

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	Corporate Policy Officer	05/03/2021
Version 2	Caryn Furlow-Harris	Strategic Manager – Policy & Executive Support	15/04/2021

1. Details of the initiative

	Title of the Initiative: Corporate Plan 2021-2023
1a	Service Area: Corporate Policy & Performance Management
1b	Directorate: Chief Executive's
1c	Summary of the initiative: The Corporate Plan provides the framework for the Council's services and functions whilst discharging duties set out in various legislation, but in particular the Well-being of Future Generations (Wales) Act 2015 which requires the Council to set well-being objectives which seek to maximise the Council's contribution to the national well-being goals, whilst also embracing the sustainable development principle.
1d	Is this a 'strategic decision'? Yes, it's a medium term plan adopted by Council.

1e	<p>Who will be directly affected by this initiative? Everyone who lives, works and/or visits Neath Port Talbot</p>
1f	<p>When and how were people consulted?</p> <p>A detailed public consultation exercise was undertaken in 2017 with the specific aim to engage with particular groups of service users to test out the proposals and their likely impact on the well-being of people with different characteristics. A consultation and engagement plan was developed to ensure interested bodies and the general public had the opportunity to comment upon the draft wellbeing objectives and to offer their views and comments prior to the wellbeing objectives being finalised and adopted by Council in 2017.</p> <p>A range of promotional methods were used to create awareness of the consultation and encourage members of the public to engage with the council. There were a number of ways the consultation was promoted and in which people could submit their views including:</p> <ul style="list-style-type: none"> • a self-completion questionnaire published on the Council’s web site • consultation packs in 35 public buildings (such as libraries, community centres and civic buildings) • promotion via email to a range of stakeholders • attendance at community/public events across the county borough and facilitated workshops with various organisations • promotion via the Council’s corporate social media accounts messages <p>In addition to the standard consultation questionnaire a further questionnaire was developed which was considered more suitable for capturing the views of children and younger people.</p> <p>Since 2017, on an annual basis, the Council is required to consider whether the current well-being objectives remain relevant or whether changes to those well-being objectives should be considered, when preparing its annual report (last prepared - October 2021). The improvement priorities and steps in the Plan were reviewed by Heads of Service in December 2020 to ensure they remain relevant in light of the pandemic.</p>
1g	<p>What were the outcomes of the consultation?</p> <p>In terms of the 2017 public consultation a significantly high percentage of respondents agreed with the 3 Well-being Objectives, while a similarly high percentage of respondents thought that the objectives will improve their quality of life. While the priority actions attracted a positive response overall there were some comments made particularly in relation to better promotion of culture, community and happiness; the teaching of life skills, as well as improved access to public</p>

transport amongst others. A few additional well-being objectives were suggested around mental health, environment and inclusion and social interaction but these were not implemented.

Following the annual review of the well-being objectives when preparing the annual report for the period 2019/2020 and the review of the improvement priorities and steps by Heads of Services in December 2021, no changes have been made to the well-being objectives with only minor amendments made to a few steps.

An extensive consultation exercise to inform the Council's Corporate Recovery Plan for April 2022 onwards will be undertaken during 2021.

2. Evidence

What evidence was used in assessing the initiative?

The Corporate Plan is informed by a range of data collected and analysed about service users, service performance and delivery. Financial data from the budget, data from key departmental plans and changes in the external environment also influence the content of the Corporate Plan.

3. Equalities

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

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	+			The Corporate Plan specifically sets out how the Council will intends to improve the well-being of children, young people and adults in Neath Port Talbot.
Disability	+			We intend to embed a rights-based approach for disabled people across the Council and ensure that people have access to advocacy support where that is required. Progress in achieving this will be monitored and reported throughout the year.
Gender reassignment			+/-	Impacts on this group is unknown at this time but will be tested during extensive consultation to inform the Council's Corporate Recovery Plan for April 2022 onwards which will be undertaken during 2021.
Marriage & civil partnership			+/-	Impacts on this group is unknown at this time but will be tested during extensive consultation to inform the Council's Corporate Recovery Plan for April 2022 onwards which will be undertaken during 2021.
Pregnancy and maternity	+			The Corporate Plan features specific improvement priorities to support children and the parents of children in their early years. Including, efforts to ensure the availability and quality of childcare is increased, tailored parenting support, and multi-agency approaches to introduce literacy and numeracy for babies and young children, taking into account accessibility, cultural and language requirements.
Race	+			We have reviewed the equality objectives and actions in the Council's Strategic Equality Plan to ensure we fully address the devastating impact the pandemic and the murder of George Floyd had on all of our local communities. The equality objectives, taking into account evidence as reported to various government committees during the summer, were considered to be still relevant and so the new Strategic Equality Plan , including the equality objectives along with other relevant information was published in October 2020 to meet statutory requirements.

Religion or belief			+/-	Impacts on this group is unknown at this time but will be tested during extensive consultation to inform the Council's Corporate Recovery Plan for April 2022 onwards which will be undertaken during 2021.
Sex	+			The Council plans to continue work with Chwarae Teg to deliver the Gender Equality Action Plan.
Sexual orientation			+/-	Impacts on this group is unknown at this time but will be tested during extensive consultation to inform the Council's Corporate Recovery Plan for April 2022 onwards which will be undertaken during 2021.

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

An extensive consultation exercise to inform the Council's Corporate Recovery Plan for April 2022 will be undertaken during 2021.

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	+			A core intention of the Plan is the reduction of inequalities across a range of different groups, not just in relation to protected characteristics but other characteristics such as poverty. Additionally, there are proposed actions to strengthen community cohesion and in particular the way the Council works with communities and with other agencies in empowering and developing community capacity.
To advance equality of opportunity between different groups	+			

To foster good relations between different groups	+		<p>We have made a commitment in the first two well-being objectives to develop a rights-based approach. We also plan to extend good practice in our education and social services departments, where children, young people, older and vulnerable people are supported and encouraged to participate in decisions and matters that affect them, to all other areas of our work.</p> <p>The Plan outlines our commitment to engage with different groups and communities to facilitate greater understanding between groups as we work together to reduce inequality and improve the lives of all our residents.</p>
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What action will be taken to improve positive or mitigate negative impacts?

An extensive consultation exercise to inform the Council’s Corporate Recovery Plan for April 2022 will be undertaken during 2021.

4. Socio Economic Duty

What is the impact	Why will it have this impact?
Positive	<p>Neath Port Talbot Council exists to serve and represent the interests of its citizens and communities. The Corporate Plan outlines our commitment to improve the economic, social, environmental and cultural well-being of all of our people. To achieve this we are seeking to:</p> <ul style="list-style-type: none"> • Advance equality of opportunity in a number of ways, including continuing to work with schools and other relevant settings to ensure that their learning environments are safe and nurturing, where there is respect and due regard to equality, diversity and inclusion. • In the Plan we outline our aim to eliminate discrimination, harassment and victimisation by making early intervention and prevention a priority to reduce the number of repeat victims and reduce the number of high risk cases of domestic abuse. We will also

	<p>embed a rights-based approach for older people and disabled people across the Council and ensure that people have access to advocacy support where that is required.</p> <ul style="list-style-type: none"> • There is also recognition and work to address inequalities in all of its forms, whether in relation to statutory duties concerned with people of protected characteristics, inequality caused by disparities in income, or by virtue of whether children and young people are cared for by their own families or the council.
Negative	N/A
Neutral	N/A

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

An extensive consultation exercise to inform the Council's Corporate Recovery Plan for April 2022 will be undertaken during 2021.

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	+			During 2020/2021 we reviewed our Strategic Equality Plan, equality objectives and the actions to meet them using information gathered from a range of sources: feedback from internal engagement activities; local, national and regional research publications as well as relevant strategies and plans that were either already
Social Exclusion	+			

Poverty	+			existence or being developed. As part of this review, we took on board the outcomes from other related work streams such as the review of the Healthy Relationships for Stronger Communities Strategy; the exploration of the requirements and impact of socio-economic duty; and the outputs of the Poverty Symposium held in September 2019.
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What action will be taken to improve positive or mitigate negative impacts?

An extensive consultation exercise to inform the Council’s Corporate Recovery Plan for April 2022 will be undertaken during 2021.

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people’s opportunities to use the Welsh language	+			There are specific actions set out in the Corporate Plan to promote Welsh Language and culture. In particular, the measures the Council proposes to take to increase the education and learning provision to grow the number of Welsh speakers in the area.
– treating the Welsh and English languages equally	+			Efforts are made to ensure that the five year Welsh Language Promotion Strategy is informed by and integrated with the Corporate Plan. The Welsh Language Strategy action plan is also developed in collaboration by a cross party task and finish group with the assistance of Neath Port Talbot County

				Borough Council staff and a representative of Menter Iaith Castell-nedd Port Talbot (Menter Iaith CNPT) (Neath Port Talbot Language Initiative).
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What action will be taken to improve positive or mitigate negative impacts?

During the latter part of 2020/2021 we started a review of our compliance with and promotion of the Welsh language which will continue over the coming year, to help ensure we can provide a more effective and responsive service going forward. In addition, we will further develop our Welsh in Education Strategic Plan, so that we increase opportunities for more of our children and young people to be educated through the medium of Welsh and for pupils to become more proficient in speaking Welsh. During 2021/2022 we will also be reviewing the Welsh Language Promotion Strategy Action Plan to ensure it aligns with the Council's Corporate Recovery Plan from April 2022 onwards.

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	+			The intention behind Well-being Objective three is the development of the local economy and environment so that the well-being of people can be improved.

				Sustainable economic growth and the conservation and enhancement of the natural environment are key improvement priorities in the plan.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	+			Limiting future climate change is regarded internationally as the single most serious environmental issue faced by society. Tackling the issue requires collective action and the Council has an important role to play in this respect. The Council's Decarbonisation and Renewable Energy Strategy outlines our overarching vision and objectives, what we have already achieved and the potential future opportunities that exist. The Strategy is an integral part of the Council's overall sustainability drive and the associated action plan will assist the Council in meeting its carbon footprint reduction / aspirations.

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

An extensive consultation exercise to inform the Council's Corporate Recovery Plan for April 2022 will be undertaken during 2021.

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	The Corporate Plan is published every year to outline the Council's priorities for improvement and how we are changing the way we do things to ensure we continue to improve the services we deliver in our communities. Although this seems like short term planning a number of the improvement priorities in the plan embrace current challenges whilst considering the impact

	<p>these efforts will have on the future. Sustainability plays a key role in the plan, particularly in terms of the natural environment. Current work to reduce the council's carbon footprint, if successful, will undoubtedly have a positive impact on the future environment of the area and the well-being of its residents.</p>
<p>ii. Prevention – preventing problems occurring or getting worse</p>	<p>We have prioritised the adoption of early intervention and prevention approaches to reduce the number of repeat and high risk domestic abuse cases through the development of a Healthy Relationships for Stronger Communities Strategy which is monitored through the Corporate Plan.</p> <p>To set longer term priorities and to facilitate early intervention and preventative actions to improve the economic, social, environmental and cultural well-being of people living in Neath Port Talbot work will be undertaken to move the Council's financial planning framework from a one year process to the development of a medium term financial plan.</p>
<p>iii. Collaboration – working with other services internal or external</p>	<p>The well-being objectives and improvement priorities show the Council's contribution to the social, economic, cultural and environmental well-being of Neath Port Talbot but the Council would be unable to make these improvements without collaboration. In order to improve access to public transport and active travel the Council is engaged with developers to improve infrastructure and a range of partners at a regional level to develop connectivity.</p> <p>The Council is a statutory partner of a number of multi-agency partnerships locally, regionally and across Wales including; the Public Services Board, Voluntary Sector Liaison Forum, Regional Partnership Board and West Glamorgan Safeguarding Board.</p>
<p>iv. Involvement – involving people, ensuring they reflect the diversity of the population</p>	<p>There was no requirement under the Well-being of Future Generations (Wales) Act 2015 to consult on this updated Plan as no changes have been made to the well-being objectives.</p> <p>However, during 2021, an extensive consultation exercise to inform the Council's Corporate Recovery Plan for April 2022 will be undertaken which will reflect the diversity of the population of Neath Port Talbot.</p> <p>During 2021/2022 we will continue to develop our arrangements to ensure we comply with the requirements contained in Chapter 2 of the Local Government and Elections (Wales) Act 2021 – Public Participation in Local Government which commence in May 2022. The focus of Chapter 2 is for Council's to encourage local people to participate in the making of decisions by</p>

	<p>the Council and during 2021/2022 we will prepare and consult on a public participation strategy which will set out how we will:</p> <ul style="list-style-type: none"> • Promote awareness of the Council’s functions and how to become a Member of the authority; • Facilitate access to information about decisions made, or to be made by the Council; • Promote and facilitate processes by which local people may make representations to the Council about a decision before, and after, it is made; • Set out the arrangements for bringing views of the public to the attention of scrutiny committees; and • Promote awareness among Members of the benefits of using social media to communicate with local people.
<p>v. Integration – making connections to maximise contribution to:</p>	<p>The contribution each of the three well-being objectives makes to each of the seven national well-being goals is detailed in the plan.</p>
<p>Council’s well-being objectives</p>	<ul style="list-style-type: none"> ▪ To improve the well-being of children and young people ▪ 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>Other public bodies objectives</p>	<p>Public Services Board priorities</p> <ul style="list-style-type: none"> ▪ Support children in their early years, especially children at risk of adverse childhood experiences. ▪ Create safe, confident and resilient communities, focussing on vulnerable people ▪ Encourage Ageing Well ▪ Promote well-being through and in the workplace

	<ul style="list-style-type: none"> ▪ Recognise and promote green infrastructure, how green infrastructure can support the economic, social and cultural well-being of the people of Neath Port Talbot ▪ Increase levels of digital participation/inclusion
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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.

<p>The progress made in achieving the well-being objectives, improvement priorities and the impact on the above initiatives will be monitored on a quarterly basis by the Cabinet and Cabinet Boards.</p> <p>An Annual Report is produced each year (autumn) which considers whether the well-being objectives and improvement priorities remain appropriate. Where necessary, the well-being objectives and improvement priorities are revised.</p> <p>The Annual Report will be published on the Council’s web pages and will also be widely communicated throughout the county borough using a range of different media platforms.</p>

10. Assessment Conclusions

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

	Conclusion
Equalities	There is a positive impact with the well-being objectives contributing to our work to address inequality.
Socio Economic Disadvantage	Continued work to advance equality of opportunity whilst eliminating discrimination and harassment identified throughout the plan will have a positive impact on the overall well-being of our residents.

Community Cohesion/ Social Exclusion/Poverty	The well-being objectives will have a positive impact on the many facets that contribute to people's experiences of poverty and social exclusion and will potentially result in stronger communities, greater community involvement and participation thereby ensuring their voices are heard.
Welsh	As a result of our continued work to improve Welsh education and learning provision there will be a positive impact on opportunities to use the Welsh language.
Biodiversity	There will be a positive impact on the biodiversity of the area as key improvement priorities in the plan relate to the promotion of sustainable economic growth and the conservation and enhancement of the natural environment.
Well-being of Future Generations	There will be a positive impact as the well-being objectives have been developed in line with the five ways of working.

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised x
- **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 Corporate Plan and the well-being objectives is to improve the economic, social, environmental and cultural well-being of the people of Neath Port Talbot. The well-being objectives and improvement priorities were developed with this in mind and as such will help members of our communities improve their well-being.

As a result of our continued work to improve Welsh education and learning provision there is potentially a positive impact in relation to opportunities to use the Welsh language.

There will be a positive effect on biodiversity or Eco-system resilience.

There will be a positive impact in relation to the Wellbeing of Future Generations as the well-being objectives have been developed in line with the five ways of working.

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?
<p>During the summer of 2021 we aim to undertake an extensive programme of consultation and engagement with a very wide range of stakeholders on the Council's Corporate Recovery Plan, the Public Services Board's Well-being Assessment, and the regional Population Needs Assessment.</p>	<p>A multi-agency, multi-disciplinary approach will be taken and will include officers from the Council, Health, third sector partners and other public sector bodies.</p>	<p>End of 2021</p>	<p>Our overall aim is to ensure that we have a co-ordinated approach to these exercises that satisfies our legal duties but is done in the most economic, efficient and effective way. Taking a co-ordinated approach would also enable us to make sure that priorities that emerge at the planning stage are also set in a coherent way, minimising duplication and reducing the risk of there being important gaps between the respective plans.</p>

12. Sign off

	Name	Position	Signature	Date
Completed by	Fiona Clay-Poole	Corporate Policy Officer	Fiona Clay-Poole	12 th April 2021
Completed by	Caryn Furlow-Harris	Strategic Manager – Policy & Executive Support	Caryn Furlow-Harris	15 th April 2021
Signed off by	Sheenagh Rees	Head of Service/Director	Sheenagh Rees	27 th April 2021