

## 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	Andrew Potts	Commissioning Officer	16 <sup>th</sup> February 2023

### 1. Details of the initiative

	<b>Title of the Initiative: Children and Young People Services Strategic Plan 2023-26</b>
<b>1a</b>	<b>Service Area:</b> Children & Young People Services
<b>1b</b>	<b>Directorate:</b> Social Services, Health & Housing
<b>1c</b>	<b>Summary of the initiative:</b> To provide strategic direction for Children and Young People Social Care
<b>1d</b>	<b>Is this a 'strategic decision'?</b> Yes
<b>1e</b>	<b>Who will be directly affected by this initiative?</b> People aged up to 18+ who currently need social care and support; those who need care and support in the future; and their families and carers; NPT Children's Services staff; private service providers; third sector service providers.
<b>1f</b>	<b>When and how were people consulted?</b> Permission is sought from Members for officers to undertake a 60-day public consultation consisting of online surveys, as well as face to face meetings across stakeholder groups.

1g	What were the outcomes of the consultation? N/A.
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## 2. Evidence

### What evidence was used in assessing the initiative?

- Monitoring reviews of the services
- Internal/monitoring data
- Social Services routinely collects data as part of the assessment/review process of individuals and carers, which is reported annually to Welsh Government.
- Data on complaints, MP and Elected Member contact
- Data on people receiving children's social care and support
- StatsWales data [Social services \(gov.wales\)](#)
- West Glamorgan Population Needs Assessment [West Glamorgan Population Needs Assessment 2022-2027](#)
- NPT CBC CYPS Plan <https://www.npt.gov.uk/media/16040/cyps-plan-2019-22.pdf?v=20210810131153>

The data below show overall numbers of people accessing Children's Social Care services:

Looked After Children			
Age	Female	Male	Total
0	4	4	8
1	5	7	12
2	1	1	2
3	5	3	8
4	3	4	7
5	5	4	9
6	5	7	12
7	7	3	10
8	2	3	5
9	6	8	14
10	2	5	7
11	10	8	18
12	4	10	14
13	7	14	21
14	11	16	27
15	12	15	27
16	9	18	27
17	14	22	36
<b>Totals</b>	<b>112</b>	<b>152</b>	<b>264</b>

Ethnicity	Number
ARAB	4
BANGLADESHI	1
OTHER	5
OTHER ASIAN	1
OTHER MIXED	2
ROMA	1
WELSH	39
WHITE BRITISH	186
WHITE OTHER	3
NOT STATED	22
<b>Total</b>	<b>264</b>

- 52% of Children Looked After (Care Experienced) are male, 48% are female
- Those aged 17 currently represent the single largest age group at 14% of the total
- Males aged 17 represent the single largest group overall
- More than a third (36%) of children are aged 10 years and under, while 64% are aged 11 to 17 years
- Those who described themselves as White British represent the single largest ethnicity group (70%), followed by Welsh (15%)

<b>Child Protection</b>			
<b>Age</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
0	4	1	5
1	0	0	0
2	2	0	2
3	3	1	4
4	1	3	4
5	2	2	4
6	1	3	4
7	1	1	2
8	1	2	3
9	2	0	2
10	0	4	4
11	0	2	2
12	1	1	2
13	1	0	1
14	2	2	4
15	1	1	2
16	1	0	1
17	0	0	0
<b>Totals</b>	<b>23</b>	<b>23</b>	<b>46</b>

<b>Ethnicity</b>	<b>Number</b>
WELSH	8
WHITE BRITISH	20
WHITE BLACK/CARIB.	1
NOT STATED	17
<b>Total</b>	<b>46</b>

- There is an equal split between females and males on the Child Protection Register
- Those aged less than 1 year old currently represent the single largest age group at 11% of the total
- Females aged less than 1 year, and males aged 10 years jointly represent the single largest individual groups overall (8% each of the overall total, and 17% each of their respective gender)
- Those who described themselves as White British represent the single largest ethnicity group (43%), followed by those not stated (37%)

<b>Children Receiving Care and Support</b>	
<b>Age</b>	<b>Total</b>
0	31
1	35
2	31
3	21
4	23
5	26
6	42
7	45
8	60
9	40
10	43
11	53
12	56
13	63
14	66
15	48
16	49
17	40
UNBORN	36
<b>Total</b>	<b>808</b>

- There are currently a total of 808 children receiving care and support
- Those aged 14 years represent the single largest group (8.2%)
- More than half (54%) of children receiving care and support are aged 10 years or under, including 4.5% who are unborn
- Care and Support reports do not collect gender and ethnicity data

### 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			<p>Children and young people receiving care and support do so as a result of their age and circumstances.</p> <p>The various services should have a positive impact as the aim is to offer flexible, personalised and outcome-focused services.</p> <p>There are no changes to the eligibility criteria for any of the services.</p> <p>Providers of various services, both commissioned and in-house, develop care and support plans in conjunction with children, young people and families. This plan is person-centred and will take into account any specific requirements resulting from children's, young persons and families' protected characteristics to ensure that there is equality of outcomes.</p> <p>Contracts with commissioned providers have clauses relating to ensuring compliance with the relevant equalities legislation.</p> <p>Commissioned services are regulated by Care Inspectorate Wales and inspections take place to ensure that providers meet the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All services operating on behalf of NPT CBC are monitored by the Common Commissioning Unit (CCU), which includes receiving staff and service user feedback and the Unit will also analyse any complaints and safeguarding referrals relating to the services. This will ensure that the Council can identify if there are any concerns</p>

			<p>about the service, including any unintended/unidentified negative impacts on children, young people and families with a protected characteristic.</p> <p>Commissioned providers are contractually required to implement monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts on children and young people with a protected characteristic.</p> <p>The various services have monitoring systems in place to ensure that staff are adequately trained and meet relevant standards (e.g. for administration of medication, manual handling). Further monitoring systems are in place to ensure that the services delivered are of a good quality and meet children and young people's personal outcomes. These monitoring systems will also enable the services to identify whether there are unintended consequences which may impact on children, young people and families with a protected characteristic.</p> <p>The services will be monitored by the CCU (which includes receiving staff and service user feedback) and the Unit will also analyse any complaints and safeguarding referrals relating to the services. This will ensure that the Council can identify if there are any concerns about services, including any unintended/unidentified negative impacts on children, young people and families with a protected characteristic.</p> <p>Providers are contractually required to implement monitoring systems, which will also help to identify if any aspect of the services has led to unintended/unidentified negative impacts on people with a protected characteristic.</p> <p>The Strategic Plan will be monitored to understand if its impact has positively improved outcomes for children, young people and families requiring social care and support. This will also help to identify any unintended/unidentified negative impacts on children, young people and families with a protected characteristic.</p>
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Disability	X		<p>Children, young people and families receiving a care and support service may have a disability.</p> <p>The Strategic Plan aims to provide services that should have a positive impact as the aim is to offer children, young people and families more personalised and outcome-focused services.</p> <p>No changes are being made to the eligibility criteria for service provision.</p> <p>Providers of various services, both commissioned and in-house, develop care and support plans in conjunction with children, young people and families. This plan is person-centred and will take into account any specific requirements resulting from children's, young persons and families' protected characteristics to ensure that there is equality of outcomes.</p> <p>Contracts with commissioned providers have clauses relating to ensuring compliance with the relevant equalities legislation.</p> <p>Commissioned services are regulated by Care Inspectorate Wales and inspections take place to ensure that providers meet the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All services operating on behalf of NPT CBC are monitored by the Common Commissioning Unit (CCU), which includes receiving staff and service user feedback and the Unit will also analyse any complaints and safeguarding referrals relating to the services. This will ensure that the Council can identify if there are any concerns about the service, including any unintended/unidentified negative impacts on children, young people and families with a protected characteristic.</p> <p>Commissioned providers are contractually required to implement monitoring systems, which will also help to identify if any aspect of the service has led to</p>
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			support. This will also help to identify any unintended/unidentified negative impacts on children, young people and families with a protected characteristic.
Gender reassignment	X		<p>The services are delivered across all genders and gender identities. Staff employed by the providers will be from across the spectrum of genders and gender identities.</p> <p>The Strategic Plan aims to provide services that have a positive impact as it aims to offer children, young people and families more personalised and outcome-focused services.</p> <p>The Strategic Plan does not make any changes to the eligibility criteria for services.</p> <p>Providers of various services, both commissioned and in-house, develop care and support plans in conjunction with children, young people and families. This plan is person-centred and will take into account any specific requirements resulting from children's, young persons and families' protected characteristics to ensure that there is equality of outcomes.</p> <p>Contracts with commissioned providers have clauses relating to ensuring compliance with the relevant equalities legislation.</p> <p>Services are regulated by Care Inspectorate Wales and inspections take place to ensure that the Provider meets the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All services operating on behalf of NPT CBC are monitored by the Common Commissioning Unit (CCU), which includes receiving staff and service user feedback and the Unit will also analyse any complaints and safeguarding referrals relating to the services. This will ensure that the Council can identify if there are any concerns about the service, including any unintended/unidentified negative impacts on children, young people and families with a protected characteristic.</p>

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Marriage & civil partnership	X		<p>Staff that deliver the service may be married or in a civil partnership.</p> <p>The Strategic Plan should have a positive impact as it aims to offer children, young people and families more personalised and outcome-focused services, which can help alleviate the strain of informal caring relationships, such as husband/wife caring for their children.</p> <p>The Strategic Plan does not make any changes to the eligibility criteria for services.</p> <p>Providers of various services, both commissioned and in-house, develop care and support plans in conjunction with children, young people and families. This plan is person-centred and will take into account any specific requirements resulting from</p>

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Pregnancy and maternity		X	<p>It is possible that people receiving care and support will have a protected characteristic due to their pregnancy/maternity status.</p> <p>Employees of providers may have a protected characteristic due to their pregnancy/maternity status.</p> <p>There are contractual clauses within the commissioned provider contracts relating to compliance with employment law.</p> <p>Staff recruitment will be in line with HR policies, process and all relevant legislation.</p> <p>The Strategic Plan will be monitored to understand if its impact has positively improved outcomes for children, young people and families requiring social care and support. This will also help to identify any unintended/unidentified negative impacts on people with a protected characteristic.</p>
Race		X	<p>The services are delivered across all ethnic groups. Employees of providers may have a protected characteristic due to their race.</p> <p>The Strategic Plan should have a positive impact as it aims to offer more flexible, personalised and outcome-focused services.</p> <p>The Strategic Plan does not make any changes to the eligibility criteria for services.</p> <p>Providers of various services, both commissioned and in-house, develop care and support plans in conjunction with children, young people and families. This plan is person-centred and will take into account any specific requirements resulting from</p>

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Religion or belief	X		<p>The services are delivered to children, young people and families across all religions/beliefs. Employees of providers may have a protected characteristic due to their religion/belief.</p> <p>The Strategic Plan should have a positive impact as it aims to offer a more flexible, personalised and outcome-focused care and support service.</p> <p>The Strategic Plan does not make any changes to the eligibility criteria for services.</p> <p>Providers of various services, both commissioned and in-house, develop care and support plans in conjunction with children, young people and families. This plan is person-centred and will take into account any specific requirements resulting from children's, young persons and families' protected characteristics to ensure that there is equality of outcomes.</p> <p>Contracts with commissioned providers have clauses relating to ensuring compliance with the relevant equalities legislation.</p> <p>Commissioned services are regulated by Care Inspectorate Wales and inspections take place to ensure that the Provider meets the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All commissioned care services operating on behalf of NPT CBC are monitored by the CCU, which includes receiving staff and service user feedback and the Unit will also analyse any complaints and safeguarding referrals relating to the services. This will ensure that the Council can identify if there are any concerns about the service, including any unintended/unidentified negative impacts on people with a protected characteristic.</p>

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Sex	X		<p>Services are delivered across all genders. Employees of providers may have a protected characteristic due to their sex.</p> <p>48% of children and young people looked after, and 50% on the Child Protection Register are female.</p> <p>The Strategic Plan should have a positive impact as it aims to offer children, young people and families more personalised and outcome-focused service.</p> <p>The Strategic Plan does not make any changes to the eligibility criteria for services.</p> <p>Providers of various services, both commissioned and in-house, develop care and support plans in conjunction with children, young people and families. This plan is</p>



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Sexual orientation	X		<p>Services are delivered across all sexual orientations. Employees of providers may have a protected characteristic due to their sexual orientation.</p> <p>The Strategic Plan should have a positive impact as it aims to offer more flexible, personalised and outcome-focused services.</p> <p>The Strategic Plan does not make any changes to the eligibility criteria for social care services.</p> <p>Providers of various services, both commissioned and in-house, develop care and support plans in conjunction with children, young people and families. This plan is person-centred and will take into account any specific requirements resulting from children's, young persons and families' protected characteristics to ensure that there is equality of outcomes.</p> <p>Contracts with commissioned providers have clauses relating to ensuring compliance with the relevant equalities legislation.</p> <p>Commissioned services are regulated by Care Inspectorate Wales and inspections take place to ensure that the providers meet the relevant Statutory Regulations. This includes Regulations on equality and diversity.</p> <p>All commissioned care services operating on behalf of NPT CBC are monitored by the CCU, which includes receiving staff and service user feedback and the Unit will also analyse any complaints and safeguarding referrals relating to the services. This will ensure that the Council can identify if there are any concerns about the service,</p>

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

- Monitoring of the Services by the CCU
- Analysis of any complaints and safeguarding referrals relating to the Services by the CCU
- Analysis of CIW Inspection Reports on Services by the CCU
- Analysis of Provider monitoring data by the CCU
- Monitoring of the Strategic Plan by the CCU
- Obtaining feedback from stakeholders

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

<b>Public Sector Equality Duty (PSED)</b>	<b>+</b>	<b>-</b>	<b>+/-</b>	<b>Why will it have this impact?</b>
To eliminate discrimination, harassment and victimisation	X			Prevention and early intervention services will support children, young people and families with care and support needs to remain safe in their own homes and communities.
To advance equality of opportunity between different groups	X			Enables children, young people and families with care and support needs to have equality of opportunity to remain living in their own homes and communities.
To foster good relations between different groups	X			Enables children, young people and families with care and support needs to remain in their local communities.

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

- Monitoring of the Services by the CCU
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#### 4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	<p>Social care helps to support people that may be more likely to have a low socio-economic status to manage their health and wellbeing needs and enables children, young people and families to achieve their personal outcomes.</p> <p>Rebalancing the market will create new employment opportunities within the Council, which will have a positive economic impact within Neath Port Talbot.</p>
Negative/Disadvantage	
Neutral	<p>Rebalancing the market will create new employment opportunities within the Council, which will have a positive economic impact.</p> <p>For employees of the providers, their employment will continue.</p>

#### What action will be taken to reduce inequality of outcome

- Monitoring of the Services by the CCU
- Analysis of any complaints and safeguarding referrals relating to the Services by the CCU
- Analysis of CIW Inspection Reports on Services by the CCU
- Analysis of Provider monitoring data by the CCU
- Monitoring of the Strategic Plan by the CCU
- Obtaining feedback from stakeholders

## 5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	X			Enables children and young people with care and support needs to remain with their families and/or in their local communities wherever possible.
Social Exclusion	X			Enables children and young people with care and support needs to remain with their families and/or in their local communities wherever possible.
Poverty	X			Rebalancing the market will create new employment opportunities within the Council, which will have a positive economic impact. For employees of the providers, their employment will continue.

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

- Monitoring of the Services by the CCU
- Analysis of any complaints and safeguarding referrals relating to the Services by the CCU
- Analysis of CIW Inspection Reports on Services by the CCU
- Analysis of Provider monitoring data by the CCU
- Monitoring of the Strategic Plan by the CCU
- Obtaining feedback from stakeholders

## 6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people’s opportunities to use the Welsh language	X			There will continue to be a requirement for commissioned providers and in-house services to deliver services to the service users in their chosen first language. External providers are bound by employment legislation relating to the Welsh Language Staff recruitment into in-house services will be in line with HR policies, process and all relevant legislation.
– treating the Welsh and English languages equally	X			There will continue to be a requirement for commissioned providers and in-house services to deliver services to the service users in their chosen first language. External providers are bound by employment legislation relating to the Welsh Language Staff recruitment into in-house services will be in line with HR policies, process and all relevant legislation.

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

- Monitoring of the Services by the CCU
- Analysis of any complaints and safeguarding referrals relating to the Services by the CCU
- Analysis of CIW Inspection Reports on the Services by the CCU
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- Obtaining feedback from stakeholders

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

What action will be taken to improve positive or mitigate negative impacts?
N/A.



## 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. <b>Long term</b> – looking at least 10 years (and up to 25 years) ahead</p>	<p>The services help to support children, young people and families with achievement of their long term health and wellbeing outcomes. These include services which play an essential part in supporting children, young people and families to live safely within their own homes and local communities.</p> <p>The aim is to help to ensure that there are sustainable services that are more responsive to children, young people’s and families’ individual needs.</p>
<p>ii. <b>Prevention</b> – preventing problems occurring or getting worse</p>	<p>The emphasis of the Strategic Plan is on care and support services that help to minimise or prevent the need for more complex/long-term services. These include services which promote the vice of the child, as well as services in the community e.g. forster care which will prevent the need for more institutionalised support such as a residential care home admission.</p>
<p>iii. <b>Collaboration</b> – working with other services internal or external</p>	<p>Involves working with in-house, private and third sector providers of various services. It also involves more personalised working with children, young people and families in the development of services to meet their care and support needs.</p>
<p>iv. <b>Involvement</b> – involving people, ensuring they reflect the diversity of the population</p>	<p>The Strategic Plan aims to offer a more person-centred approach to the delivery of care, which is more flexible to children, young people’s and families’ individual needs. Feedback from service users and providers (including staff) will be obtained as part of service evaluation.</p> <p>Providers are asked to obtain service user feedback in order to inform the delivery and performance of services. Service user feedback is also gathered as part of contract monitoring.</p>
<p>v. <b>Integration</b> – making connections to maximise contribution to:</p>	<p>Is underpinned by the values and principles of the Social Services and Wellbeing Act 2014, by offering maximum voice and control to service users and by ensuring market stability.</p>

<b>Council's well-being objectives</b>	All of our children and young people have the best start in life, so they can be the best they can be.
<b>Other public bodies objectives</b>	The Strategic Plan sets out how the Council and its partners can support children, young people and families resident in the county to live as safely and independently as possible with appropriate levels of social care and support. Create safe, confident and resilient communities, focusing on vulnerable children, young people and families.

## 9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

- Monitoring of the Services by the CCU
- Analysis of any complaints and safeguarding referrals relating to the Services by the CCU
- Analysis of CIW Inspection Reports on the Services by the CCU
- Analysis of Provider monitoring data by the CCU
- Monitoring of the Strategic Plan by the CCU
- Obtaining feedback from stakeholders

## 10. Assessment Conclusions

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

	<b>Conclusion</b>
<b>Equalities</b>	The indication is that the Strategic Plan will have a positive impact, however systems will be in place that will allow officers to check that the Strategic Plan is having its intended outcomes and not

	resulting in any unintended negative consequences for children and young people with a protected characteristic.
<b>Socio Economic Disadvantage</b>	The indication is that the Strategic Plan will have a positive impact, however systems will be in place that will allow officers to check that the Strategic Plan is having its intended outcomes and not resulting in any unintended negative consequences for children, young people and families in regards to social economic disadvantages.
<b>Community Cohesion/ Social Exclusion/Poverty</b>	The indication is that the Strategic Plan will have a positive impact, however systems will be in place that will allow officers to check that the Strategic Plan is having its intended outcomes and not resulting in any unintended negative consequences for children, young people and families in regards to community cohesion, social exclusion and/or poverty.
<b>Welsh</b>	The indication is that the Strategic Plan will have a positive impact, however systems will be in place that will allow officers to check that the Strategic Plan is having its intended outcomes and not resulting in any unintended negative consequences for children, young people and families wishing to use the Welsh Language.
<b>Biodiversity</b>	Not applicable to the proposal under review.
<b>Well-being of Future Generations</b>	The indication is that the Strategic Plan will have a positive impact, however systems will be in place that will allow officers to check that the Strategic Plan 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
- **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

- No negative impacts identified at this stage and the indication is that the impact will be positive.
- Processes are in place to monitor the impact for any unintended negative consequences.

## 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 Services by the Common Commissioning Unit	PO Commissioning	Annually	Monitoring reports
Analysis of any complaints and safeguarding referrals relating to the Services by the Common Commissioning Unit	PO Commissioning	Ongoing as they are received	Investigation reports and corrective action plans
Analysis of CIW Inspection Reports on Services by the Common Commissioning Unit	PO Commissioning	As they are published	Monitoring reports
Analysis of Provider monitoring data by the Common Commissioning Unit	PO Commissioning	Annually	Monitoring reports
Ensure contracts have clauses relating to compliance with relevant equalities legislation	PO Commissioning	Before service commences	Contract

Ensure contracts have clauses around Welsh Language	PO Commissioning	Before service commences	Contract
Providers to implement own monitoring systems	Provider	On commencement of service	Monitoring reports

## 12. Sign off

	Name	Position	Signature	Date
<b>Completed by</b>	<b>Andrew Potts</b>	<b>Commissioning Officer</b>	<b>A.Potts</b>	<b>16/02/23</b>
<b>Signed off by</b>	<b>Keri Warren</b>	<b>Head of Service/Director</b>		