

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

Version Control

Version	Author	Job title	Date
e.g. Version 1			

1. Details of the initiative

	Title of the Initiative:
1a	Service Area:
1b	Directorate:
1c	Summary of the initiative:
1d	Is this a 'strategic decision'?
1e	Who will be directly affected by this initiative?
1f	When and how were people consulted?
1g	What were the outcomes of the consultation?

2. Evidence

What evidence was used in assessing the initiative?

3. Equalities

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

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age				
Disability				
Gender reassignment				
Marriage & civil partnership				
Pregnancy and maternity				
Race				
Religion or belief				
Sex				
Sexual orientation				

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

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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				
To advance equality of opportunity between different groups				
To foster good relations between different groups				

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

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4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	
Negative/Disadvantage	
Neutral	

What action will be taken to reduce inequality of outcome

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion				
Social Exclusion				
Poverty				

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

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on:				
- people's opportunities to use the Welsh language				
- treating the Welsh and English languages equally				

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

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

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

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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	
ii. Prevention – preventing problems occurring or getting worse	
iii. Collaboration – working with other services internal or external	
iv. Involvement – involving people, ensuring they reflect the diversity of the population	
v. Integration – making connections to maximise contribution to:	
Council's well-being objectives	
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.

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10. Assessment Conclusions

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

	Conclusion
Equalities	
Socio Economic Disadvantage	
Community Cohesion/ Social Exclusion/Poverty	
Welsh	
Biodiversity	
Well-being of Future Generations	

Overall Conclusion

Please indicate the conclusion reached:

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

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

11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?

12. Sign off

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