

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	Chelé Zandra Howard	PO Commissioning	27.05.22

1. Details of the initiative

	Title of the Initiative: Commissioning of Care and Support Services in a ‘Step Up to Step Down’ Scheme.
1a	Service Area: Adult Services
1b	Directorate: Social Services, Health and Housing
1c	Summary of the initiative: To obtain Member approval to undertake a procurement exercise for the provision of care and support within a ‘Step Up to Step Down’ Scheme and for the Head of Adult Services to receive delegated authority to enter into a contract with the winning bidder.
1d	Is this a ‘strategic decision’? Yes
1e	Who will be directly affected by this initiative? People with a learning disability and/or mental ill health support need that are assessed as requiring a service to develop their daily living skills and independence outcomes so that they enabled to move out of their current institutionalised care models and into their own independent accommodation. Alternatively people may be referred that are living with informal carers or transitioning from children services.

1f	<p>When and how were people consulted?</p> <p>The development of this proposed scheme is as a result of feedback from service users on what is important to them as part of their social care assessment and care plan review.</p>
1g	<p>What were the outcomes of the consultation?</p> <p>There are a number of people with a learning disability and/or mental ill health that are currently living in services, such as care homes, but would like the opportunity to live independently in their own accommodation.</p>

2. Evidence

What evidence was used in assessing the initiative?

- Care assessment and plans
- Housing assessments and plans
- Social Services routinely collects data as part of the assessment/review process of individuals which is reported to Welsh Government.
- Western Bay Population Needs Assessment <http://www.westernbaypopulationassessment.org/en/learning/>
- Summary Statistics for South West Wales Region <https://gov.wales/sites/default/files/statistics-and-research/2020-05/summary-statistics-south-west-wales-region-2020-958.pdf>
- Daffodil data <http://www.daffodilcymru.org.uk/>
- Stats Wales <https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Estimates/Local-Authority/populationestimates-by-localauthority-year> and <https://statswales.wales.gov.uk/Catalogue/Equality-and-Diversity/Sexual-Identity/SexualIdentity-by-Area-IdentityStatus>
- ONS data from 2011 <https://www.ons.gov.uk/census>
- NPT CBC Adults Plan <https://www.npt.gov.uk/media/14700/plan-for-adult-social-care-2019-2022.pdf?v=20210914151908>

The following summarises some of the information recorded about people with learning disabilities and mental health needs known to Social Services (note that not all data fields have been completed in all cases, and this relates to all services received):

	People with learning disabilities				People with learning disabilities		
Age group	Female	Male	Total	Ethnicity	Female	Male	Total
20s	33	66	99	CHINESE		2	2
30s	33	44	77	OTHER		1	1
40s	25	25	50	OTHER MIXED		1	1
50s	28	21	49	WELSH	16	17	33
60s	21	23	44	WHITE BRITISH	136	163	299
70s	15	13	28	WHITE OTHER	1	1	2
80s	3		3	Not stated	5	7	12
Total	158	192	350	Total	158	192	350

Based on recorded data, those aged in their 20s represent the largest age group for people with learning disabilities, while 55% are male.

For people with mental health needs, those in their 50s represent the largest age group, with almost two-thirds (62%) of the total being male.

	People with mental health needs				People with mental health needs		
Age group	Female	Male	Total	Ethnicity	Female	Male	Total
40s	2		2				
50s	3	8	11	WELSH	3	2	5
60s	2	6	8	WHITE BRITISH	6	10	16
70s	1	4	5	Not stated	2	6	8
80s	1		1				
Total	11	18	29	Total	11	18	29

To provide geographical context, the following shows the wards where the clients reside:

Ward	People with learning disabilities	Ward	People with learning disabilities
ABERAVON	8	GWYNFI	4
ALLTWEN	3	LOWER BRYNAMMAN	4
BAGLAN	17	MARGAM	3
BLAENGWRACH	3	NEATH EAST	28
BRITON FERRY EAST	15	NEATH NORTH	10
BRITON FERRY WEST	12	NEATH SOUTH	14
BRYN AND CWMAVON	14	ONLLWYN	6
BRYN-COCH NORTH	4	PONTARDAWE	17
BRYN-COCH SOUTH	15	PORT TALBOT	9
CADOXTON	4	RESOLVEN	2
CIMLA	6	RHOS	9
COEDFFRANC CENTRAL	14	SANDFIELDS EAST	19
COEDFFRANC NORTH	2	SANDFIELDS WEST	12
COEDFFRANC WEST	8	SEVEN SISTERS	3
CRYNANT	3	SWANSEA	9
CWMLLYNFELL	1	TAI-BACH	23
CYMMER	3	TONNA	6
DYFFRYN	9	TREBANOS	7
GLYNCORRWG	4	UNKNOWN OUTSIDE NEATH PORT TALBOT	1
GLYNNEATH	7	Not stated	2
GODRE'R GRAIG	3	Total	350
GWAUN-CAE-GURWEN	7		

Ward	People with mental health needs
ABERAVON	4
COEDFFRANC WEST	1
DYFFRYN	2
GWAUN-CAE-GURWEN	1
MARGAM	1
NEATH EAST	3
NEATH NORTH	2
PONTARDAWE	1
PORT TALBOT	1
RESOLVEN	2
SANDFIELDS EAST	1
SANDFIELDS WEST	6
TAI-BACH	2
TREBANOS	1
YSTALYFERA	1
Total	29

3. Equalities

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

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	x			Based on recorded data, those aged in their 20s represent the largest age group for people with learning disabilities that are known to social services, while those in their 50s represent the largest age group for people with mental ill health that are known to social services.

			<p>The service to be commissioned will be delivered to adults across the spectrum of ages, who have an eligible assessed care and support need for the service. The care will be person centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their age. A person's eligibility to receive a service is not based on their age (other than being over the age of 18).</p> <p>All the people identified for the service will have agreed to receive this service and will be involved the development of their individual care and support plan. The care and support plan will identify any specific needs, including those relating to any protected characteristics that the person may have, which will ensure that there is equality of outcomes.</p> <p>The service intends to have a positive impact as it delivers specialist support in line with a persons identified needs and preferred outcomes, so that they are able to gain the skills to live more independently in their own accommodation. This aims to give equality of opportunity to people with care and support needs by increasing the range of accommodation and support options for people with a disability.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit (which includes receiving resident's feedback) and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p>
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			<p>The Service is regulated by Care Inspectorate Wales and inspections will take place to ensure that the Provider meets the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
Disability	x		<p>People that receive this service will all have a protected characteristic due to having a disability.</p> <p>All the people identified for the service will have agreed to receive this service and will be involved the development of their individual care and support plan. The care and support plan will identify any specific needs, including those relating to any protected characteristics that the person may have, which will ensure that there is equality of outcomes.</p> <p>The service intends to have a positive impact as it delivers specialist support in line with a persons identified needs and preferred outcomes, so that they are able to gain the skills to live more independently in their own accommodation. This aims to give equality of opportunity to people with care and support needs by increasing the range of accommodation and support options for people with a disability.</p> <p>Although all the people identified will have indicated that they would like to receive this service, it is acknowledged that moving into a new service can be difficult and this can cause some anxiety, which may be intensified in people with a disability (for example somebody may have a diagnosis of anxiety and find the process of moving to be overwhelming, or somebody may have a learning difficulty/disability that means they find it hard to understand information, or somebody may have a neurological difficulty/disability that makes it harder for them to get used to new routines and people) . We will have in place a transition plan to support people to develop new skills in readiness for the move and to help people transition into the new scheme, which will include spending time with staff and the other residents prior to the move. We will also commission some additional hours of support for the first few weeks (number of weeks will be dependent on the needs of the individual person) to help ensure that they have all the support they need to settle into their new home.</p>

			<p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit (which includes receiving resident's feedback) and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts</p> <p>The Service is regulated by Care Inspectorate Wales and inspections will take place to ensure that the Provider meets the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
Gender reassignment	x		<p>The service to be commissioned will be delivered to adults across the spectrum of gender identities and/or gender transitioning status, who have an eligible assessed care and support need for the service.</p> <p>All the people identified for the service will have agreed to receive this service and will be involved the development of their individual care and support plan. The care will be person centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their gender identity/ gender transition (for example they may need support in making and attending medical appointments or support with medication relating to the gender reassignment process, or they may also need help to identify and attend support/social groups relating to gender reassignment). Their eligibility to receive a service is not based on their gender identity and they would be able to continue to receive the service if their gender identity</p>

			<p>changed at a later date, as long as the service is still suitable to meet their eligible needs (i.e. a change of service would not be because of a change to their gender identity).</p> <p>The service intends to have a positive impact as it delivers specialist support in line with a persons identified needs and preferred outcomes, so that they are able to gain the skills to live more independently in their own accommodation. This aims to give equality of opportunity to people with care and support needs by increasing the range of accommodation and support options for people with a disability.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit (which includes receiving resident's feedback) and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts</p> <p>The Service is regulated by Care Inspectorate Wales and inspections will take place to ensure that the Provider meets the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
Marriage & civil partnership		x	<p>Of the people currently identified to be eligible for this service, none are currently married or in a civil partnership. However it is possible that a person may enter into a marriage/civil partnership at a later date.</p>

			<p>All the people identified for the service will have agreed to receive this service and will be involved the development of their individual care and support plan. However, only people that meet the eligibly criteria are able to move into the scheme, which would mean that a person's partner would not be able to move into the scheme if they did not have an eligible assessed need for the service. This could present a barrier for people that are married/in a civil partnership form wishing to move into the Scheme. If such a situation occurs, we would work with the individual to identify how to best meet their outcomes in a different way and identify a different service for them.</p> <p>In addition, it could cause a barrier for a person to remain in the service if they enter into a marriage/civil partnership whilst living in the scheme. However, if the person continues to have eligible care and support needs that requires social services intervention, a new service will be identified in partnership with the person that would better meet their needs. Moving from the scheme may be unsettling for the person, however this would be taken into account when supporting the person to move into a different service.</p> <p>The service intends to have a positive impact as it delivers specialist support in line with a persons identified needs and preferred outcomes, so that they are able to gain the skills to live more independently in their own accommodation. This aims to give equality of opportunity to people with care and support needs by increasing the range of accommodation and support options for people with a disability.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit (which includes receiving resident's feedback) and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected</p>
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			<p>characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts</p> <p>The Service is regulated by Care Inspectorate Wales and inspections will take place to ensure that the Provider meets the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
Pregnancy and maternity		x	<p>Of the people currently identified to be eligible for the scheme, none have a protected characteristic by virtue of their pregnancy/maternity status. However, it is possible that a person may experience pregnancy/maternity at a later date.</p> <p>All the people identified for the service will have agreed to receive this service and will be involved the development of their individual care and support plan. However the accommodation will be one bedroom so potentially the service would no longer be suitable to meet the person's needs due to maternity as the accommodation is not big enough to accommodate babies/children. However, if the person continues to have eligible care and support needs that requires social services intervention, a new service will be identified in partnership with the person that would better meet their needs. Moving from the scheme may be unsettling for the person, however this would be taken into account when supporting the person to move into a different service.</p> <p>The service intends to have a positive impact as it delivers specialist support in line with a persons identified needs and preferred outcomes, so that they are able to gain the skills to live more independently in their own accommodation. This aims to give equality of opportunity to people with care and support needs by increasing the range of accommodation and support options for people with a disability.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities</p>

			<p>legislation. In addition, the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit (which includes receiving resident's feedback) and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts</p> <p>The Service is regulated by Care Inspectorate Wales and inspections will take place to ensure that the Provider meets the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
Race	x		<p>Based on recorded data, the majority of people with a learning disability or mental ill health that are known to social services identify as 'White British'.</p> <p>The service to be commissioned will be delivered to adults across all races, who have an eligible assessed care and support need for the service.</p> <p>All the people identified for the service will have agreed to receive this service and will be involved the development of their individual care and support plan. The care will be person centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their race (for example support to access social activities or groups). Their eligibility to receive a service is not based on their race.</p> <p>The service intends to have a positive impact as it delivers specialist support in line with a persons identified needs and preferred outcomes, so that they are able to gain the skills to live more independently in their own accommodation. This aims to give</p>

			<p>equality of opportunity to people with care and support needs by increasing the range of accommodation and support options for people with a disability.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit (which includes receiving resident's feedback) and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts</p> <p>The Service is regulated by Care Inspectorate Wales and inspections will take place to ensure that the Provider meets the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
Religion or belief	x		<p>The service to be commissioned will be delivered to adults across all religions/beliefs, who have an eligible assessed care and support need for the service.</p> <p>All the people identified for the service will have agreed to receive this service and will be involved the development of their individual care and support plan. The care will be person centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their religion/belief (for example support accessing a place of worship, attending groups, managing a particular diet, etc.). Their eligibility to receive a service is not based on their religion/belief.</p>

			<p>The service intends to have a positive impact as it delivers specialist support in line with a persons identified needs and preferred outcomes, so that they are able to gain the skills to live more independently in their own accommodation. This aims to give equality of opportunity to people with care and support needs by increasing the range of accommodation and support options for people with a disability.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit (which includes receiving resident's feedback) and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts</p> <p>The Service is regulated by Care Inspectorate Wales and inspections will take place to ensure that the Provider meets the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
Sex	x		<p>Based on recorded data, the majority of people with a learning disability or mental ill health that are known to social services identify as male.</p> <p>The service to be commissioned will be delivered to adults across the spectrum of sexes, who have an eligible assessed care and support need for the service.</p>

			<p>All the people identified for the service will have agreed to receive this service and will be involved the development of their individual care and support plan. The care will be person centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their sex. Their eligibility for the service is not based on their sex.</p> <p>The service intends to have a positive impact as it delivers specialist support in line with a persons identified needs and preferred outcomes, so that they are able to gain the skills to live more independently in their own accommodation. This aims to give equality of opportunity to people with care and support needs by increasing the range of accommodation and support options for people with a disability.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p> <p>The Service is regulated by Care Inspectorate Wales and inspections will take place to ensure that the Provider meets the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
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Sexual orientation	x		<p>The service to be commissioned will be delivered to adults across the spectrum of sexual orientations, who have an eligible assessed care and support need for the service.</p> <p>All the people identified for the service will have agreed to receive this service and will be involved the development of their individual care and support plan. The care will be person centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their sexual orientation (for example support to access social activities or groups). Their eligibility to receive a service is not based on their sexual orientation.</p> <p>The service intends to have a positive impact as it delivers specialist support in line with a persons identified needs and preferred outcomes, so that they are able to gain the skills to live more independently in their own accommodation. This aims to give equality of opportunity to people with care and support needs by increasing the range of accommodation and support options for people with a disability.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p>
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				<p>The Service is regulated by Care Inspectorate Wales and inspections will take place to ensure that the Provider meets the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
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What action will be taken to improve positive or mitigate negative impacts?

- Monitoring of the Service by the Common Commissioning Unit
- Analysis of any complaints and safeguarding referrals relating to the Service by the Common Commissioning Unit
- Analysis of CIW Inspection Reports on the Service by the Common Commissioning Unit
- Analysis of Provider monitoring data by the Common Commissioning Unit
- Contractual clauses around equalities

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				Enables people with a disability to gain the skills to live independently in their own tenancies within the community. As such, people will not be discriminated against being able to have their own tenancy and home due to having a disability.
To advance equality of opportunity between different groups				People with a disability will gain the skills so that they have an equal opportunity to live in their own home within their community. This advances equality of opportunity between people with a disability and people without a disability.
To foster good relations between different groups				The service will help people to access community services and be active members of their local community. This helps to foster good relations between people with a disability and people without a disability.

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

- Monitoring of the Service by the Common Commissioning Unit
- Analysis of any complaints and safeguarding referrals relating to the Service by the Common Commissioning Unit
- Analysis of CIW Inspection Reports on the Service by the Common Commissioning Unit
- Analysis of Provider monitoring data by the Common Commissioning Unit

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	<p>Will have a positive impact as people will be supported to access eligible benefits and also supported, where appropriate, to access education, employment or volunteering opportunities.</p> <p>People will be supported to make informed lifestyle choices, including nutrition, exercise and social activities.</p> <p>Development of independence will help to improve socio-economic disadvantages that people with a lifelong disability may experience in terms of their personal and social outcomes.</p> <p>People will be supported to develop the skills to move into suitable long term housing.</p>
Negative/Disadvantage	
Neutral	<p>There will be no change to the Council's fairer charging policy in relation to people receiving the service. The fairer charging thresholds are set by Welsh Government.</p> <p>Rent levels and housing management charges will not be set at a level that exceeds the amount provided by housing benefit.</p>

What action will be taken to reduce inequality of outcome

- Monitoring of the Service by the Common Commissioning Unit
- Analysis of any complaints and safeguarding referrals relating to the Service by the Common Commissioning Unit
- Analysis of CIW Inspection Reports on the Service by the Common Commissioning Unit
- Analysis of Provider monitoring data by the Common Commissioning Unit

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	x			Enables people with care needs to gain the daily living skills and independence outcomes so that they can live in their local communities as opposed to having to move out of their local area and into institutionalised care settings.
Social Exclusion	x			The community based nature of the service will help people gain the skills so that they can access community services and develop friendships groups.
Poverty	x			<p>People will be supported to access eligible benefits and also supported, where appropriate, to access education, employment or volunteering opportunities.</p> <p>There will be no change to the Councils fairer charging policy in relation to people receiving the service. The fairer charging thresholds are set by Welsh Government.</p> <p>Rent levels and housing management charges will not be set at a level that exceeds the amount provided by housing benefit.</p>

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

- Monitoring of the Service by the Common Commissioning Unit
- Analysis of any complaints and safeguarding referrals relating to the Service by the Common Commissioning Unit
- Analysis of CIW Inspection Reports on the Service by the Common Commissioning Unit
- Analysis of Provider monitoring data by the Common Commissioning Unit

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 contract will obligate the provider to deliver the service in the residents chosen first language
– treating the Welsh and English languages equally	x			The contract will obligate the provider to deliver the service in the residents chosen first language

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

- Monitoring of the Service by the Common Commissioning Unit
- Analysis of any complaints and safeguarding referrals relating to the Service by the Common Commissioning Unit
- Analysis of CIW Inspection Reports on the Service by the Common Commissioning Unit
- Analysis of Provider monitoring data by the Common Commissioning Unit

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			x	Not applicable to this proposal to commission a care and support service
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			x	Not applicable to this proposal to commission a care and support service

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. Long term – looking at least 10 years (and up to 25 years) ahead	The service intends to provide enabling support that helps people to maximise their long term independence.
ii. Prevention – preventing problems occurring or getting worse	This is a more enabling service that will help people to build on and develop their independence and prevents the need for more institutionalised care models.
iii. Collaboration – working with other services internal or external	The service to be commissioned will work with the RSL and non-statutory services to deliver personalised care and support to the person. There will be clauses in the contract and requiring the provider to work in collaboration to deliver the overall service that the person receives.
iv. Involvement – involving people, ensuring they reflect the diversity of the population	The things that are important to the people identified to move into the scheme will form the basis of the persons care and support plan.
v. Integration – making connections to maximise contribution to:	The service is community based and people will be supported to become active members of their local communities.
Council's well-being objectives	To improve the well-being of all adults who live in the county borough.
Other public bodies objectives	

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 service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.

10. Assessment Conclusions

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

	Conclusion
Equalities	<p>Overall there will be more positive than negative. Any potential negative impacts can be mitigated and the positive impacts outweigh the negative.</p> <p>Systems will be in place that will allow officers to check that the proposal is having its intended outcomes and not resulting in any unintended negative consequences for people with a protected characteristic.</p>
Socio Economic Disadvantage	<p>The indication is that the proposal will have a positive impact, however systems will be in place that will allow officers to check that the proposal is having its intended outcomes and not resulting in any unintended negative consequences for people in regards to social economic disadvantages.</p>
Community Cohesion/ Social Exclusion/Poverty	<p>The indication is that the proposal will have a positive impact, however systems will be in place that will allow officers to check that the proposal is having its intended outcomes and not resulting in any unintended negative consequences for people in regards to community cohesion, social exclusion and/or poverty.</p>

Welsh	The indication is that the proposal will have a positive impact, however systems will be in place that will allow officers to check that the proposal is having its intended outcomes and not resulting in any unintended negative consequences for people wishing to use the Welsh Language.
Biodiversity	Not applicable for the proposal to commission a care and support service.
Well-being of Future Generations	The indication is that the proposal will have a positive impact, however systems will be in place that will allow officers to check that the proposal is having its intended outcomes and not resulting in any unintended negative consequences against the aims of the well-being of future generations.

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised

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

The service will support people with a disability to live more independently and integrate into their local community. The service is person centred so that each resident will receive support that takes into account their individual needs. The intention of the service is to improve life outcomes for people with a disability.

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?
Monitoring of the Service by the Common Commissioning Unit	Chelé Zandra Howard	Within first 3 months of service commencing and then annually. Additional monitoring if issues identified	Monitoring report

Analysis of any complaints and safeguarding referrals relating to the Service by the Common Commissioning Unit	Chelé Zandra Howard	As required	Monitoring report
Analysis of CIW Inspection Reports on the Service by the Common Commissioning Unit	Chelé Zandra Howard	As published by CIW	Monitoring report
Analysis of Provider monitoring data by the Common Commissioning Unit	Chelé Zandra Howard	Annually	Monitoring report
Provider to implement monitoring systems	Provider	Before service commences	Monitoring reports
Implement transition plan for those moving into the service	Lisa Morris	Throughout the period of transition into the scheme, exact timescales will be dependent on the persons individual needs	Resident's feedback via care plan reviews and residents sustained in their tenancy.
Accommodation will be one bedroom so potentially the service may no longer be suitable to meet the person's needs due to maternity if the flats were not big enough to accommodate babies/children. However, if the person continues to have eligible care and support needs that requires social services intervention, a new service will be identified in partnership	Lisa Morris	This is a future potential situation that could occur, at this point in time no further action required	People able to access services to meet their individual requirements.

with the person that would better meet their needs. Moving from the scheme may be unsettling for the person, however this would be taken into account when supporting the person to move into a different service.			
Only people that meet the eligibly criteria are able to move into the scheme, which would mean that a person's partner would not be able to move into the scheme if they did not have an eligible assessed need for the service. This could present a barrier for people that are married/in a civil partnership form wishing to move into the Scheme. If such a situation occurs we will work with the individual to identify how to best meet their outcomes in a different way and identify a different service for them.	Lisa Morris	This is a future potential situation that could occur, at this point in time no further action required	People able to access services to meet their individual requirements.
Contract clauses relating to ensuring compliance with the relevant equalities legislation.	Chelé Zandra Howard	In line with procurement timeline	Contract includes required clauses
Procurement process to include questions regarding equalities legislation	Chelé Zandra Howard	In line with procurement timeline	Procurement questions to include relevant questions

Contract to obligate the provider to deliver the service in the residents chosen first language	Chelé Zandra Howard	In line with procurement timeline	Contract includes required clauses
All staff delivering the service will receive equality and diversity training.	Provider	As part of staff induction training	Training records
Link in with non-statutory and third sector services to help connect people to their communities	Lisa Morris	As part of developing care and support plan and at review	Referral into appropriate services

12. Sign off

	Name	Position	Signature	Date
Completed by	Chelé Zandra Howard	PO Commissioning	C.Z.Howard	27.05.22
Signed off by	Angela Thomas	Head of Service	A.Thomas	27.05.22