

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	Kelly Gillings	West Glamorgan Regional Transformation Programme Director	02 nd March 2023

1. Details of the initiative

	Title of the Initiative: West Glamorgan Area Plan 2023-2027
1a	Service Area: Health and Social Care – West Glamorgan
1b	Directorate: Social Services
1c	Summary of the initiative: The Area Plan sets out how the West Glamorgan Regional Partnership Board will respond to the findings of the West Glamorgan Population Needs Assessment published on the 1st April 2022, which captured the health and social care needs of people across the West Glamorgan Region. It explains how the Local Authorities and the Health Board, with partners, will address the requirements of the Social Services and Well-being (Wales) Act 2014. The Area Plan is the longer-term five-year plan (2023-2027) and includes the regional priorities to be overseen by the West Glamorgan Regional Partnership Board.

	<p>Under these regulations, the report must be approved by the statutory partners – the Local Health Board and Swansea and Neath Port Talbot Local Authorities, after formal approval has been given by the RPB.</p> <p>The Report was considered and approved by the RPB on the 25th of January 2023 however it needs to be formally approved by each of the statutory partners in the RPB.</p>
1d	Is this a ‘strategic decision’? Yes
1e	<p>Who will be directly affected by this initiative?</p> <p>The Plan sets out how the West Glamorgan Region intends to response to Section 14A of the Social Services and Wellbeing (Wales) Act requires local authorities and Local Health Boards to produce Area Plans setting out the range and level of services that will be provided in their area in response to regional Population Assessments.</p>
1f	<p>When and how were people consulted?</p> <p>This Area Plan has been developed by reviewing the Population Needs Assessment’s core themes and the gaps in provision that were identified as part of the information gathering exercises. Future work to address these gaps forms part of the plan, along with the findings of the Market Stability Report (also developed in 2022).</p> <p>A review of the Population Needs Assessment and the Market Stability Report undertaken in the context of the new policies and guidance from Welsh Government (including the Models of Care linked to the Regional Integrated Fund and the Six Goal Programme) has served to reinforce the direction of travel for the region.</p> <p>Additionally, the table identified where each action contributed to the policy agenda of “A Healthier Wales,” Welsh Government Models of Care along with its enablers and the Six Goals of Urgent and Emergency Care</p> <p>The region has co-developed the Area Plan by working in tandem with partners to engage with the population on the priority areas. As highlighted in the Population Needs Assessment’s Introductory</p>

	<p>Chapter, organisations have been mindful of consultation fatigue and the importance of ensuring engagement efforts are not duplicated across agencies.</p> <p>This approach involved collaborating with the PSB Wellbeing Assessment engagement activities. The regional care and support component formed part of Neath Port Talbot’s ‘Let’s Talk’ campaign and Swansea’s Assessment of Local Wellbeing public engagement exercises.</p> <p>In addition to the above, we were able to further the conversation via our series of virtual ‘Possibilities for People’ public engagement events, two in person Emotional Wellbeing and Mental Health Summits (June and October 2022), and the Your Voice Advocacy ‘Keep Me Healthy’ Learning Disability Event (October 2022). These discussions solidified our thinking in terms of agreeing the themed areas that the region is focussing on.</p> <p>It is important to recognise that the work undertaken to date sets out a starting point for further, more detailed engagement on the region’s priority areas. The breadth of the regional programme of work can be overwhelming, particularly for the wider population who may not be involved in this arena and whose awareness of the transformation agenda may be limited. To this end, we are/will be undertaking specific, targeted engagement on the priority themes and their practical implementation going forward.</p>
<p>1g</p>	<p>What were the outcomes of the consultation?</p> <p>As above</p>

2. Evidence

<p>What evidence was used in assessing the initiative?</p>
<p>West Glamorgan Population Needs Assessment published on the 1st April 2022, which captured the health and social care needs of people across the West Glamorgan Region.</p>

3. Equalities

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

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age			Y	<p>The Plan sets out how the West Glamorgan Region intends to respond to Section 14A of the Social Services and Wellbeing (Wales) Act requires local authorities and Local Health Boards to produce Area Plans setting out the range and level of services that will be provided in their area in response to regional Population Assessments.</p> <p>The Regional Partnership Board supports the development of integrated services across the region and adds value and improves the services delivered to the population of Swansea. The culminative impact can be demonstrated as positive. This is evidenced within our Annual Reports and progress as reported though to the Regional Partnership Board.</p>
Disability			Y	
Gender reassignment			Y	
Marriage & civil partnership			Y	
Pregnancy and maternity			Y	
Race			Y	
Religion or belief			Y	
Sex			Y	
Sexual orientation			Y	

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

Not applicable

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			Y	The Plan will not directly affect these areas as this set's out the priorities any changes to services as a result of the Action Plan to deliver these priorities may impact on council services.
To advance equality of opportunity between different groups			Y	
To foster good relations between different groups			Y	

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

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	
Negative/Disadvantage	
Neutral	The Regional Partnership Board supports the development of integrated services across the region and adds value and improves the services delivered to the population of Swansea. The culminative impact can be demonstrated as positive. This is evidenced within our Annual Reports and progress as reported though to the Regional Partnership Board.

What action will be taken to reduce inequality of outcome

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion			Y	The Regional Partnership Board supports the development of integrated services across the region and adds value and improves the services delivered to the population of Swansea. The culminative impact can be demonstrated as positive. This is evidenced within our Annual Reports and progress as reported though to the Regional Partnership Board.
Social Exclusion			Y	
Poverty			Y	

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			Y	The Plan does not treat the Welsh language no less favourably than English.

- treating the Welsh and English languages equally			Y	
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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				Not Applicable
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.				Not Applicable

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

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	Yes – the Area Plan sets the Priorities for the Region for the next 5 years based on the Evidence from the Population Needs Assessment.
ii. Prevention – preventing problems occurring or getting worse	This Area Plan has been developed by reviewing the Population Needs Assessment’s core themes and the gaps in provision that were identified as part of the information gathering exercises. Future work to address these gaps forms part of the plan, along with the findings of the Market Stability Report (also developed in 2022).
iii. Collaboration – working with other services internal or external	A review of the Population Needs Assessment and the Market Stability Report undertaken in the context of the new policies and guidance from Welsh Government (including the Models of Care linked to the Regional Integrated Fund and the Six Goal Programme) has served to reinforce the direction of travel for the region.
iv. Involvement – involving people, ensuring they reflect the diversity of the population	Additionally, the table identified where each action contributed to the policy agenda of “A Healthier Wales,” Welsh Government Models of Care along with its enablers and the Six Goals of Urgent and Emergency Care
v. Integration – making connections to maximise contribution to:	The region has co-developed the Area Plan by working in tandem with partners to engage with the population on the priority areas. As highlighted in the Population Needs Assessment’s Introductory Chapter, organisations have been mindful of consultation fatigue and the importance of ensuring engagement efforts are not duplicated across agencies. This approach involved collaborating with the PSB Wellbeing Assessment engagement activities. The regional care and support component formed part of Neath Port Talbot’s ‘Let’s Talk’ campaign and Swansea’s Assessment of Local Wellbeing public engagement exercises. In addition to the above, we were able to further the conversation via our series of virtual ‘Possibilities for People’ public engagement events, two in person Emotional Wellbeing and

	<p>Mental Health Summits (June and October 2022), and the Your Voice Advocacy ‘Keep Me Healthy’ Learning Disability Event (October 2022). These discussions solidified our thinking in terms of agreeing the themed areas that the region is focussing on.</p> <p>It is important to recognise that the work undertaken to date sets out a starting point for further, more detailed engagement on the region’s priority areas. The breadth of the regional programme of work can be overwhelming, particularly for the wider population who may not be involved in this arena and whose awareness of the transformation agenda may be limited. To this end, we are/will be undertaking specific, targeted engagement on the priority themes and their practical implementation going forward.</p>
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.

The Area Plan will be monitored by the Regional Partnership Board.
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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	The Regional Partnership Board supports the development of integrated services across the region and adds value and improves the services delivered to the population of Swansea. The culminative impact can be demonstrated as positive. This is evidenced within our Annual Reports and progress as reported though to the Regional Partnership Board.
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	Kelly Gillings	West Glamorgan Regional Transformation Programme Director	K L Gillings	02/03/22
Signed off by		Head of Service/Director		