

## 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
e.g. Version 1	Chele Zandra Howard	PO Commissioning	20.08.21

### 1. Details of the initiative

	<b>Title of the Initiative:</b> Grant Agreement for the Delivery of Short Break Respite Provision to Unpaid Carers
<b>1a</b>	<b>Service Area:</b> Adult Services
<b>1b</b>	<b>Directorate:</b> Social Services, Health and Housing
<b>1c</b>	<b>Summary of the initiative:</b> To inform Members that the Head of Adult Services intends to enter into a grant agreement with Neath Port Talbot Carers Service (“the Carers Service”), for the delivery of short break respite provision to unpaid carers (“Carers”).
<b>1d</b>	<b>Is this a ‘strategic decision’?</b> Yes
<b>1e</b>	<b>Who will be directly affected by this initiative?</b> Unpaid carers
<b>1f</b>	<b>When and how were people consulted?</b> As part of developing the proposal for utilising this Fund, the Carers Service sought feedback from Carers on what would make a difference to them. The feedback from this included:

- Short Breaks Caravan/Cottage
- Spa Treatment
- Nail Vouchers
- Coffee Shop/Meal Vouchers
- Gym session
- Wellbeing Activity/Event
- Yoga Sessions
- Walking Groups
- Night Away in a reasonable priced accommodation
- Night Away to themselves,

The Carers Service is asked to obtain service user feedback in order to inform the delivery and performance of the service. The Carers Service provide reports to the Council on what participation events have taken place and how the feedback from Carers has shaped their services. This feedback indicates that Carers appreciate the provision of events and activities and benefit from the provision of respite services.

A significant amount of engagement and consultation took place in the development of the Regional Carers Strategy. This identified that the below areas were of key importance to Carers, all of which this proposal will support:

- Peer support.
- Community based support.
- Better range and quality of services to meet Carers needs for a break.
- More flexibility and choice.
- More opportunities to take a break.
- More support for Carers to access social and leisure opportunities.

Furthermore, the consultation process that took place between 17th June 2019 and 15th September 2019, highlighted that Carers wished to have more flexible options for respite, including alternatives to traditional residential respite.

**1g What were the outcomes of the consultation?**

The proposed activities, short breaks and vouchers are all based on this feedback.

## 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.

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?
Age	x			<p>Data shows that a high number of carers have a protected characteristic by virtue of their age.</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and policies to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</p>
Disability	x			<p>We have no data on the number of carers that also have a disability</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have</p>

			<p>been developed in consultation with Carers.</p> <p>The Carers Service has processes and polices to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</p>
Gender reassignment	x		<p>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.</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respbite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and polices to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</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>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respbite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and polices to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</p>

Pregnancy and maternity	x		<p>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.</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and policies to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</p>
Race	x		<p>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.</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and policies to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</p>
Religion or belief	x		<p>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.</p>

			<p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and policies to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</p>
Sex	x		<p>Council data shows that two-thirds of the carers known to us are female.</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and policies to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</p>
Sexual orientation	x		<p>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.</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and policies to ensure that there is equality of</p>

				access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.
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<b>What action will be taken to improve positive or mitigate negative impacts?</b>
<p>The agreement will have clauses ensuring the providers compliance with the relevant equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit (which includes receiving service user feedback) and the Unit will also analyse any complaints and safeguarding referrals regarding the service to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic.</p> <p>The provider will also be required to implement their own monitoring systems, which will help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p>

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				These breaks will enable Carers to have time to themselves to integrate and be part of their communities. This will help to prevent discrimination, harassment and victimisation by enabling Carers to engage with social activities and develop and maintain peer/friendship groups. For example the opportunity attend a walking group
To advance equality of opportunity between different groups				These breaks will enable Carers to be able to have time to themselves to integrate and be part of their communities. This will help to promote equality of opportunity by enabling Carers to engage with social activities and develop and maintain peer/friendship groups. For example the opportunity to go to the gym.



To foster good relations between different groups			These breaks will enable Carers to be able to have time to themselves to integrate and be part of their communities. This will help to promote good relations between different groups by enabling Carers to engage with social activities and develop and maintain peer/friendship groups. For example the opportunity to go to the spa or join a walking group.
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<b>What action will be taken to improve positive or mitigate negative impacts?</b>
<p>The service will be monitored by the Common Commissioning Unit (which includes receiving service user feedback) and the Unit will also analyse any complaints and safeguarding referrals regarding the service. This will help identify if there are opportunities for service improvements in order to further enhance how the services can positively impact on PSED.</p> <p>The provider will also be required to implement their own monitoring systems, which will help identify if there are opportunities for service improvements in order to further enhance how the services can positively impact on PSED</p>

**4. Socio Economic Duty**

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	This proposal will have a positive impact on the Council meeting its socio-economic duty, as it targets additional resources and support to people/groups that are considered to have a socio-economic disadvantage. The services will help improve the impacts of inequality of outcome; This will be achieved by enabling Carers to access social and welling opportunities, such as spa sessions and day trips. It will also support an improvement in health outcomes by offering opportunities to activities such as gym and yoga sessions.
Negative/Disadvantage	
Neutral	

**What action will be taken to reduce inequality of outcome**

The service will be monitored by the Common Commissioning Unit (which includes receiving service user feedback) and this includes collecting information on the outcomes for people that receive a service. This will help identify if there are opportunities for service improvements in order to further enhance how the services can positively impact on reducing inequality of outcome.

The provider will also be required to implement their own monitoring systems, which will help identify if there are opportunities for service improvements in order to further enhance how the services can positively impact on reducing inequality of outcome.

**5. Community Cohesion/Social Exclusion/Poverty**

	+	-	+/-	Why will it have this impact?
Community Cohesion	x			Offering community based short breaks will support carers to be active members of their communities and socialise with others. This allows them to have a life alongside caring and promotes community cohesion.
Social Exclusion	x			Offering community based short breaks will support carers to be active members of their communities and socialise with others. This allows them to have a life alongside caring and minimises social exclusion by supporting access to social opportunities.
Poverty	x			This funding enables Carers to access social opportunities and short breaks at no cost. This will have a positive financial impact on Carers.

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

The service will be monitored by the Common Commissioning Unit (which includes receiving service user feedback) and this includes collecting information on the outcomes for people that receive a service. This will help identify if there are opportunities for service improvements in order to further enhance how the services can positively impact on these areas.

The provider will also be required to implement their own monitoring systems, which will help identify if there are opportunities for service improvements in order to further enhance how the services can positively impact on these areas.

## 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 grant agreement will make provision to ensure people can use their first language of choice. As such there is a positive impact.
– treating the Welsh and English languages equally	x			The grant agreement will make provision to ensure people can use their first language of choice. As such there is a positive impact.

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

The service will be monitored by the Common Commissioning Unit (which includes receiving service user feedback) and this includes collecting information on the outcomes for people that receive a service. This will help identify if there are opportunities for service improvements in order to further enhance how the services can positively impact on opportunities for the Welsh Language

The provider will also be required to implement their own monitoring systems, which will help identify if there are opportunities for

service improvements in order to further enhance how the services can positively impact on Welsh Language.

## 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				N/A
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.				N/A

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

N/A

## 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. <b>Long term</b> – looking at least 10 years (and up to 25 years) ahead	These additional services will play an essential part in supporting Carers with their own wellbeing needs and in continuing with their caregiving role. This supports the long term well-being of both the Carer and the person they care for.
ii. <b>Prevention</b> – preventing problems occurring or getting worse	Short Breaks will play a vital role in preventing Carer breakdown and supporting Carers with their own wellbeing needs.
iii. <b>Collaboration</b> – working with other services internal or external	This proposal will involve a collaboration between the Council and the Carers Service and will deliver a person-centred approach to short break opportunities. It will also involve collaboration with the wider community and local business, who will be providing opportunities to carers.
iv. <b>Involvement</b> – involving people, ensuring they reflect the diversity of the population	<p>As part of developing the proposal for utilising this Fund, the Carers Service sought feedback from Carers on what would make a difference to them. The proposed activities, short breaks and vouchers are all based on this feedback.</p> <p>The Carers Service is asked to obtain service user feedback in order to inform the delivery and performance of the service. The Carers Service provide reports to the Council on what participation events have taken place and how the feedback from Carers has shaped their services. This feedback indicates that Carers appreciate the provision of events and activities and benefit from the provision of respite services.</p> <p>A significant amount of engagement and consultation took place in the development of the</p>

	<p>Regional Carers Strategy. This identified that the below areas were of key importance to Carers, all of which this proposal will support:</p> <ul style="list-style-type: none"> <li>• Peer support.</li> <li>• Community based support.</li> <li>• Better range and quality of services to meet Carers needs for a break.</li> <li>• More flexibility and choice.</li> <li>• More opportunities to take a break.</li> <li>• More support for Carers to access social and leisure opportunities.</li> </ul> <p>Furthermore, the consultation process that took place between 17th June 2019 and 15th September 2019, highlighted that Carers wished to have more flexible options for respbite, including alternatives to traditional residential respbite.</p>
<b>v. Integration – making connections to maximise contribution to:</b>	
<b>Council’s well-being objectives</b>	<p>These additional services will provide opportunities for Carers to access a short break that they would not normally be able to access. This supports integration within wider the community, such as being able to access gym or spa sessions. Thereby supporting Well-being priority 2 of the Corporate Plan Everyone participates fully in community life – socially and economically.</p>
<b>Other public bodies objectives</b>	<p>West Glamorgan Regional Carers Strategy</p>

## 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.

Service monitoring reviews will be undertaken, alongside collection of outcomes data in line with the Welsh Government timetable.

Analyse any complaints and safeguarding referrals regarding the service to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic.

provider will also be required to implement their own monitoring systems, which will help identify if there are opportunities for service improvements.

## 10. Assessment Conclusions

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

	<b>Conclusion</b>
<b>Equalities</b>	The indication is that entering into the contract will have a positive impact, however the contract monitoring, outcomes data and analysis of complaints and/or safeguarding referrals will allow us to check that the service is having its intended outcomes and not resulting in any unintended negative consequences for people with a protected characteristic.
<b>Socio Economic Disadvantage</b>	The indication is that entering into the contract will have a positive impact, however the contract monitoring, outcomes data and analysis of complaints and/or safeguarding referrals will allow us to check that the service is having its intended outcomes and not resulting in any unintended negative socio-economic consequences
<b>Community Cohesion/ Social Exclusion/Poverty</b>	The indication is that entering into the contract will have a positive impact, however the contract monitoring, outcomes data and analysis of complaints and/or safeguarding referrals will allow us to check that the service is having its intended outcomes and not resulting in any unintended negative consequences in regards to community cohesion, social exclusion and/or poverty.
<b>Welsh</b>	The indication is that entering into the contract will have a positive impact, however the contract monitoring, outcomes data and analysis of complaints and/or safeguarding referrals will allow us to check that the service is having its intended outcomes and not resulting in any unintended negative consequences for people wishing to use the Welsh Language.

<b>Biodiversity</b>	N/A
<b>Well-being of Future Generations</b>	The indication is that entering into the contract will have a positive impact, however the contract monitoring, outcomes data and analysis of complaints and/or safeguarding referrals will allow us to check that the service is having its intended outcomes and not resulting in any unintended negative consequences against the aims of the well-being of future generations.

### 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

No negative impacts identified at this stage and the indication is that the impact will be positive.

Processes are in place to monitor the impact for any unintended negative consequences.

### 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?
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Ensure contract has clauses relating to compliance with relevant equalities legislation and Welsh Language.	PO Commissioning	Before service commences	Contract
Common Commissioning Unit to monitor service (including service user feedback).	PO Commissioning	In line with WG timetable	Monitoring and evaluation reports
Common Commissioning Unit to analyse any complaints and safeguarding referrals regarding the service.	PO Commissioning	When required	Investigation reports and corrective action plans
Service outcomes reported.	PO Commissioning	In line with WG timetable	Monitoring and evaluation reports
Provider to implement their own monitoring systems.	Provider	Before service commences	Monitoring reports

## 12. Sign off

	Name	Position	Signature	Date
<b>Completed by</b>	<b>Chele Zandra Howard</b>	<b>PO Commissioning</b>	<b>C.Z.Howard</b>	<b>20.08.21</b>
<b>Signed off by</b>	<b>Angela Thomas</b>	<b>Head of Service</b>	<b>A.Thomas</b>	<b>20.08.21</b>