

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	Vanessa Dale / Emily Zepeda	PSB Coordinator	November 2022
Version 2	Vanessa Dale	PSB Coordinator	April 2022

1. Details of the initiative

	Title of the Initiative: Neath Port Talbot Public Services Board Well-being Plan 2023-2028
1a	Service Area: Whole Council
1b	Directorate: Chief Executive's Office
1c	<p>Summary of the initiative:</p> <p>To meet the statutory duties in the Well-being of Future Generations (Wales) Act 2015 the Public Services Board (PSB) has developed a local Well-being Plan. The Well-being Plan sets out the Public Services Board's long term vision for Neath Port Talbot as well as the well-being objectives that will form the basis of action over the next 5 years (2023-2028).</p>
1d	<p>Is this a 'strategic decision'?</p> <p>The Plan sets out the long-term vision in line with the Well-being of Future Generations (Wales) Act 2015 sustainable development principles and short and medium term steps for partnership working to reach the vision.</p>
1e	<p>Who will be directly affected by this initiative?</p> <p>The Plan is focused on improving the social, cultural, economic and environmental well-being of all people in Neath Port Talbot.</p>

	<p>The Plan has prioritised the following areas: to give children the best start in life; for all communities to be thriving and sustainable; to ensure the local environment, culture and heritage can be enjoyed by future generations and to ensure more secure, green and well paid jobs and improve skills across the area.</p>
<p>1f</p>	<p>When and how were people consulted?</p> <p>The Plan was informed by the Well-being Assessment undertaken in 2022. This was written jointly by partners in the PSB. It also took into account feedback from the Neath Port Talbot County Borough Council Let's Talk Survey, which was consulted as below:</p> <p>Summer 2021 – Let's Talk campaign, phase 1</p> <p>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>January- February 2022 – formal Let's Talk consultation on the Corporate Plan</p> <p>A formal, public consultation on the content of the draft plan took place from 5th January to 1st 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> <p>The Well-being Assessment also received responses to the consultation that ran between 7th April and 24th May 2022. There were 28 responses received. Most consultation responses were received from people aged between 30 and 70 years of age; 15% of those who completed the question identified themselves as having a disability; 95% recorded themselves as of white origin; about 65% of responses were from females and 31% from men, with some choosing not to answer the relevant question. Detailed responses were also received from the Future Generations Commissioner for Wales, Welsh Government and Natural Resources Wales.</p> <p>The Well-being Plan</p>

The NPT PSB Editorial Sub-Group designed a general public consultation exercise which provided a wide range of interested bodies and the general public the opportunity to comment on the draft objectives and the draft steps identified by the Public Services Board.

The consultation was promoted via:

- The Council website homepage and the dedicated Neath Port Talbot Public Services Board web page
- A press release was issued by the Council on behalf of the Public Services Board
- The link to the online consultation was shared with Public Services Board partners to disseminate via their own established communication channels (e.g. via social media and websites).
- Several groups received face to face presentations including Town and Community Councils, the Youth Council and local Neighbourhood Forums.

The Well-being Plan was also scrutinised by the Cabinet Scrutiny Committee.

The 12 week statutory consultation period of the Plan consultation opened on the 22nd December 2022 and closed on the 15th March 2023.

The majority of those completing the survey were aged 40-59 although 15% of respondents were aged 16-24. 18% said they were fluent or fairly fluent in Welsh and 34% were learners. 17% of those who completed the survey identified themselves as having a disability. 87% recorded themselves as of white origin; about 62% of responses were from females and 28% from men, with some choosing not to answer the relevant question.

We asked respondents how they thought the Plan would affect people's opportunities to use the Welsh language and treating the Welsh language no less favourably than the English language. 26% thought the Plan would have a positive effect, but 48% thought there would be no effect. Many useful comments were received on this topic which will feed into the work of the Board going forward.

Detailed responses were received from the Future Generations Commissioner, Welsh Government, Swansea Bay University Health Board, Natural Resources Wales, Mid and West Wales Fire and Rescue Service, NPT Local Nature Partnership and Neath Port Talbot CVS.

1g **What were the outcomes of the consultation?**

Consultation focused on providing a wide range of interested bodies and the general public the opportunity to comment on the draft objectives and the draft steps identified by the Public Services Board. A total of 61 responses were received (54 via questionnaire and a total of 7 written responses).

The draft Well-being Objectives had already been extensively consulted on during the development of the Council's Corporate Plan 2022-27. We asked respondents if they had any final thoughts on the objectives, 48% chose to leave a comment. There was general support for the objectives as being a good range of issues for focus and there were plenty of helpful suggestions on things we could do to help us achieve them. People generally wanted to see a bit more detail around how they will be achieved in practice.

Respondents were asked to rate the proposed steps according to how important they were to them. **Develop appropriate academic and vocational pathways for young people to ensure all our school leavers have access to education, employment or training opportunities** was rated of the highest importance with 85% said it was 'Very Important' and 14% said 'Quite Important'. This was followed by **Make sure those who need help and support with the cost of living know what support is available and how to access it** 73% Very Important and 18% Quite Important, and **Increase the number of apprenticeship, traineeship and work placement opportunities in the local area and support more people to access them** with 73% Very Important and 20% Quite Important.

71% of respondents chose to leave comments on the draft steps and the vast majority of these were positive and helpful. These comments will feed into the work of the Board going forward.

51% had suggestion on how residents could be better involved in the work of the Board and several have left contact details.

Several changes were made to the Plan following the detailed comments received including two extra steps being added. A point was included in the Culture and Heritage step to note the Board's commitment to promoting the Welsh language and supporting more opportunities for people to use it.

Further detail was provided on what the Board will do next in terms of developing the actions and monitoring and evaluation. A structure was included showing the groups and partnerships responsible for delivery of the Plan.

2. Evidence

What evidence was used in assessing the initiative?

The Public Services Board's second Local Assessment of Well-being was published in 2022. This is an assessment of the state of economic, social, environmental and cultural well-being in Neath Port Talbot and was developed and by the Public Services Board (available [here](#)).

The assessment was informed by extensive engagement and survey work with residents and stakeholders including the findings of the Councils Let's Talk campaign, and consideration of relevant information such as existing data, evidence and research.

The published assessment captures the strengths and assets of people and communities across Neath Port Talbot and describes the challenges and opportunities Neath Port Talbot faces now and into the future.

The Board is continuing to build on the evidence gathered in the Well-being Assessment by:

- mapping issues and assets in the community;
- adopting an Asset Based approach to focus on identifying, building on and mobilising personal assets, local assets and resources;
- ensuring sufficient data sharing protocols are in place to facilitate relevant, safe and timely data sharing between agencies; and,
- identifying local knowledge and experience to build supportive groups and networks to develop opportunities for meaningful and sustainable engagement with the community.

The Board will also be systematically updating the datasets included in the well-being assessment and adding new evidence to the assessment to inform the Board's future work.

Involvement will be a key focus of the Board going forward and will underpin all our evidence.

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>The Plan aims to address inequalities whilst also exploring in more detail the opportunities and challenges facing people from different backgrounds across the communities of Neath and Port Talbot, starting with areas where there is the highest concentration of demand being placed on public service agencies.</p> <p>There is a strong emphasis on building social capacity within communities to ensure they are thriving and sustainable. Targeted approaches, based on evidence, are expected to improve outcomes for the most disadvantaged children and families.</p> <p>The work to investigate and tackle the root causes of poverty across the County Borough will aim to reduce inequality for all groups.</p> <p>The environmental focus of the Board will aim to reduce inequality in terms of access to quality green space whilst the focus on jobs and skills will improve equality of opportunity for all groups.</p> <p>A more detailed profile of outcomes achieved will be developed as work progresses which will provide deeper insight into whether there are differences across groups who share other protected characteristics. This further detail will help to address the acknowledged limitations of the well-being assessment exercise.</p>
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?

The Public Services Board acknowledges that more detailed actions are needed around the steps that have been identified to meet the objectives. When the Board publishes its annual report more detail of the work the Board will be seeking to take forward over the short, medium and long term will be available.

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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	✓			<p>We have settled on four well-being objectives which, taken together, have the potential to bring about sustainable and long term improvements to the well-being of the population as a whole but also to reduce the inequalities between people and communities.</p> <p>The Well-being Plan aims to bring about long lasting improvements in the health and well-being of the people who live in the borough, in particular taking forward the work that is identified in the Well-being Plan to reduce the gap between those who have the most and those who have the least.</p> <p>Although the plan addresses the well-being of everyone there is an emphasis on the most vulnerable within our county borough, and those who share other protected characteristics such a race, gender reassignment and religion.</p> <p>While the central feature of the proposals is to reduce inequalities across protected characteristics it also acknowledges and seeks to address the impact of other forms of inequality, such as poverty in all its guises.</p> <p>The Public Services Board has been reviewing the key findings of the well-being assessment and has identified the need to reduce inequality and to strengthen</p>
To advance equality of opportunity between different groups	✓			
To foster good relations between different groups	✓			

				communities as priorities within its work programme. There is work ongoing to develop the specific focus of the Board's work.
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What action will be taken to improve positive or mitigate negative impacts?

Through deeper analysis of our population as work progresses, the Board should be better placed to identify if people face discrimination or disadvantage due to any or a combination of protected characteristics and consequently be also better placed to identify any further interventions that would eliminate discrimination, harassment or victimisation.

Through its work the Board will be in a position to not only identify the steps it can take, but to also identify the impact of wider agencies on equality of opportunity between groups and to make representations to such agencies to advance equality.

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	<p>Evidence shows that socio-economic inequalities in health may be narrower in places with better access to green spaces, compared to those with poorer access. The Board also recognises that our communities and environment need to be resilient to the challenges that the climate and nature emergencies will present to their health and wellbeing and this cuts across all the well-being objectives.</p> <p>The Plan targets action at the most disadvantaged children and young people and those who are experiencing poverty. As more detailed insight is developed across the whole of the Plan, opportunities to promote equality and reduce inequality will become clearer.</p>
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	✓			<p>It is anticipated that the objectives, both individually and cumulatively, will have a positive impact in promoting and protecting community cohesion.</p> <p>There is clear recognition of the importance of building social capacity and community cohesion as part of a strategic approach to improving the well-being of the populations prioritised in the Plan. This is outlined in the step relating to community safety which will be led by the Safer NPT Community Safety Partnership.</p> <p>As more detailed mapping of assets and analysis of challenges progresses, community tensions or risks to community cohesion will be better understood as will the opportunities to build upon those factors which support strong community cohesion.</p>
Social Exclusion	✓			<p>The plan aims to help reduce social exclusion faced by many of our residents whether as a result of financial, health, education or technological barriers.</p> <p>However, the Board is realistic and appreciates that whilst it has the potential to make a significant impact on the lives of many people, there are wider issues that</p>

			<p>will need to be addressed outside of the Board to bring about more significant and sustained impacts on social exclusion.</p> <p>This is reflected in the setting of the well-being objectives by the Board where members of the Board explicitly considered whether it had a focus and potential to make a difference, and where it did not.</p>
Poverty	✓		<p>The Board is acutely aware of the current pressures on our population due to the cost of living crisis being experienced. The work around thriving and sustainable communities will take a focus on poverty, ensuring residents are aware of and can access necessary support. It will also take a long term focus further investigating the root causes of poverty in our area to identify the areas that the Board has the potential to impact on the most.</p>

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

Community Cohesion

The Board made significant efforts to engage a very diverse range of stakeholders during the public consultation period and was disappointed at the limited response.

The Board intends to examine different ways to meaningfully engage with people on a continuous basis. This will assist in promoting community cohesion, identifying and responding to risk and threats to community cohesion.

Social Exclusion

For the Board to continuously reflect where there is a need to highlight issues that require attention by wider agencies.

Poverty

As stated above the Board will take a collaborative approach to identifying and addressing, where possible, the root causes of poverty in the County Borough.

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people’s opportunities to use the Welsh language			✓	The use of Welsh and support of Welsh culture was a key feature for people’s well-being as identified in the Well-being Assessment.
– treating the Welsh and English languages equally			✓	The Board is committed to promoting the Welsh language and increasing opportunities for people to use it and when considering different communities in NPT, appreciates that there are characteristics that make places unique. As the Board develops deeper insight as to what matters in different places it is anticipated that the way the Board can support protection and promotion of the Welsh language and culture will become clearer.

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

The Board will need to ensure that there is explicit consideration of opportunities to strengthen Welsh language and culture across the area as it takes its work programme forward. This will be progressed under the step around culture and heritage specifically but also across all the well-being objectives and the work of the Board.

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 Plan states that the Board will ‘take collaborative action to tackle the nature crisis and improve the health of our ecosystems’ .
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	✓			<p>As partner agencies we have agreed to consider how we will enhance and maintain biodiversity and promote the resilience of ecosystems in all our decision making processes, and there are specific examples given on how this might be done.</p> <p>There is more work to do to develop the detail of the work activities, however, the Board intends that a theme within the work will be to raise knowledge and understanding of the importance of the environment and how individuals can contribute to the protection and enhancement of biodiversity.</p> <p>The Board will work closely with the NPT Local Nature Partnership in this area and will continue to be informed by the expertise within that group.</p>

What action will be taken to improve positive or mitigate negative impacts?
<p>The Board will work closely with the NPT Local Nature Partnership to raise awareness and increase understanding of the challenges faced around biodiversity and to identify opportunities for collaborative action.</p>

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
<p>i. Long term – looking at least 10 years (and up to 25 years) ahead</p>	<p>The Well-being Assessment considers future trends within each chapter and aims to identify the long term opportunities and challenges that could impact upon well-being. The four objectives selected by the Board were identified as areas where the Board could refocus work towards earlier intervention and preventative approaches where it is considered there will be positive long term benefits to well-being.</p> <p>The last few years have proved to be a difficult period to forecast the future and public services have been reacting to immediate pressures and need. As we progress the Plan the Board will look to gain a deeper insight into the way people experience community life and the things that matter to them now and for the future. Our strategies to secure long term changes will emerge as we immerse ourselves in deeper insight and learning.</p> <p>By focusing on giving every child the best start in life, we believe we will start to break the cycle of deprivation and disadvantage. More young people will grow up and become confident and active citizens, realise their potential, enjoy better well-being and be well placed to bring up their own children in healthy environments.</p> <p>The work within communities will also improve community cohesion, which we believe will sustain communities into the future.</p> <p>Work around the climate change emergency will amongst other things support public services to achieve net zero carbon by 2030, ensuring our environment is preserved for our future generations to enjoy.</p> <p>We plan to look as long term as we can when it comes to jobs and skills so our workforce is ready to fulfil the jobs we need locally.</p> <p>We will further refine this information as the detail of the work we plan to do over the short, medium and long term becomes clearer.</p>
<p>ii. Prevention – preventing problems occurring or getting worse</p>	<p>There is a clear and strong emphasis across all four objectives to prevent problems in the first instance and when this is not possible to intervene as early as possible to stop things getting worse. The prevention element is most clear in the objective All our children will have the</p>

	best start in life , and in the steps around the climate and nature emergencies but is also evident throughout the Plan.
iii. Collaboration – working with other services internal or external	<p>The development of the Well-being Assessment and the Plan has been a collaborative effort by all those involved in the Public Services Board. We have built on the good relationships formed since our inception in 2016 and have advanced our understanding of the opportunities we have to make a difference, identifying a wider range of stakeholders who can contribute to the work of the Board.</p> <p>The Board has shown an active interest in the well-being work other PSBs are undertaking, has been involved in regional and national events and closely collaborated with Swansea PSB around emerging issues that impact across the region.</p>
iv. Involvement – involving people, ensuring they reflect the diversity of the population	<p>Since the inception of the first Well-being Assessment process the Board has involved a wide cross-section of stakeholders in undertaking its duties.</p> <p>A partnership approach has been taken to consultation on both the Assessment and the Plan and the Board have utilised the findings of engagement work undertaken by all partners, including the Council’s Let’s Talk campaign and NRW’s Nature a Ni. Partner agencies have facilitated the consultation process via their existing networks and resident groups.</p> <p>We seek to involve citizens in the co-production of the interventions required to bring about sustainable change. Strengthening this involvement will be a key feature of our development work as the plan moves into its implementation phase.</p>
v. Integration – making connections to maximise contribution to:	<p>Each of the four objectives will help the Board maximise its contribution to the national well-being goals. It is clearly stated in the plan that the work under each step will contribute to all four well-being objectives and no workstream should be delivered in isolation.</p> <p>During the consultation on the draft plan there was broad support from all partner organisations for the Board’s proposed vision and objectives. Following the publication of the Plan there will be more opportunities for individual organisations to consider how their own well-being objectives align with and support the well-being objectives of the Board.</p>
Council’s well-being objectives	There is clear alignment between the objectives as the PSB has adopted the Council’s well-being objectives.

<p>Other public bodies objectives</p>	<p>The plan is required to be signed off by the four statutory partners of the PSB by their respective boards before being published, hence the following partners will have reviewed the plan: Mid and West Wales Fire and Rescue Service Natural Resources Wales Neath Port Talbot Council Swansea Bay University Health Board</p>
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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.

The Plan is and will continue to be a work in progress. Whilst the Board has identified the steps it will take to deliver on the objectives, there is more work to do around the detailed practical actions that the Board will take over the short, medium and long term.

The Board has stated its intention to adopt a Theory of Change methodology to monitor and assess progress. This will give us the opportunity to clearly consider the complexities of the issues we are facing, ensuring that all stakeholders will be involved in the process of identifying existing evidence, assumptions, and associated risks. The Board believes that taking the time to complete this process will ensure we develop a clear agreement of our ultimate aims and how we will achieve them and help form a detailed plan for monitoring progress and evaluating success.

We intend to monitor a range of high level indicators to check our progress, some examples of which are included in the Plan. These are likely to develop and change as our monitoring process progresses.

Scrutiny of the Board's work will be undertaken by the Council's designated Scrutiny Committee who will hold the Board to account for the delivery of the Plan and bringing about the changes we want to see which will improve the well-being of the people of Neath Port Talbot

An annual report will be prepared and published no later than July 2024 demonstrating what the Public Services Board has achieved over the period May 2023-May 2024 whilst also providing more detail on the work the Board intends to take forward over the medium and long term and the measures that will be employed to evaluate progress.

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	There is potential for negative impacts or missed opportunities to maximise contribution to achieving each of the wellbeing objectives and the Welsh Government's well-being goals and promote equality with regard to some groups.

Overall Conclusion

Please indicate the conclusion reached:

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

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

The Public Services Board acknowledges there is more detail needed around the steps that have been identified to meet the objectives and more detail of the work to be taken forwards over the short, medium and long term will be published in the Plan's first annual report.

The Board has demonstrated that it has given reasonable consideration to the various statutory duties referenced in this assessment and there are also steps identified that can assist the Board in increasing opportunities to make a positive impact and to reduce any potential negative impacts. The Board sought the advice of the Future Generations Commissioner during the development of the Plan and has explicitly identified how it is acted on that advice. The Board has also undertaken extensive engagement and whilst acknowledging limited response, there were no objections registered with the Board regarding the vision and proposed well-being objectives.

There are no obvious reasons that should prevent the Council from approving the Plan at this time with further opportunity for review at the time the first Annual Report is available. The Cabinet Scrutiny Committee has powers that can be used to ensure the Board is held properly to account for taking all reasonable steps to meet the sustainable development duties when progressing its work.

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?
A Theory of Change methodology will be adopted to further determine the detail around action and how this will be measured.	PSB partners	Ongoing but captured in the Annual Report	Evidence of the further detail obtained and clear plan for monitoring progress outlined.

12. Sign off

	Name	Position	Signature	Date
Completed by	Vanessa Dale	PSB Co-ordinator		20/04/2023
Signed off by	Sheenagh Rees	Head of People and Organisational Development		20/04/2023