefore, sustaining the current level of equality of treatment, in respect of the Welsh language, is the only realistically achievable aim.

Opportunities for staff to use their language skills will continue to be promoted and training will continue to be made available to those who wish to further develop their skills.

Contracts for commissioned services contain clauses to ensure the provider delivers services in line with the Welsh Language Act.

## 6. Biodiversity

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

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity			X	Although it cannot be quantified, it is possible that the policy may have a negative environmental impact if more people are travelling by car, or a positive impact if more people travel by non-vehicular means.
To promote the resilience of ecosystems, i.e. supporting protection of the wider			X	

environment, such as air quality, flood alleviation, etc.				
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<b>What action will be taken to improve positive or mitigate negative impacts?</b>
The policy promotes independent travel including travel training and the use of sustainable transport services where possible.

## 7. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. <b>Long term</b> – looking at least 10 years (and up to 25 years) ahead	This is one of a range of new policies which aim to improve fairness of access to services, as well as the long term sustainability of service provision in line with the Social Services and Well-being (Wales) Act 2014 and the Well-being of Future Generations (Wales) Act 2015.
ii. <b>Prevention</b> – preventing problems occurring or getting worse	Tailoring services, including transport, to individual’s needs and strengths will help improve independence and prevent or reduce the need for more complex care and support.
iii. <b>Collaboration</b> – working with other services internal or external	The proposal enables us to make best use of our partnerships with those who are commissioned to provide transport services. The policy also enables us to explore alternatives to commissioned services when determining how to support a person’s assessed transport needs.

<p>iv. <b>Involvement</b> – involving people, ensuring they reflect the diversity of the population</p>	<p>Various staff representatives have been involved in the development of the draft policy, including social workers and managers, Finance and Legal. The draft policy was subject of a full 90 day public consultation to gain stakeholder opinion and feedback.</p>
<p>v. <b>Integration</b> – making connections to maximise contribution to:</p>	<p>The aim of the Assisted Transport Policy is to promote travel independence by exploring all available options with emphasis placed on the person’s strengths and capabilities. A focus on solutions that enable them to do things for themselves rather than become dependent will enhance community integration.</p>
<p><b>Council’s well-being objectives</b></p>	<p>To improve the well-being of all adults who live in the county borough. To develop the economy and the environment so that the well-being of people can be improved.</p>
<p><b>Other public bodies objectives</b></p>	<p>Create safe, confident and resilient communities, focusing on vulnerable people. Encourage Ageing Well.</p>

## 8. Monitoring Arrangements

Provide information on the monitoring arrangements to:

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

Ongoing consideration of equality impact will continue to be given as the Policy is implemented. This will be monitored through the complaints process, information from social worker reviews and contract monitoring.

Any unintended/unforeseen negative impact on those in receipt of care and support services, including transport, identified as part of these processes, will be the subject of further impact assessment.

We will thereby ensure that any emerging unintended/unforeseen negative impact on those who are in receipt of services, which was not previously considered, is acknowledged and acted upon appropriately.

Any such further completed impact assessment will be brought to the attention of Members, as part of the ongoing review process recommended in the Policy, to ensure these inform decisions which have had due regard to the Council's legal obligations.

The outcome of any such assessment will be routinely included in the next progress report to Members, or reported on sooner if the assessment outcome is significant enough to justify doing so.

## 9. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	<b>Conclusion</b>
<b>Equalities</b>	<p>The Policy set out the Council's proposal that when undertaking an assessment or reassessment of individuals' need for transport following identification of an assessed social care need, emphasis will be placed on the person's strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent. The assessment (or reassessment) will aim to establish whether it is safe and reasonable to expect a person, or their representative, to make transport arrangements. In doing so, all transport options will be examined and the outcomes will be identified and evidenced.</p> <p>All protected characteristics will be considered in line with the Social Services and Wellbeing (Wales) Act 2014, by looking at the individual circumstances of the individual - and carer(s) where applicable - and how their care and support needs, including transport, can be best met. As such it is not anticipated that this policy will have a negative impact based on a persons protected characteristics, although it is acknowledged that some people may receive a change in transport service provision if this policy is implemented. Although the provision would continue to meet the person's needs as identified through an individual personalised assessment, an individual may perceive this as having a negative impact.</p>

	<p>By taking account of all available resources it is expected that care and support will continue to be available to a greater number of the most vulnerable citizens.</p> <p>In all cases the person will be offered a care and support package, including transport, proportionate to their individual needs. The assessment of need will take into account various protected characteristics.</p> <p>In light of the above this policy should overall have a neutral impact.</p>
<p><b>Community Cohesion/ Social Exclusion/Poverty</b></p>	<p>The Policy set out the Council's proposal that when undertaking an assessment or reassessment of individuals' need for transport following identification of an assessed social care need, emphasis will be placed on the person's strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent. The assessment (or reassessment) will aim to establish whether it is safe and reasonable to expect a person, or their representative, to make transport arrangements. In doing so, all transport options will be examined and the outcomes will be identified and evidenced.</p> <p>There may be a perception that some people will be negatively financially impacted if it is identified that their transport needs can reasonably met/funded in another way. However, determination of eligibility/non-eligibility will be as a result of a robust assessment.</p> <p>People will be supported to maximise available income including welfare benefits and also, where applicable, supported to apply for all available concessionary travel.</p> <p>The policy does not have an impact on the Council's Fairer Charging Policy.</p> <p>Overall this policy should have a neutral impact as it will support the Council in ensuring that they are financially sustainable in order to be able to continue meeting ongoing demand for services.</p>
<p><b>Welsh</b></p>	<p>The Council currently has only a small number of staff with Welsh language skills working in the Directorate. However, opportunities for staff to use their language skills are promoted and training made available to those who wish to further develop their skills.</p>

	<p>The proposals in the Policy do not include any planned reduction in human resource at the frontline. It is not therefore anticipated that they will have any effect on the service delivered to those who receive care and support from Adult Services and who wish the service they receive to be delivered through the medium of the Welsh language.</p> <p>The Policy is written on the assumption that there will be no further financial or human resources available to Adult Services throughout the life of the Policy and that therefore, sustaining the current level of equality of treatment, in respect of the Welsh language, is the only realistically achievable aim.</p> <p>Opportunities for staff to use their language skills will continue to be promoted and training will continue to be made available to those who wish to further develop their skills.</p> <p>Contracts for commissioned services contain clauses to ensure the provider delivers services in line with the Welsh Language Act.</p>
<b>Biodiversity</b>	The draft policy has a neutral impact on biodiversity.
<b>Well-being of Future Generations</b>	The draft policy contributes to the long term sustainability of service provision.

### Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative

The Policy sets out the Council’s proposal that when undertaking an assessment or reassessment of individuals’ need for transport following identification of an assessed social care need, emphasis will be placed on the person’s strengths and capabilities, and focus on solutions that enable them to do things for themselves rather than become dependent. The assessment (or reassessment) will aim to establish whether it is safe and reasonable to expect a person, or their representative, to make transport arrangements. In doing so, all transport options will be examined and the outcomes will be identified and evidenced.

This is one of a range of new policies which aim to improve fairness of access to services, as well as the long term sustainability of service provision in line with the Social Services and Well-being (Wales) Act 2014 and the Well-being of Future Generations (Wales) Act 2015 to meet the outcomes of a growing population with adult social care needs.

## 10. 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?
Put robust digital systems in place to improve data collection against all protected characteristics.	Head of Adult Services	Annually from 2020	Improved equalities data collection systems are in place.
Continue to promote opportunities for staff to use their Welsh language skills and make available training for those who wish to further develop their skills.	Head of Adult Services	Annually from 2020	There is at least no reduction in the number of staff able to deliver the Council’s Adult Services through the medium of the Welsh language. Enable staff to attend Welsh language training.
As the Policy is implemented, complete further IIAs in respect of any emerging unintended/unforeseen impact and include them in annual	Commissioning Officer - Policy & Strategy	Annually from 2020	The overall impact of the Policy on all those receiving care and support from Adult Services remains positive.



monitoring reports to Members.			
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**11. Sign off**

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
<b>Completed by</b>	Andrew Potts	<b>Commissioning Officer</b>		7 <sup>th</sup> August 2019
<b>Signed off by</b>	Angela Thomas	<b>Head of Service/Director</b>		