

## 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	Sue Bradshaw	Principal Officer	29.10.21

### 1. Details of the initiative

	<b>Title of the Initiative:</b> Development of an Independent Living Hub at B'spoked.
<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 develop an Independent Living hub at B'spoked where people can learn new and develop existing skills in a safe environment.
<b>1d</b>	<b>Is this a 'strategic decision'?</b> No
<b>1e</b>	<b>Who will be directly affected by this initiative?</b> Service users, parents and carers, staff who work at B'spoked.
<b>1f</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 with service users, carers, staff and other stakeholders.

<b>1g</b>	<b>What were the outcomes of the consultation? N/A</b>

## 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.

Information from HR on staff has been used however this information has not been reproduced in this Impact Assessment as the low number of people could result in identification.

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 Learning Disability Services.

The Social Services Client Index shows that there are 82 young people known to the Child Care Disability Team who are in transition to adulthood.

<b>Age Group</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
14-17	35	47	82

<b>Ethnicity</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
White British	26	41	67
Welsh	4	8	12
White other	0	1	1
Other black	1	0	1
Not known	0	1	1
<b>TOTAL</b>	<b>31</b>	<b>51</b>	<b>82</b>

The Social Services Client Index shows that there are currently 420 adults with learning disabilities known to Social Services

<b>Age Group</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
18	2	4	6
19	1	5	6
20's	47	76	123
30's	32	46	78
40's	19	24	43
50's	35	26	61
60's	23	32	55
70's	20	16	36
80's	10	1	11
90's	1	0	1
<b>TOTAL</b>	<b>190</b>	<b>230</b>	<b>420</b>

<b>Ethnicity</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
White British	177	205	382
Welsh	7	20	27
White other	0	1	1
Other black	0	1	1
Other mixed	0	1	1
Not known	5	2	7
Other	1	0	1
<b>TOTAL</b>	<b>190</b>	<b>230</b>	<b>420</b>

### 3. Equalities

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

<b>Protected Characteristic</b>	<b>+</b>	<b>-</b>	<b>+/-</b>	<b>Why will it have this impact?</b>
Age			x	Data shows that a high number of carers have a protected characteristic by virtue of their age. Access to support services at B'spoked is unlikely to be solely due to a person's age. However, personal circumstances relating to a person's age may have an impact on how support is delivered or the level/type of support required.

Disability			x	<p><u>Service users</u></p> <p>All service users will have a disability, the proposal intends to have a positive impact as it will help those with disabilities to develop daily skills that support them to live more independently. This will help improve equality for those with a disability as service users will be afforded more choice and control over their lives</p> <p>An aspiration for having your own front door, living as independently as possible and being able to access flexible, targeted support came over as a strong desire for many adults with a learning disability. (Welsh Government Learning Disability Improving Lives Programme June 2018)</p> <p><u>Carers</u></p> <p>There is no available data to show that carers with a disability may be more disproportionately impacted. The consultation process will help to identify if there is a need to implement any mitigating actions due to the proposal having an adverse impact on carers with this characteristic.</p> <p><u>Staff</u></p> <p>Data indicates that some staff may have a disability. A training needs assessment and an identification of reasonable workplace adjustments will be implemented to ensure that they receive the necessary support to transition into new roles.</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's gender identity may have an impact on how support is delivered or the level/type of support required.</p>
Marriage & civil partnership			x	<p>Access to support services is unlikely to be solely due to a person's marital status or partnership. However, personal circumstances relating to a person's marital status or relationship may have an impact on how support is delivered or the level/type of support required.</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.
Pregnancy and maternity		x	It is possible that someone accessing services may be, or become, pregnant or be a parent to a young child which could require additional support and development of new skills in living independently. It is also possible that a carer may become pregnant or have a young child, which would need to be taken into account when determining how support is delivered.
Race		x	Access to support 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 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	Access to support 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 support is delivered or the level of support required.
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 accessing support to develop their independent living skills, in particular those with a learning disability who are likely to be the main users of this initiative.

A project group will be established and will address any issues that may arise to ensure any unidentified negative impacts are addressed. We will undertake a review of the implementation of the new service at 6 months and we will include consideration of equalities duties in this evaluation.

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 proposal will help to support people with learning disabilities to live within our communities and access the support they need which supports the Council in meeting its PSED. It will support 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 in social activities and develop and maintain peer/friendship groups.
To advance equality of opportunity between different groups	x			This proposal supports the council in taking forward its statutory duties with regards to social services in particular people with learning disabilities and young people in transition to adulthood, which further it in discharging its Public Sector duties. Carers will be supported 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 in social activities and develop and maintain peer/friendship groups.
To foster good relations between different groups	x			This proposal supports the council in taking forward its statutory duties with regards to adult social services, which further it in discharging its Public Sector duties. One of the aims of the work of B'spoked is to develop and maintain strong links with community initiatives. Carers will be supported 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 in social activities and develop and maintain peer/friendship groups.

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

The potential impact of this proposal on people with learning disabilities, their carers, and others who may use this resource on PSED has been considered and it has been assessed that overall this initiative will have a positive impact.

This initiative aims to support people with learning disabilities and young people in transition to adulthood to develop the skills they need to live as independently as possible and to reach their potential. This also supports carers by enabling them to have a break from their caring role while the workshops and independent living training are delivered, and by supporting the cared for person to develop and use independent living skills, thus relying less on carers for support.

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

**4. Socio Economic Duty**

<b>Impact</b>	<b>Details of the impact/advantage/disadvantage</b>
Positive/Advantage	<p>This initiative will have a positive impact as it will support the development of daily living skills, which will help service users to make healthy lifestyle choices, including nutrition, exercise and social activities. This will help improve their socio-economic status.</p> <p>There is no charge to attend this service and as such it is available regardless of socio-economic position.</p>
Negative/Disadvantage	
Neutral	



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

A project group will be established and will address any issues if they arise to ensure any unidentified negative impacts are addressed. We will undertake a review of the implementation of the new service after 6 months and we will include consideration of equalities duties in this evaluation.

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

	+	-	+/-	Why will it have this impact?
Community Cohesion	x			This proposal will support people with learning disabilities to live more independently and require less formal and informal care thus enabling them to live within their community. The workshops delivered at Bspoked aim to take advantage of community resources and to support individuals to make links with the community. This model of integration is intended to have a positive impact on community cohesion in general.
Social Exclusion	x			Providing carers with respite and other services will support carers by enabling them to have a life alongside caring, to be active members of their communities and socialise with others. The initiative will support people with learning disabilities by enabling them to develop relationships with peers and will also promote links with the community thus creating opportunities to combat social exclusion. Therefore this proposal will have a positive impact on social exclusion
Poverty	x			People with learning disabilities and their carers will be encouraged to access all available welfare benefits. IT workshops will be available to enable people to shop on line, to pay bills and to budget more effectively. This will have a positive impact on poverty.

**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.

This proposal should have a positive impact. The consultation will enable people to highlight any unintended consequences of the proposal that may have a negative impact.

**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.

These proposals 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.

This proposal is written on the assumption that there will be no further financial or human resources available to Adult Services in the next year for this area of service 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.

## 7. 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	Not applicable
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			x	Not applicable

**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. <b>Long term</b> – looking at least 10 years (and up to 25 years) ahead	The proposal aims to develop facilities to support people with learning disabilities or those who are leaving care to develop and build on their independent living skills, targeting support to specific groups of people. It also promotes 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 to individual's needs will help improve independence and prevent or reduce the need for more complex care.
iii. <b>Collaboration</b> – working with other services internal or external	The proposal enables the council to make best use of our partnerships with those who are provide support to people with learning disabilities, including partner agencies and the third sector.

<p>iv. <b>Involvement</b> – involving people, ensuring they reflect the diversity of the population</p>	<p>Various staff members and managers have been involved in the development of the proposal.</p> <p>The proposal 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 workshops at Bspoked are designed to take advantage of community resources and to support individuals to make links with the community.</p> <p>This initiative aims to support people with learning disabilities and young people in transition to adulthood to develop the skills they need to live as independently as possible and to reach their potential. This also supports carers by enabling them to have a break from their caring role while the workshops and independent living training are delivered, and by supporting the cared for person to develop and use independent living skills, thus relying less on informal and formal care.</p> <p>The proposal therefore contributes towards the objective of improving the well-being of adults 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.</p> <p>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.</p> <p>Encourage Ageing Well.</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.

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

## 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 consultation process will help us to better understand if a person's protected characteristics impact on them in relation to accessing this service and developing independence skills.
<b>Socio Economic Disadvantage</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 proposal should have a positive impact. The consultation will enable people to highlight any unintended consequences of the proposal that may have a negative impact.</p>
<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 proposal should have a positive impact. The consultation will enable people to highlight any unintended consequences of the proposal that may have a negative impact.</p>
<b>Welsh</b>	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>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 proposal to develop an Independent Living Hub has no impact on biodiversity.
<b>Well-being of Future Generations</b>	The proposal to develop an Independent Living Hub contributes to 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 initiative is to support people with learning disabilities and young people in transition to adulthood to develop the skills they need to live as independently as possible and to reach their potential. This also supports carers by enabling them to have a break from their caring role while the workshops and independent living training are delivered, and by supporting the cared for person to develop and use independent living skills, thus relying less on informal and formal care. With Members' permission, the proposal will be subject of a 90 day public consultation with a wide range of stakeholders. Should any negative impacts come to light these will be addressed and brought to Members' attention.

## 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?
90 day consultation	Sue Bradshaw	7.3.22	Analysis of consultation feedback.
Establish Project team	Sue Bradshaw	5.1.22	Team in place
Evaluation of Project	Sue Bradshaw	7.9 22	Evaluation reports

## 12. Sign off

	Name	Position	Signature	Date
<b>Completed by</b>	Sue Bradshaw	Principal Officer	S.H. Bradshaw	3.11.21
<b>Signed off by</b>	Angela Thomas	Head of Service/Director	A. Thomas	4.11.21