

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			14/12/21

1. Details of the initiative

	Title of the Initiative: Corporate Plan 2022-2027
1a	Service Area: Corporate Policy
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. Neath Port Talbot County Borough Council exists to serve and represent the interests of its citizens and communities. We strive to improve the economic, social, environmental and cultural well-being of all of our people. We want our county borough to be a place where everyone has an equal chance to get on in life – a place where people want to live, work and bring up their family. We want our beautiful natural environment, and our rich cultural and industrial heritage to be appreciated and protected for many future generations to enjoy. We also want to pursue new and existing opportunities for economic growth so we can sustain our diverse communities for many years to come.

1d	<p>Is this a ‘strategic decision’? Yes, the draft plan sets out our short, medium and long-term approach to recovery.</p>														
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>Summer 2021 – Let’s Talk campaign Over the summer 2021 we ran the Let’s Talk campaign to engage people from all backgrounds and of all ages with a view to testing our understanding of how the pandemic has impacted on different parts of our county borough and to also understand what matters most to local people as we take forward our recovery work. Almost 1,800 people engaged with the campaign with a mix of off and on-line surveys completed.</p> <p>January- February 2022 – formal consultation A formal consultation will take place in January 2022 on the content of the draft plan.</p>														
1g	<p>What were the outcomes of the consultation?</p> <p>Summer 2021 – Let’s Talk campaign The ten responses most frequently mentioned were:</p> <table border="1" data-bbox="353 995 2040 1385"> <thead> <tr> <th data-bbox="353 995 1196 1050">What matters to you now?</th> <th data-bbox="1196 995 2040 1050">What matters to you in the future?</th> </tr> </thead> <tbody> <tr> <td data-bbox="353 1050 1196 1098">1. Friends and family (including pets)</td> <td data-bbox="1196 1050 2040 1098">1. Friends and family (including pets)</td> </tr> <tr> <td data-bbox="353 1098 1196 1171">2. Returning to normality (easing restrictions)</td> <td data-bbox="1196 1098 2040 1171">2. Investing in and protecting the economy/jobs/local businesses</td> </tr> <tr> <td data-bbox="353 1171 1196 1219">3. Health (mine and my family, friends, neighbours)</td> <td data-bbox="1196 1171 2040 1219">3. Education/keeping open</td> </tr> <tr> <td data-bbox="353 1219 1196 1292">4. Staying/keeping safe</td> <td data-bbox="1196 1219 2040 1292">4. Environment, climate crisis, recycling, maintaining green spaces</td> </tr> <tr> <td data-bbox="353 1292 1196 1340">5. Education/keeping open</td> <td data-bbox="1196 1292 2040 1340">5. Health and wellbeing/mental health</td> </tr> <tr> <td data-bbox="353 1340 1196 1385">6. Health/wellbeing/mental health</td> <td data-bbox="1196 1340 2040 1385">6. Returning to normality (easing restrictions)</td> </tr> </tbody> </table>	What matters to you now?	What matters to you in the future?	1. Friends and family (including pets)	1. Friends and family (including pets)	2. Returning to normality (easing restrictions)	2. Investing in and protecting the economy/jobs/local businesses	3. Health (mine and my family, friends, neighbours)	3. Education/keeping open	4. Staying/keeping safe	4. Environment, climate crisis, recycling, maintaining green spaces	5. Education/keeping open	5. Health and wellbeing/mental health	6. Health/wellbeing/mental health	6. Returning to normality (easing restrictions)
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7. Investing in and protecting the economy/ jobs/local businesses	7. Work-life balance, working from home, office environment
8. Leisure/hobbies recreation	8. Community relations/spirit/bringing people together/volunteering
9. Community relations/spirit/bringing people together/volunteering	9. Staying/keeping safe
10. Socialising	10. Health (mine and my family, friends, neighbours)

Using this feedback, along with other pieces of evidence we have developed the wellbeing objectives and the strategic actions that sit underneath

January- February 2022 – formal consultation
The full final public consultation on the draft plan will not close until February 2022 so the outcomes are not yet known.

2. Evidence

What evidence was used in assessing the initiative?

This plan sets out our thinking on how we will approach recovery in the short, medium and longer term. It has been informed by a lot of people – residents, employees, elected members, community organisations, businesses and other partners through our Let’s Talk engagement activity during the summer of 2021. We have also used a considerable amount of evidence to understand how things have changed as a result of the pandemic and looked at wider influences, like climate change, digital disruption and government policy. We have synthesised this information to assess what this might mean for our future priorities. Of course, the pandemic is not over yet so there is a good deal of uncertainty that poses challenges to our planning. Neath Port Talbot residents will also elect a new council in May 2022. This means that our plan will need to be flexible so we can adapt as we move forward.

A key feature of this plan is the emphasis on working together to help the county borough recover and make Neath Port Talbot a place we are all proud of. We have learned through the pandemic that when we come together we can achieve remarkable things. This plan is the basis on which we can further develop that spirit of collaboration to create a place where everyone can live a fulfilled life.

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 intends to improve the well-being of children and their families in the Best Start in Life objective. However, the impacts on older age groups are unknown at this time but will be tested during extensive consultation which will be undertaken during January 2022.
Disability			+/-	Many studies over the last 18 months have identified the disproportionate impact of the pandemic on disabled people and the more recent Let's Talk survey responses have elicited responses on 'promoting equality and fair treatment for all' and 'to improve the area for people who have disabilities. Thus, the Corporate Plan has identified actions that will potentially have a positive impact on those with a disability: for example, improved range of care and support networks, greater opportunities for participation, improvements to public rights of way.
Gender reassignment			+/-	Impacts on this group is unknown at this time but will be tested during extensive consultation which will be undertaken during January 2022.
Marriage & civil partnership			+/-	Impacts on this group is unknown at this time but will be tested during extensive consultation which will be undertaken during January 2022.
Pregnancy and maternity	+			The Corporate Plan features specific changes planned to support children and the parents/carers of children in their early years. Including, making sure it is clear how early help and support can be accessed by those children and families who need it, refocussing our partnerships so that all services for children and families are easy to identify and use, they meet people's needs and our communities are child friendly.
Race	+			Many studies over the last 18 months have identified the disproportionate impact of the pandemic on people from BME communities BME and the more recent Let's Talk survey responses have elicited responses on 'promoting equality and fair treatment for all'. Thus, the Corporate Plan has identified actions that will potentially

				have a positive impact on people from this group and all our communities; for example, the new curriculum, cynefin, and cultural and heritage awareness.
Religion or belief			+/-	Impacts on this group is unknown at this time but will be tested during extensive consultation which will be undertaken during January 2022.
Sex			+/-	Impacts on this group is unknown at this time but will be tested during extensive consultation which will be undertaken during January 2022.
Sexual orientation			+/-	Impacts on this group is unknown at this time but will be tested during extensive consultation which will be undertaken during January 2022.

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

Consultation is required to identify actual impact, particularly in relation to the protected characteristics of older adults, religion/belief, sex, sexual orientation, disability, Marriage & Civil Partnership and gender reassignment, and to explore potential mitigating actions for consideration.

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	+			Through the development of the draft Corporate Plan we also took the opportunity to reset and renew the purpose, vision and values of the organisation, by considering: <ul style="list-style-type: none"> • what matters to local people, businesses and our staff • the impact that we know Covid-19 has had on our communities, our local economy and wider stakeholders; • the lessons we have learned from our pandemic response and from elsewhere; and
To advance equality of opportunity between different groups	+			

To foster good relations between different groups	+			<ul style="list-style-type: none"> • other anticipated changes in our external environment. <p>Recognition of these things has helped us consider how we will work to reduce inequalities across a range of different groups, not just in relation to protected characteristics but other characteristics such as poverty.</p> <p>There are a number of 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.</p>
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What action will be taken to improve positive or mitigate negative impacts?

4. Socio Economic Duty

What is the impact	Why will it have this impact?
Positive	Structural inequalities were evident across the population prior to, and have been accentuated as a result of, the pandemic. Evidence demonstrates that the poorest areas have experienced the greatest impact both in terms of health and financial impacts. Those who faced the greatest disadvantage prior to the pandemic have been hardest hit and consequently inequality across Neath Port Talbot have widened. Addressing these inequalities will be a cross cutting theme across all of the recovery actions we propose to take in the short, medium and longer term.

	<p>Our wellbeing objectives aim to help address these inequalities in the short term and longer term. The alleviation of immediate hardship through hardship support schemes, increasing help and support to those experiencing food poverty, protecting and safeguarding young people supporting young people and families, work in areas with the greatest economic inactivity etc.; while looking towards longer term solutions to provide opportunities, support and pathways into education, training and employment from an early age, helping build confidence and pride both as individuals and as communities as well as opportunities to greater participation in society, sport, environment, heritage and culture to help improve wellbeing and health.</p> <p>The aim of the plan is to have a positive effect by improving people's opportunities and experiences, reducing and wherever possible eliminating inequalities faced by many, thereby improving people's health and wellbeing, their life chances and the communities in which they live and work.</p> <p>We are mindful of the role intersectionality plays in our society and full consideration will be given to this as we progress the plan.</p>
Negative	
Neutral	

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

Feedback from the formal consultation will further inform this section.

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	+			<p>There are a number of 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. Thriving sustainable communities which are welcoming, accepting and supportive are key. A range of initiatives to help realise this such as neighbourhood forums, Local Area Coordinators, funding and support for community groups and events, improvements to the support and facilities for young people and vulnerable people have been identified, but most importantly is working with communities to realise what is important to them.</p> <p>It is anticipated that the wellbeing objectives, individually and combined, will have a positive impact for individuals and communities alike; increasing social and cultural interaction, participation and economic improvement /stability.</p>
Social Exclusion	+			
Poverty	+			

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

6. Welsh

	+	-	+/-	Why will it have this effect?

<p>What effect does the initiative have on:</p> <ul style="list-style-type: none"> - people's opportunities to use the Welsh language 	+			<p>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.</p>
<ul style="list-style-type: none"> - treating the Welsh and English languages equally 	+			<p>Efforts are made to ensure that the five-year Welsh Language Promotion Strategy is informed by and integrated with the Corporate Plan.</p> <p>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).</p>

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.

The Welsh in Education Strategic Plan (WESP) 2022-2032 is out for public consultation until the 7th January 2022. Following this 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.

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 Corporate Recovery Plan includes a wellbeing objective that specifically targets the conservation and improvement of our natural environment, including

			<p>biodiversity. It also sets a vision that includes valuing and cherishing our environment and reversing the decline in wildlife. The importance of our natural environment and biodiversity for both its intrinsic value and its value to local people is clearly recognised. Measures to encourage and deliver positive action either through supporting others or through direct action are set out, these will connect people to nature alongside conserving and enhancing our biodiversity resource and embedding biodiversity benefits into the way the Council works. The plan will steer positive action for the short and long term, ensuring the Council will delivery our Biodiversity Duty as well as other commitments under the Edinburgh Declaration and contribute towards addressing the Climate and Nature Emergencies.</p>
<p>To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.</p>	+		<p>The Corporate Recovery Plan includes a wellbeing objective and vision that aims to restore natural processes to mitigate and develop greater resilience to climate change. The importance of our natural environment (which includes ecosystems), it's connectivity and the services that it provides us is clearly recognised. Measures to encourage and deliver positive action either through supporting others or through direct action to improve our natural environment are set out, these will ensure that the services that people gain from the natural environment will be improved and natural solutions to issues will be delivered through green infrastructure approaches. The plan will steer positive action and promote ecosystem resilience, ensuring the council will delivery our Biodiversity Duty as well as other commitments under the Edinburgh Declaration and contribute towards addressing the Climate and Nature Emergencies.</p>

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

The corporate plan will steer positive action for the short and long term, delivering the conservation and improvement of our biodiversity resources and ecosystem resilience. In turn this will deliver benefits for local communities through the provision of services, such as improvements to wellbeing, local air quality and flooding. The plan will ensure the council delivers our Biodiversity Duty as well as other commitments under the Edinburgh Declaration and contribute towards addressing the Climate and Nature Emergencies. The plan will be reviewed on a regular basis to ensure that the measures are up to date, relevant and based on current evidence, this will ensure that priorities for action will be able to deliver the most positive outcomes for biodiversity and ecosystem resilience.

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
<p>i. Long term – looking at least 10 years (and up to 25 years) ahead</p>	<p>The Corporate Plan is reviewed and published every year to outline the Council’s priorities and how we are changing the way we do things to ensure we continue to improve the services we deliver to support our communities. Although this seems like short-term planning a number of the priorities in the plan embrace current challenges whilst considering the impact 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 providing additional financial support to the third sector to develop new preventative services in communities with a particular focus on people who are lonely and isolated. As part of this we have also expanded the number of Local Area Co-ordinators and integrated their work with NPT Safe and Well.</p> <p>The priorities described for the next 12 months will be reflected in the revenue and capital budgets set for 2022/23. 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 early in 2022 to develop a Medium-Term Financial Plan (MTFP) for discussion with the new council elected in May 2022.</p>
<p>iii. Collaboration – working with other services internal or external</p>	<p>The draft well-being objectives 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.</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>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 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>During 2021/2022 we will also prepare and publish a petition scheme which is also required under Chapter 2. Petitions are a way in which residents can make their concerns known and request that action be taken.</p>
<p>v. Integration – making connections to maximise contribution to:</p>	<p>The contribution each of the four well-being objectives makes to each of the seven national well-being goals will be detailed in the final plan which will be published early in 2022.</p>
<p>Council’s draft well-being objectives</p>	<ul style="list-style-type: none"> • All children have the best start in life • Communities are thriving and sustainable • Our local environment, culture and heritage can be enjoyed by future generations • Local people are skilled and access high quality, green jobs
<p>Other public bodies objectives</p>	<p>Public Services Board priorities</p>

	<p>The Well-being of Future Generations (Wales) Act 2015 in sections 37- 38 sets out the duty of Public Services Boards to prepare and publish an assessment of the state of the economic, social, environmental and cultural well-being in its area.</p> <p>The next Local Assessment of Well-being is due to be published in May 2022, in light of the assessment the well-being objectives will be reviewed and revised for publication in the 2023-2028 Well-being Plan. Until 2023, the PSB's well-being objectives are to:</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 ▪ Recognise and promote green infrastructure, how green infrastructure can support the economic, social and cultural well-being of the people of Neath Port Talbot
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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.

Monitoring at service level will be considered in line with the Council’s governance arrangements and any modification of services will be considered accordingly. An Annual Report will be produced each year which will consider whether the well-being objectives remain appropriate. Where necessary, the well-being objectives and improvement priorities will be revised.

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 and by the Cabinet Scrutiny Committee.

The detailed steps, set out in the Plan, will be monitored through service recovery plan reporting arrangements and through individual appraisal arrangements. The impact of the wellbeing objectives on people who share a protected characteristic will be monitored during the life of the plan.

10. Assessment Conclusions

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

	Conclusion
Equalities	The IIA will be revisited in light of responses to the consultation in January 2022, conclusions to the assessment will be reached and included in the next version of the IIA.
Socio Economic Disadvantage	
Community Cohesion/ Social Exclusion/Poverty	
Welsh	
Biodiversity	
Well-being of Future Generations	

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

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?
Between 5 th January and 1st February 2022, we will undertake an extensive programme of consultation on the draft plan with all stakeholders.	The Corporate Policy Team will work with Communications and Marketing to plan and undertake the consultation programme.	February 2022	We will have undertaken a comprehensive engagement exercise, fully considering all responses to continue to refine the draft plan.
A new performance management framework will be developed to measure the success of the delivery of the plan. It will include a range of	A multi-directorate approach will be adopted.	March 2022	A new, comprehensive performance management framework is developed and implemented across services

measures and indicators that, taken together, will provide a picture of the difference / impact the work set out in this plan is making and how it is enabling people to live fulfilled lives.			to ensure ongoing monitoring of the impact of the plan.

12. Sign off

	Name	Position	Signature	Date
Completed by				
Signed off by		Head of Service/Director		