

## 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> February 2020

### 1. Details of the initiative

	<b>Title of the Initiative:</b> Draft Neath Port Talbot Carers Strategy
<b>1a</b>	<b>Service Area:</b> Adult Services and Children & Young People Services
<b>1b</b>	<b>Directorate:</b> Social Services, Health and Housing
<b>1c</b>	<b>Summary of the initiative:</b> To work with unpaid carers and other stakeholders to develop a strategy that enables the Council to meet the Welsh Government's priorities for carers.
<b>1d</b>	<b>Who will be directly affected by this initiative?</b> Current and future unpaid carers.
<b>1e</b>	<b>When and how were people consulted?</b> Permission is being sought to carry out a 90 day consultation, consisting of various means including co-production workshops carers, partners and other stakeholders.
<b>1f</b>	<b>What were the outcomes of the consultation?</b> N/A.

## 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 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 about carers known to Social Services:

Age group	Female	Male	Total
19		1	1
20s	3	5	8
30s	21	7	28
40s	35	11	46
50s	92	27	119
60s	63	37	100
70s	44	31	75
80s	31	27	58
90s	2	4	6
<b>Total</b>	<b>291</b>	<b>150</b>	<b>441</b>

Ethnicity	Female	Male	Total
OTHER	1		1
OTHER BLACK	1	1	2
WELSH	49	27	76
WHITE BRITISH	75	27	102
WHITE IRISH		1	1
WHITE OTHER	1	1	2
Not stated	164	93	257
<b>Grand Total</b>	<b>291</b>	<b>150</b>	<b>441</b>

Town	Female	Male	Total
ABERDARE	1		1
AMMANFORD	8	9	17
CARDIFF	1		1
NEATH	129	64	193
PONTARDAWE	22	5	27
PORT TALBOT	114	64	178
PORTH		1	1
PORTHCAWL	1		1
SWANSEA	15	7	22
<b>Total</b>	<b>291</b>	<b>150</b>	<b>441</b>

From the tables above it can be seen that two-thirds of the carers which we have information on are female; more than half of carers (54%) are aged 60+ years. Limited ethnicity data shows that the carers' ethnicity is not recorded in 58% of cases.

The vast majority of carers live in Neath or Port Talbot, however there are some who live 'out of county'.

It should be noted that the 441 carers for whom Social Services has details is only a fraction of the more than 20,000 people who have self-identified as carers in Neath Port Talbot at the time of the last Census (2011).

The NPT Carers Service maintains a database of carers for their own mailing and other purposes, and this numbers around 3,400 people.

### 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 carers have a protected characteristic by virtue of their age.
Disability			X	Data shows that people with complex needs due to their disability are likely to require respite.
Gender reassignment			X	Access to support services is unlikely to be solely due to a person's gender identity. However, personal circumstances relating to a person gender identity may have an impact on how support is delivered or the level/type of support required.
Marriage & civil partnership			X	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.
Pregnancy and maternity			X	It is possible that someone providing unpaid care may be, or become, pregnant which could 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 support needs.
Race			X	Access to support is unlikely to be solely due to a person's race. However, personal circumstances relating to a person race may have an impact on how support is delivered or the level/type of support required.
Religion or belief			X	Access to support 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 support is delivered or the level/type of support required.
Sex			X	Council data shows that two-thirds of the carers known to us are female.
Sexual orientation			X	Access to support 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 support is delivered or the level of support required.

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

By undertaking a consultation process we will be able to better understand how a person's protected characteristics impacts them in maintaining their caring role and how we work with carers to achieve the Welsh Government's three priorities.

The strategy's intention is to help further improve support for carers by having a strategic framework and action plan setting out how we will achieve the three priorities.

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

<b>Public Sector Equality Duty (PSED)</b>	<b>+</b>	<b>-</b>	<b>+/-</b>	<b>Why will it have this impact?</b>
To eliminate discrimination, harassment and victimisation	X			The draft strategy helps to ensure that carers have a life alongside caring, which supports the Council in meeting its PSED.
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 draft strategy on those carers with eligible support needs on PSED has been fully considered and it has been assessed that overall this strategy will have a positive impact.

This strategy aims to support carers' wellbeing by enabling them to have a break from their caring role, and provide information, advice, assistance and support according to their needs. This also supports the wellbeing of the cared for person as it helps to reduce carer breakdown, which can result in crisis and the cared for person requiring a long term placement outside of their home (e.g. residential care). The action plan, to be developed, will help to ensure the Council meets its PSED.

The consultation will enable people to highlight any unintended consequences of the strategy that may have a negative impact on PSED requirements.

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

	+	-	+/-	Why will it have this impact?
Community Cohesion	X			<p>The strategy contributes to the overall aim to “Build Safe and Resilient Communities”, which by definition is intended to have a positive impact on community cohesion in general.</p> <p>Access to respite and other services will support carers and the cared for to be active members of their communities and socialise with others by enabling them to have a life alongside caring. Therefore this strategy will have a positive impact on community cohesion and social exclusion.</p> <p>Any charge for services will be in line with the Council’s charging policy, which is compliant with legislation. As such, only those people who can afford to pay for a service will be expected to do so. One of the actions of the strategy is to help carers</p>
Social Exclusion	X			
Poverty	X			

				to maximise any available benefits they may be entitled to. Therefore, the strategy will have a positive impact on poverty.
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**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 strategy should have a positive impact. The consultation will enable people to highlight any unintended consequences of the strategy that may have a negative impact.

**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**?

<b>Biodiversity Duty</b>	<b>+</b>	<b>-</b>	<b>+/-</b>	<b>Why will it have this impact?</b>
To maintain and enhance biodiversity			X	It is not expected that the strategy will have any adverse effect on biodiversity or ecosystem resilience.

To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			X	
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<b>What action will be taken to improve positive or mitigate negative impacts?</b>
Not applicable.

## 7. Well-being of Future Generations

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

<b>Ways of Working</b>	<b>Details</b>
i. <b>Long term</b> – looking at least 10 years (and up to 25 years) ahead	This will help the long term wellbeing of carers by providing support to maintain their caring role.
ii. <b>Prevention</b> – preventing problems occurring or getting worse	Supporting carers helps prevent carer breakdown and helps to prevent or reduce the impact of caring on their own wellbeing.



<p>iii. <b>Collaboration</b> – working with other services internal or external</p>	<p>The draft strategy enables us to make best use of our partnerships to meet Welsh Government’s three priorities, for example third sector, GP surgeries and hospitals.</p>
<p>iv. <b>Involvement</b> – involving people, ensuring they reflect the diversity of the population</p>	<p>Various representatives have been involved in the development of the draft strategy, including carers, staff across Adults, Children’s and Education services, Carers Services, CVS and Health. The draft strategy will be subject, with Members’ approval, to a full 90 day consultation to gain stakeholder input, opinion and feedback.</p>
<p>v. <b>Integration</b> – making connections to maximise contribution to:</p>	<p>The aim of the draft strategy is to help support unpaid carers to maintain their caring role. Respite care and other support / services / interventions for carers contribute to preventing, reducing or delaying the need for additional carers support. It also supports sustainability of the carer’s ability to continue to care and as such helps to prevent crisis and carer breakdown, which can lead to the cared for person requiring statutory support.</p> <p>The draft strategy therefore contributes towards the objective of improving the well-being of those who live in the county borough and to develop the economy.</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.

The 90 day consultation will enable people to highlight any unintended negative consequence of the strategy, which will then be considered when determining whether to continue to recommend the strategy.

## 9. Assessment Conclusions

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

	<b>Conclusion</b>
<b>Equalities</b>	The consultation process will help us to better understand if a person's protected characteristics impact on them in relation to their caring role and how we can work with carers with protected characteristics to achieve the three priorities.
<b>Community Cohesion/ Social Exclusion/Poverty</b>	<p>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.</p> <p>As noted above the strategy should have a positive impact. The consultation will enable people to highlight any unintended consequences of the strategy that may have a negative impact.</p>
<b>Welsh</b>	<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 strategy 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 strategy is written on the assumption that there will be no further financial or human resources available to Adult Services throughout the life of the strategy 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>
<b>Biodiversity</b>	The draft strategy has no impact on biodiversity.
<b>Well-being of Future Generations</b>	The draft strategy contributes to the five ways of working as it relates to carers.

### 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 purpose of the strategy is to help support unpaid carers to maintain their caring role and have a life alongside caring. With Members' permission, the draft will be subject of a 90 public consultation with a wide range of stakeholders. Should any negative impacts come to light these will be addressed and brought to Members' attention.

## 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?
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 Head of CYPS	Annually from 2020	There is at least no reduction in the number of staff able to deliver the Council's Services, through the medium of the Welsh language. Enable staff to attend Welsh language training.
Complete new IIA after consultation	Commissioning Officer - Policy & Strategy	July 2020	Completed IIA taking account of data/information obtained throughout the consultation process.
As the strategy and action plan are implemented, complete further IIAs in respect of any emerging unintended/unforeseen impact and include them in annual monitoring reports to Members.	Commissioning Officer - Policy & Strategy	Annually from 2020	The overall impact of the strategy and action plan on all those unpaid carers receiving support remains positive.

## 11. Sign off

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