

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	Chele Howard	PO Commissioning	31.03.21

1. Details of the initiative

	Title of the Initiative: Five Year West Glamorgan Regional Carers Strategy and supporting Quick Reference Guide
1a	Service Area: Adult Services and Children & Young People Services
1b	Directorate: Social Services, Health and Housing
1c	Summary of the initiative: To approve the Five Year West Glamorgan Regional Carers Strategy and supporting Quick Reference Guide
1d	Is this a 'strategic decision'? Yes
1e	Who will be directly affected by this initiative? Current and future unpaid carers.
1f	When and how were people consulted? A range of co-production events took place in the development of this strategy: <ul style="list-style-type: none"> • Co-production events were held autumn 2019 creating the draft vision statement and themes. • Carers Partnership Board members were asked to nominate individuals to be a part of the Strategy Development Task & Finish Group.

	<ul style="list-style-type: none"> • The Strategy Development Group held five workshops (11 August, 1 September, 24 September, 6 October and 20 October) to conduct a series of activities to identify the key content of the strategy. • Each workshop included representation from various carers connected to our regional work and carers representatives, including those representing the views of Young Carers. • The Carers Development Officer also co-ordinated a research exercise with contributions from Carers Partnership Board members, pulling together insight, strategic drivers and contributions from a range of sources. • A draft strategy was produced with the outputs of the workshop, research and other co-produced contents including co-production events with carers conducted prior to the pandemic. • The draft document was presented to the Carers Partnership Board on 8 December, where final comments were requested before approval on 12 January.
1g	<p>What were the outcomes of the consultation?</p> <p>The feedback from these events directly shaped the development of the strategy.</p>

2. Evidence

<p>What evidence was used in assessing the initiative?</p>
<p>Social Services routinely collects data as part of the assessment/review process of individuals and carers, which is reported annually to Welsh Government.</p> <p>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:</p>

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
Total	291	150	441

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
Grand Total	291	150	441

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
Total	291	150	441

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.

The West Glamorgan Population Needs Assessment provides data on the social care and health needs of the region.

<http://www.westernbaypopulationassessment.org/en/home/>

3. Equalities

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

Protected Characteristic	+	-	+/-	Why will it have this impact?
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Age	X		Data shows that a high number of carers have a protected characteristic by virtue of their age. The aim of the strategy is to improve carers experiences with regards to identification, recognition and support, as such this strategy should have a positive impact on people with this protected characteristic.
Disability	X		We have no data on the number of carers that also have a disability. The aim of the strategy is to improve carers experiences with regards to identification, recognition and support, as such this strategy should have a positive impact on people with this protected characteristic.
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. The aim of the strategy is to improve carers experiences with regards to identification, recognition and support, as such this strategy should have a positive impact on people with this protected characteristic.
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. The aim of the strategy is to improve carers experiences with regards to identification, recognition and support, as such this strategy should have a positive impact on people with this protected characteristic.
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. The aim of the strategy is to improve carers experiences with regards to identification, recognition and support, as such this strategy should have a positive impact on people with this protected characteristic.
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. The aim of the strategy is to improve carers experiences with regards to identification, recognition and support, as such

			this strategy should have a positive impact on people with this protected characteristic.
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. The aim of the strategy is to improve carers experiences with regards to identification, recognition and support, as such this strategy should have a positive impact on people with this protected characteristic.
Sex	X		Council data shows that two-thirds of the carers known to us are female. The aim of the strategy is to improve carers experiences with regards to identification, recognition and support, as such this strategy should have a positive impact on people with this protected characteristic.
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. The aim of the strategy is to improve carers experiences with regards to identification, recognition and support, as such this strategy should have a positive impact on people with this protected characteristic.

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

The aim of the strategy is to improve carers experiences with regards to identification, recognition and support, as such this strategy should have a positive impact on people with protected characteristics.

If the strategy is approved, an action plan will be developed which will detail the way in which the intended outcomes and objectives of the strategy are to be delivered and should further improve the positive impacts on people with protected characteristics. The key themes that will underpin the action plan are:

- Balancing priorities

- Supporting each other
- Information and advice
- Identified and recognised
- Dignity and respect
- Support services

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			The 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 strategy on carers with regards to PSED has been 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.

If the strategy is approved, an action plan will be developed which will detail the way in which the intended outcomes and objectives of the strategy are to be delivered and should further improve the positive impacts on PSED. The key themes that will underpin the action plan are:

- Balancing priorities
- Supporting each other
- Information and advice
- Identified and recognised
- Dignity and respect
- Support services

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	<p>The purpose of the strategy is to support unpaid carers across the region, irrespective of their individual circumstances. It sets out the need to identify, recognise and support those who undertake unpaid care, in order to improve the wellbeing of those carers by listening, learning, being supportive and delivering changes that meet the rights and needs of carers. A key theme of the strategy is carers' dignity and respect, and this will be at the heart of the design and provision of support for those who need it.</p> <p>Supporting carers in their own right will help carers have a life alongside careering, which may include helping to support carers return to or retain paid employment or education.</p> <p>One of the actions of the strategy is to help carers to maximise any available benefits they may be entitled to. Therefore, the strategy will have a positive impact on their economic situation.</p>

Negative/Disadvantage	
Neutral	

What action will be taken to reduce inequality of outcome

As part of the strategy an action plan will be developed which sets out the support required to meet the needs of carers. By working closely with individuals and groups it is anticipated that any inequalities that exist will be identified and rectified through the co-production of service development and delivery.

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	X			Improving the Councils response to carers will support carers 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.
Social Exclusion	X			
Poverty	X			One of the actions of the strategy is to help carers to maximise any available benefits they may be entitled to. Therefore, the strategy will have a positive impact on poverty.

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

As noted above the strategy should have a positive impact.

If the strategy is approved, an action plan will be developed which will detail the way in which the intended outcomes and objectives of the strategy are to be delivered and should further improve the positive impacts. The key themes that will underpin the action plan are:

- Balancing priorities
- Supporting each other
- Information and advice
- Identified and recognised
- Dignity and respect
- Support services

6. 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.

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

7. 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	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	

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

Not applicable.

8. 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. Long term – 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. Prevention – 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.
iii. Collaboration – working with other services internal or external	The strategy enables us to make best use of our regional partnerships to meet the needs of carers.

iv. Involvement – involving people, ensuring they reflect the diversity of the population	A wide range of coproduction activities has taken place in the development of this strategy.
v. Integration – making connections to maximise contribution to:	This regional strategy has been developed with partners such as the CVS and SB UHB.
Council’s well-being objectives	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.
Other public bodies objectives	Create safe, confident and resilient communities, focusing on vulnerable people. Encourage Ageing Well.

9. 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 strategy sets out how the impact of the implementation of strategy will be monitored and evaluated. As the strategy is implemented, further IIAs will be undertaken if there is evidence of any emerging unintended/unforeseen impacts.

10. Assessment Conclusions

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

	Conclusion
Equalities	The aim of the strategy is to improve carers experiences with regards to identification, recognition and support, as such this strategy should have a positive impact on people with protected characteristics.
Socio Economic Disadvantage	The strategy should have a positive impact on the Councils socio-economic duties as supporting carers may help carers to return or retain paid employment/education and also help maximise any eligible financial support/benefits.
Community Cohesion/ Social Exclusion/Poverty	<p>The potential impact of the strategy on carers with regards to PSED has been fully considered and it has been assessed that overall this strategy will have a positive impact.</p> <p>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.</p>
Welsh	<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>Contracts for commissioned services contain clauses to ensure the provider delivers services in line with the Welsh Language Act.</p>
Biodiversity	The strategy has no impact on biodiversity.
Well-being of Future Generations	The 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 aim of the strategy is to improve carers experiences with regards to identification, recognition and support, as such this strategy should have a positive impact on people with protected characteristics.

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?
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	ongoing	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.
Development of Co-Produced action plan	Regional Carers Group	March 22	Action plan developed with clear priorities leads and timescales
As the strategy and action plan are implemented, complete	PO Commissioning	Annually from implementation	The overall impact of the strategy and action plan on all

further IIAs in respect of any emerging unintended/unforeseen impacts.			those unpaid carers receiving support remains positive.
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12. Sign off

	Name	Position	Signature	Date
Completed by	Chele Zandra Howard	PO Commissioning	C.Z.Howard	31.03.21
Signed off by	Andrew Jarrett	Director	A. Jarrett	31.03.21