

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	Joy Smith	Road Safety Manager	11.01.22

1. Details of the initiative

	Title of the Initiative: To provide a new Post Code for Bro Nantfer in Gwaun Cae Gurwen
1a	Service Area: Engineering and Transport
1b	Directorate: Environment and Regeneration
1c	Summary of the initiative: To seek permission from Members to consult with the residents of Bro Nantfer, Gwaun Cae Gurwen, in relation to a proposed post code change.
1d	Is this a 'strategic decision'? No
1e	Who will be directly affected by this initiative? All residents of Bro Nantfer, Gwaun Cae Gurwen
1f	When and how were people consulted? If allowed to proceed. This is a formal request to consult residents on the proposal.
1g	What were the outcomes of the consultation? Feedback from the local member was positive

2. Evidence

What evidence was used in assessing the initiative?

Residents of Bro Nantfer, GCG have experienced delays in mail and deliveries due to the shared postcode with Leyshon Road, GCG.

3. Equalities

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

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	√			A postcode specifically for Bro Nantfer would eliminate the current difficulties experienced for all.
Disability	√			A postcode specifically for Bro Nantfer would eliminate the current difficulties experienced for all.
Gender reassignment	√			A postcode specifically for Bro Nantfer would eliminate the current difficulties experienced for all.
Marriage & civil partnership	√			A postcode specifically for Bro Nantfer would eliminate the current difficulties experienced for all.
Pregnancy and maternity	√			A postcode specifically for Bro Nantfer would eliminate the current difficulties experienced for all.
Race	√			A postcode specifically for Bro Nantfer would eliminate the current difficulties experienced for all.
Religion or belief	√			A postcode specifically for Bro Nantfer would eliminate the current difficulties experienced for all.

Sex	√			A postcode specifically for Bro Nantfer would eliminate the current difficulties experienced for all.
Sexual orientation	√			A postcode specifically for Bro Nantfer would eliminate the current difficulties experienced for all.

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

If approved the consultation process will inform the decision making process.

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			√	Neutral – the proposal has no material effect on the ability to meet the Public Sector Equality Duty
To advance equality of opportunity between different groups			√	Neutral – the proposal has no material effect on the ability to meet the Public Sector Equality Duty
To foster good relations between different groups			√	Neutral – the proposal has no material effect on the ability to meet the Public Sector Equality Duty

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

If approved the consultation process will inform the decision making process.

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	Not Applicable
Negative/Disadvantage	Not Applicable
Neutral	Not Applicable

What action will be taken to reduce inequality of outcome

Not Applicable

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion			√	Neutral – the proposal has no material effect on community cohesion
Social Exclusion			√	Neutral – the proposal has no material effect on social exclusion
Poverty			√	Neutral – the proposal has no material effect on poverty

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

If approved the consultation process will inform the decision making process.

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people’s opportunities to use the Welsh language			√	Neutral – the proposal has no material effect on the use of the welsh language
– treating the Welsh and English languages equally			√	Neutral – the proposal has no material effect on the use of the welsh language

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

Overall, the proposal will have a neutral benefit to residents with no impact on the use of the 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			√	Neutral – the proposal has no material effect
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			√	Neutral – the proposal has no material effect

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

Overall, the proposal will have a neutral benefit to residents with no impact on biodiversity.

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 proposal if approved would enable residents to consider a change to the postcode for Bro Nantfer, removing the opportunity for address/property confusion moving forward.
ii. Prevention – preventing problems occurring or getting worse	The proposal if approved would enable residents to consider a change to the postcode for Bro Nantfer, removing the opportunity for address/property confusion moving forward.
iii. Collaboration – working with other services internal or external	The proposal if approved would require collaboration with the post office, utility providers and officers within the Environment and Regeneration Directorate.
iv. Involvement – involving people, ensuring they reflect the diversity of the population	The proposal if approved would require collaboration with all residents of Bro Nantfer reflecting the diversity of the Bro Nantfer population.
v. Integration – making connections to maximise contribution to:	All public bodies would be notified of the changes to the postal code if supported.

Council's well-being objectives	The proposal if approved would enable residents to consider a change to the postcode for Bro Nantfer, removing the opportunity for address/property confusion moving forward.
Other public bodies objectives	All public bodies would be notified of the changes to the postal code if supported; reducing conflict between residents and public bodies in relation to misdirected mail and deliveries.

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.

Any written correspondence received to the proposed scheme will be considered and discussed with the local member.

10. Assessment Conclusions

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

	Conclusion
Equalities	In conclusion, those who share a protected characteristic will all benefit from the proposal.
Socio Economic Disadvantage	There are no envisaged socio economic disadvantages.

Community Cohesion/ Social Exclusion/Poverty	Local residents will be actively engaged with and views sought on the proposal.
Welsh	Overall, the proposal will have a neutral benefit to residents with no impact on the use of the welsh language.
Biodiversity	Overall, the proposal will have a neutral benefit to residents with no impact on biodiversity.
Well-being of Future Generations	The proposal if approved would enable residents to consider a change to the postcode for Bro Nantfer, removing the opportunity for address/property confusion moving forward.

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative

The overall conclusion for the Integrated Impact Assessment (IIA) is to **Continue** with the proposal because it will provide a benefit to the members of Bro Nantfer.

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?
Consult with all residents of Bro Nantfer	Officers from Engineering and Transport.	End of financial year 2021/22.	Consultation exercise completed all views collated and discussed with Local member, before conclusion.

12. Sign off

	Name	Position	Date
Completed by	C.J.Smith	Road Safety and Business Performance Manager	11.01.22
Signed off by	D.W.Griffiths	Head of Engineering & Transport	11.01.22