

## 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 and Rhian Headon	Corporate Policy Officer	14/12/21
Version 2	Fiona Clay-Poole and Rhian Headon	Corporate Policy Officer	11/02/22
Version 3	Fiona Clay-Poole and Rhian Headon	Corporate Policy Officer	18/02/22

### 1. Details of the initiative

	<b>Title of the Initiative: Corporate Plan 2022-2027</b>
<b>1a</b>	<b>Service Area:</b> Corporate Policy
<b>1b</b>	<b>Directorate:</b> Chief Executive's
<b>1c</b>	<b>Summary of the initiative:</b> 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.

<b>1d</b>	<p><b>Is this a ‘strategic decision’?</b> Yes, the draft plan sets out our short, medium and long-term approach to recovery.</p>										
<b>1e</b>	<p><b>Who will be directly affected by this initiative?</b> Everyone who lives, works and/or visits Neath Port Talbot</p>										
<b>1f</b>	<p><b>When and how were people consulted?</b></p> <p><b>Summer 2021 – Let’s Talk campaign, phase 1</b> Over the summer 2021 we ran the first phase of 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 <i>what matters most</i> 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><b>January- February 2022 – formal Let’s Talk consultation on the Corporate Plan</b> A formal, public consultation on the content of the draft plan took place from 5<sup>th</sup> January to 1<sup>st</sup> February 2022. A total of 485 responses were received, 137 (28%) of these were paper copies the remaining 348 (72%) were completed online. The consultation was promoted online (via: regular social media activity on corporate and service accounts, email marketing, and internal council channels), offline (via: radio, press releases, and posters), and by outreach activity via NPT Community of Practice on Involvement and Engagement.</p>										
<b>1g</b>	<p><b>What were the outcomes of the consultation?</b></p> <p><b>Summer 2021 – Let’s Talk campaign</b> The ten responses most frequently mentioned were:</p> <table border="1" data-bbox="295 1102 1977 1398"> <thead> <tr> <th data-bbox="295 1102 1137 1155"><b>What matters to you now?</b></th> <th data-bbox="1137 1102 1977 1155"><b>What matters to you in the future?</b></th> </tr> </thead> <tbody> <tr> <td data-bbox="295 1155 1137 1198">1. Friends and family (including pets)</td> <td data-bbox="1137 1155 1977 1198">1. Friends and family (including pets)</td> </tr> <tr> <td data-bbox="295 1198 1137 1275">2. Returning to normality (easing restrictions)</td> <td data-bbox="1137 1198 1977 1275">2. Investing in and protecting the economy/jobs/local businesses</td> </tr> <tr> <td data-bbox="295 1275 1137 1318">3. Health (mine and my family, friends, neighbours)</td> <td data-bbox="1137 1275 1977 1318">3. Education/keeping open</td> </tr> <tr> <td data-bbox="295 1318 1137 1398">4. Staying/keeping safe</td> <td data-bbox="1137 1318 1977 1398">4. Environment, climate crisis, recycling, maintaining green spaces</td> </tr> </tbody> </table>	<b>What matters to you now?</b>	<b>What matters to you in the future?</b>	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
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5. Education/keeping open	5. Health and wellbeing/mental health
6. Health/wellbeing/mental health	6. Returning to normality (easing restrictions)
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 closed on 1<sup>st</sup> February 2022.

Responses to the question asking about respondents' reaction to each of the draft wellbeing objectives (nb: percentages relate to the total number of respondents who answered the question).

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't know
All children get the best start in life	63% (300)	17% (82)	12% (57)	6% (27)	3% (13)
Communities are thriving and sustainable	46% (210)	25% (113)	18% (85)	8% (36)	4% (17)
Our environment, heritage and culture can be enjoyed by future generations	44% (202)	41% (187)	8% (36)	4% (19)	4% (17)
Local people are skilled and can access high quality, green jobs	40% (183)	31% (143)	16% (72)	8% (37)	6% (26)

There was overwhelming support for the wellbeing objectives which underlined the initial assessment of the Corporate Plan having a positive impact.

## 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 good 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			+/-	<p><u>December 2021</u></p> <p>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.</p> <p><u>February 2022</u></p> <p>The feedback highlights limited opportunities in the plan to address the needs and requirements of our aging population; resulting in a more negative impact for those older members of our communities in accessing facilities and leading a full life such</p>

			as lack of transport, personal support, for example for paid and unpaid carers, and personal safety.
Disability		+/-	<p><u>December 2021</u> 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 priorities 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.</p> <p><u>February 2022</u> The lack of detail in the plan about the actions that will be taken to improve availability of and accessibility to care and support and engagement activities would suggest a more negative impact on those with disabilities in our communities.</p>
Gender reassignment		+/-	<p><u>December 2021</u> Impacts on this group is unknown at this time but will be tested during extensive consultation which will be undertaken during January 2022.</p> <p><u>February 2022</u> While a number of respondents acknowledged there would be an impact in relation to this group it was not clear in the majority of cases what that impact would be. However it was raised that recognition and support for people sharing this characteristic and that discrimination is currently experienced and would suggest thus a more negative impact on those who share this protected characteristic.</p>
Marriage & civil partnership		+/-	<p><u>December 2021</u> Impacts on this group is unknown at this time but will be tested during extensive consultation which will be undertaken during January 2022.</p>

			<p><u>February 2022</u></p> <p>There was no feedback in the formal consultation that addressed the impact the plan might have on marriage or civil partnerships.</p>
Pregnancy and maternity	+		<p><u>December 2021</u></p> <p>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.</p> <p><u>February 2022</u></p> <p>Responses suggest the plan, particularly the Best Start in Life well-being objective, will have a positive impact on those who are pregnant and/or expecting in terms of support and future service provision.</p>
Race	+		<p>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.</p>
Religion or belief		+/-	<p><u>December 2021</u></p> <p>Impacts on this group is unknown at this time but will be tested during extensive consultation which will be undertaken during January 2022.</p> <p><u>February 2022</u></p> <p>There was no feedback in the formal consultation that addressed the impact the plan might have on religion or belief.</p>
Sex		+/-	<p><u>December 2021</u></p>

			<p>Impacts on this group is unknown at this time but will be tested during extensive consultation which will be undertaken during January 2022.</p> <p><u>February 2022</u> Very limited responses with regard to the impact on sex other than a suggestion around more male oriented activities.</p>
Sexual orientation		+/-	<p><u>December 2021</u> Impacts on this group is unknown at this time but will be tested during extensive consultation which will be undertaken during January 2022.</p> <p><u>February 2022</u> There was no feedback in the formal consultation that addressed the impact the plan might have on sexual orientation.</p>

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

December 2021

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.

February 2022

The Strategic Equality Plan 2020-2024, one of the underpinning corporate documents, is being reviewed during 2022-2023 to ensure the equality objectives and actions remain fit for purpose. Where possible/appropriate, areas identified in the feedback that require strengthening will be/have been addressed in the final version of the Corporate Plan. However, where this has not been possible, given the timescales, these will be addressed in the review of the equality objective and actions in the Strategic Equality Plan 2020-2024 by the autumn 2022.

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	+			<p><u>December 2021</u></p> <p>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:</p> <ul style="list-style-type: none"> <li>• what matters to local people, businesses and our staff</li> <li>• the impact that we know Covid-19 has had on our communities, our local economy and wider stakeholders;</li> <li>• the lessons we have learned from our pandemic response and from elsewhere; and</li> <li>• other anticipated changes in our external environment.</li> </ul> <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> <p><u>February 2022</u></p> <p>There was overwhelming support for the wellbeing objectives which underlined the initial assessment of a positive impact. As number of amendments have been made to the Plan to help strengthen this impact for our various groups and communities, while some issues will be addressed as part of the implementation of the Plan over the coming 12 months/5 years.</p> <p>Some respondents expressed dissatisfaction with the attention given to diversity generally in our society as well as highlighting issues where either too much/not</p>
To advance equality of opportunity between different groups	+			
To foster good relations between different groups	+			



			<p>enough emphasis has been given to specific issues or communities in NPT; for example 'too much wokeness', anti- English (language), limitation to participation (facilities and engagement) due to disability; anti-social behaviour towards various communities. While a number of these issues will be addressed in the implementation of the Plan, particularly in relation to Wellbeing Objectives 2 and 3, others will be considered in the forthcoming reviews of corporate plans and service specific plans as appropriate.</p>
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**What action will be taken to improve positive or mitigate negative impacts?**

Where appropriate the Plan will be amended to reflect any issues raised – either by clarifying the intent, refocusing actions or developing new ones. However, where this is not possible, issues will be considered in the reviews of corporate plans and service specific plans as appropriate.

**4. Socio Economic Duty**

What is the impact	Why will it have this impact?
Positive	<p>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> <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</p>

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.

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.

We are mindful of the role intersectionality plays in our society and full consideration will be given to this as we progress the plan.

February 2022

As a result of the feedback amendments have been made to the Plan to help improve the inequalities in NPT; for example, enhancing "free and low cost" play and leisure opportunities for children and young people; adding "local employers" alongside the Council in terms of increasing the number of work experience and apprenticeship opportunities offered and extending the opportunities to learn about the local environment, heritage and culture to "citizens" as well as children and young people.

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

February 2022

The Plan will be amended to help improve the inequalities in NPT as stated above.

## 5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	+			<p><u>December 2021</u></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. 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> <p><u>February 2022</u></p> <p>While there was overwhelming support to the wellbeing objectives there was some dissatisfaction expressed as to society generally as well as particular issues more locally. Dissatisfaction with the attention given to diversity generally in our society as well as highlighting issues where either too much/not enough emphasis has been given to specific issues or communities in NPT; for example ‘too much wokeness’, anti- English (language), limitation to participation (facilities and engagement) due to disability; anti-social behaviour towards various communities. While a number of these issues will be addressed in the implementation of the Plan, particularly in relation to Wellbeing Objectives 2 and 3, others will be considered in the forthcoming reviews of corporate plans and service specific plans as appropriate.</p>
Social Exclusion	+			
Poverty	+			

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

Where appropriate the Plan will be amended to reflect any issues raised – either by clarifying the intent, refocusing actions or developing new ones. However, where this is not possible these will be considered in the reviews of corporate plans and service specific plans as appropriate.

**6. Welsh**

	+	-	+/-	Why will it have this effect?
<p>What effect does the initiative have on:</p> <ul style="list-style-type: none"> <li>– people’s opportunities to use the Welsh language</li> </ul>	+			<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> <p><u>February 2022</u>                      The majority of respondents considered there would be positive impacts – particularly in relation to the opportunities to learn Welsh for children and young people, the greater use of technology to promote and increase participation, emphasis on culture and heritage as well as the general benefits of using the language. However, a significant number of respondents felt that there would be no effect on people’s opportunities to use Welsh – the main reasons being that opportunities already exist for those that wish to and that nothing is likely to change the fact that NPT is predominantly an English speaking area.                      Of those that consider the plan to have a negative effect with a waste of finances and resources spent on Welsh at the expense of other priorities among the reasons cited.</p> <p>Although not always specifically stated there were suggested approaches to improve the positive aspects of the plan: greater emphasis on community involvement/ activities; better use of digital opportunities to learn and participate in activities;</p>

			greater focus on Welsh in schools (all Welsh medium schools perhaps) and education support/opportunities; more Welsh medium school places, particularly for SEN pupils; more mainstream cultural opportunities; ensure the language is more visible in everyday life - for example signage in shops, etc.
- 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> <p><u>February 2022</u></p> <p>The majority of respondents considered the plan to have a positive effect. There was a recognition from many that the language should be kept alive and treating the languages equally was seen as a visible way to encourage its use, with its place in everyday life, recognising the benefits of bilingualism helping promote and encourage participation. Some were clear to point out that there should be no discrimination for either language.</p> <p>Of those that expressed negative views reasons provided concentrated on the low level of Welsh used in the area and the waste of resources and frustration in treating the languages equally.</p> <p>Amongst those respondents indicating there was 'no effect' or 'didn't know' there were mixed views on the need to support/promote Welsh, the use of the Welsh language and its place in our culture and heritage (can't force the language onto people but recognising its cultural importance) and that 'We are in a transition period to being a bi-lingual nation, it will take a generation or so to stabilise'!</p>

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

December 2021

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 7<sup>th</sup> January 2022.

February 2022

Following the WESP Consultation we will continue to 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.

The evaluation and review of the Welsh Language Promotion Strategy will take place during 2022-2023. The feedback from the Let's Talk and Corporate Plan engagement during 2021-2022 along with other discrete engagement activity help inform the next iteration of the Strategy.

**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 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.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	+		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), its 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.

**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
i. <b>Long term</b> – looking at least 10 years (and up to 25 years) ahead	<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>
ii. <b>Prevention</b> – preventing problems occurring or getting worse	<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 2022-2023. 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>
iii. <b>Collaboration</b> – working with other services internal or external	<p>The 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. <b>Involvement</b> – involving people, ensuring they reflect the diversity of the population</p>	<p>The Plan has been informed by many people – residents, employees, elected members, community organisations, businesses and other partners.</p> <p>An initial consultation took place over summer 2021 with aim to find out what mattered to local people in the context of recovery from Covid-19. Over 1,700 responses were received. The feedback informed the four draft wellbeing objectives and the proposed focus of work under each wellbeing objective over the next 12 months, during the next 5 years and the longer term. The second phase of the consultation tested whether or not we had captured what is important to people now and in the future.</p> <p>Views were sought via a range of methods (guided by Public Health guidelines) attracting 485 respondents; conscious of the need to reflect the diversity of our area emphasis was given to encouraging particular groups and communities where necessary.</p> <p>There were a number of consistent themes in the detailed feedback under each wellbeing objective and the Plan has been amended to reflect that feedback.</p> <p>Additionally, 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.</p>
<p>v. <b>Integration</b> – making connections to maximise contribution to:</p>	<p>The four well-being objectives were developed to show the Council’s contribution to the seven national, well-being goals. The plan takes account of the new Welsh Government’s Programme for Government, the associated Co-operation Agreement and other developments we anticipate will shape our future priorities such as climate change, the continued digital disruption and likely financial settlements. It also complements and can be integrated into local partnership plans and other regional or wider area work, including the revision of the Neath Port Talbot Public Services Board’s Wellbeing Plan.</p>
<p><b>Council’s well-being objectives</b></p>	<ul style="list-style-type: none"> <li>• All children get the best start in life</li> <li>• All communities are thriving and sustainable</li> <li>• Our local environment, heritage and culture can be enjoyed by future generations</li> <li>• Jobs and skills - local people are skilled and can access high quality, green jobs</li> </ul>

<p><b>Other public bodies objectives</b></p>	<p><b>Public Services Board priorities</b></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"> <li>▪ Support children in their early years, especially children at risk of adverse childhood experiences.</li> <li>▪ Create safe, confident and resilient communities, focussing on vulnerable people</li> <li>▪ Encourage Ageing Well</li> <li>▪ Promote well-being through and in the workplace</li> <li>▪ Recognise and promote green infrastructure, how green infrastructure can support the economic, social and cultural well-being of the people of Neath Port Talbot</li> </ul>
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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 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 priorities, 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 protected characteristics will be monitored during the life of the plan.

Monitoring of the anticipated impacts as identified in the IIA will be monitored and reported as part of the agreed reporting arrangements. Actions identified in the IIA will be monitored in the same way.

## 10. Assessment Conclusions

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

	<b>Conclusion</b>
<b>Equalities</b>	There is an overall neutral impact with the well-being objectives contributing to our work to address inequality and tackle the causes of inequality experienced by particular groups within our society. Engagement with different groups and communities in the development of the objectives has fostered a greater understanding of and between groups and fostered a shared sense of purpose.
<b>Socio Economic Disadvantage</b>	Amendments have been made to the Plan to help reduce the inequalities in NPT; for example, enhancing "free and low cost" play and leisure opportunities for children and young people; adding "local employers" alongside the Council in terms of increasing the number of work experience and apprenticeship opportunities offered and extending the opportunities to learn about the local environment, heritage and culture to "citizens" as well as children and young people.
<b>Community Cohesion/ Social Exclusion/Poverty</b>	The well-being objectives will have a positive effect 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.

<b>Welsh</b>	As a result of our continued work on improving the availability and quality of our services through Welsh there is potentially a positive impact in relation to opportunities to use the Welsh language. This was reflected particularly strongly in relation to the opportunities to learn Welsh for children and young people, the greater use of technology to promote and increase participation, emphasis on culture and heritage as well as the general benefits of using the language.
<b>Biodiversity</b>	There will be a positive effect on biodiversity and Eco-system resilience. The inclusion of a wellbeing objective that specifically targets the conservation and improvement of our natural environment, including biodiversity demonstrates the positive intentions around this.
<b>Well-being of Future Generations</b>	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 past 22 months has had an extensive impact on our communities, our local economy and the way we work as a Council. This has provided us with an opportunity to reset and renew our well-being objectives, priorities, vision, values and relationships. This being the case the well-being objectives and council priorities were reviewed taking into account evidence of the impact the pandemic has had/continues to have on our communities. Although the well-being objectives and priorities in our previous corporate plan were relevant when they were set pre-pandemic, they did not adequately address the current situation.

As a result of our continued work on improving the availability and quality of our services through Welsh there is potentially a positive impact in relation to opportunities to use the Welsh language.

Amendments were made to the plan as it was developed to help reduce the inequalities in Neath Port Talbot; for example, enhancing "free and low cost" play and leisure opportunities for children and young people.

There will be a positive effect on biodiversity and Eco-system resilience. The inclusion of a wellbeing objective that specifically targets the conservation and improvement of our natural environment, including biodiversity demonstrates the positive intentions around this.

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?
Between 5 <sup>th</sup> 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 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	A multi-directorate approach will be adopted.	April 2022	A new, comprehensive performance management framework is developed and implemented across services to ensure ongoing monitoring of the impact of the plan.

enabling people to live good lives.			
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**12. Sign off**

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
<b>Completed by</b>	Fiona Clay Poole	Corporate Policy Officer	Fiona Clay Poole	18/02/22
<b>Signed off by</b>	Sheenagh Rees	Head of Service – People and Organisational Development		21/02/22