



Caerphilly County Borough Council - Integrated Impact Assessment

This integrated impact assessment (IIA) has been designed to help support the Council in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010
- Welsh Language (Wales) Measure 2011
- Well-being of Future Generations (Wales) Act 2015
- Statutory Consultation v Doctrine of Legitimate Expectation and Gunning Principles

PLEASE NOTE: Section 3 Socio-economic Duty only needs to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions.

See page 6 of the Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance.

1. Proposal Details

Lead Officer:- Stephen Harris

Head of Service:-

Service Area and Department:- Financial Services

Date:- Consultation 12th Jan 2022 to 13th Feb 2022. Report to Council 24th Feb.

What is the proposal to be assessed? *Provide brief details of the proposal and provide a link to any relevant report or documents.*

Budget proposals for 2022-2023. The report sets out the draft budget for agreement by Council on the 24th of February. A 'principles based' consultation ran from the 12th of January to the 13th of February to allow for community views to be collated in the final budget report to Council. The consultation built on the wide-ranging Caerphilly Conversation survey undertaken before the 2021/22 budget and how it has been used to shape priorities for the future and the longer-term aspirations of the Council. The 2022/23 Provisional Financial Settlement received from the Welsh Government prior to Christmas has allowed development of a draft budget with investment in key services.

2. Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

(The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups). Please note that an individual may have more than one [protected characteristics](#).

2a Age (people of all ages)

(i) Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?

No specific budgets identified that will impact on protected characteristics. The public consultation asks residents to identify whether they are impacted to a lesser or greater degree based on their personal circumstances. Any equalities related impacts will be drawn out in the consultation report which accompanies the final budget recommendations to Cabinet and Council.

(ii) If there are negative impacts how will these be mitigated?

None identified.

(iii) What evidence has been used to support this view?

Budget consultation results.

2b Disability (people with disabilities/ long term conditions)

(i) Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?

No specific budgets identified that will impact on protected characteristics. The public consultation asks residents to identify whether they are impacted to a lesser or greater degree based on their personal circumstances. Any equalities related impacts will be drawn out in the consultation report which accompanies the final budget recommendations to Cabinet and Council.

(ii) If there are negative impacts how will these be mitigated?

None identified.

(iii) What evidence has been used to support this view?



Budget consultation results.

2c Gender Reassignment (*anybody who's gender identity or gender expression is different to the sex they were assigned at birth*)

(i) Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?

No specific budgets identified that will impact on protected characteristics. The public consultation asks residents to identify whether they are impacted to a lesser or greater degree based on their personal circumstances. Any equalities related impacts will be drawn out in the consultation report which accompanies the final budget recommendations to Cabinet and Council.

(ii) If there are negative impacts how will these be mitigated?

None identified.

(iii) What evidence has been used to support this view?

Budget consultation results.

2d Marriage or Civil Partnership (*people who are married or in a civil partnership*)

(i) Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?

No specific budgets identified that will impact on protected characteristics. The public consultation asks residents to identify whether they are impacted to a lesser or greater degree based on their personal circumstances. Any equalities related impacts will be drawn out in the consultation report which accompanies the final budget recommendations to Cabinet and Council.

(ii) If there are negative impacts how will these be mitigated?

None identified.

(iii) What evidence has been used to support this view?

Budget consultation results.

2e Pregnancy and Maternity (*women who are pregnant and/or on maternity leave*)

- (i) **Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?**

No specific budgets identified that will impact on protected characteristics. The public consultation asks residents to identify whether they are impacted to a lesser or greater degree based on their personal circumstances. Any equalities related impacts will be drawn out in the consultation report which accompanies the final budget recommendations to Cabinet and Council.

- (ii) **If there are negative impacts how will these be mitigated?**

None identified.

- (iii) **What evidence has been used to support this view?**

Budget consultation results.

2f **Race** (*people from black, Asian and minority ethnic communities and different racial backgrounds*)

- (i) **Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?**

No specific budgets identified that will impact on protected characteristics. The public consultation asks residents to identify whether they are impacted to a lesser or greater degree based on their personal circumstances. Any equalities related impacts will be drawn out in the consultation report which accompanies the final budget recommendations to Cabinet and Council.

- (ii) **If there are negative impacts how will these be mitigated?**

None identified.

- (iii) **What evidence has been used to support this view?**

Budget consultation results.

2g **Religion or Belief** (*people with different religions and beliefs including people with no beliefs*)

- (i) **Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?**

No specific budgets identified that will impact on protected characteristics. The public consultation asks residents to identify whether they are impacted to a lesser or greater degree based on their personal circumstances. Any equalities related impacts will be drawn out in the consultation report which accompanies the final budget recommendations to Cabinet and Council.

(ii) If there are negative impacts how will these be mitigated?

None identified.

(iii) What evidence has been used to support this view?

Budget consultation results.

2h Sex (*women and men, girls and boys and those who self-identify their gender*)

(i) Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?

No specific budgets identified that will impact on protected characteristics. The public consultation asks residents to identify whether they are impacted to a lesser or greater degree based on their personal circumstances. Any equalities related impacts will be drawn out in the consultation report which accompanies the final budget recommendations to Cabinet and Council.

(ii) If there are negative impacts how will these be mitigated?

None identified.

(iii) What evidence has been used to support this view?

Budget consultation results.

2i Sexual Orientation (*lesbian, gay, bisexual, heterosexual, other*)

(i) Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?

No specific budgets identified that will impact on protected characteristics. The public consultation asks residents to identify whether they are impacted to a lesser or greater degree based on their personal circumstances. Any equalities related

impacts will be drawn out in the consultation report which accompanies the final budget recommendations to Cabinet and Council.

(ii) If there are negative impacts how will these be mitigated?

None identified.

(iii) What evidence has been used to support this view?

Budget consultation results.

3. Socio-economic Duty *(Strategic Decisions Only)*

*(The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. **Socio-economic disadvantage** means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services)*

Please consider these additional vulnerable group and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- People with low literacy/numeracy
- Pensioners
- Looked after children
- Homeless people
- Carers
- Armed Forces Community
- Students
- Single adult households
- People misusing substances
- People who have experienced the asylum system
- People of all ages leaving a care setting
- People living in the most deprived areas in Wales (WIMD)
- People involved in the criminal justice system

3a Low Income / Income Poverty *(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)*

(i) Does the proposal have any positive, negative or neutral impacts on the following and how?



None identified. Expected neutral impact.

(ii) If there are negative impacts how will these be mitigated?

None identified.

(iii) What evidence has been used to support this view?

3b Low and/or No Wealth (*enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future*)

(i) Does the proposal have any positive, negative or neutral impacts on the following and how?

None identified. Expected neutral impact.

(ii) If there are negative impacts how will these be mitigated?

None identified.

(iii) What evidence has been used to support this view?

3c Material Deprivation (*unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.*)

(i) Does the proposal have any positive, negative or neutral impacts on the following and how?

None identified. Expected neutral impact.

(ii) If there are negative impacts how will these be mitigated?

None identified.

(iii) What evidence has been used to support this view?



3d Area Deprivation *(where you live (rural areas), where you work (accessibility of public transport) Impact on the environment?)*

- (i) Does the proposal have any positive, negative or neutral impacts on the following and how?

None identified. Expected neutral impact.

- (ii) If there are negative impacts how will these be mitigated?

None identified.

- (iii) What evidence has been used to support this view?

3e Socio-economic Background *(social class i.e. parents education, employment and income)*

- (i) Does the proposal have any positive, negative or neutral impacts on the following and how?

None identified. Expected neutral impact.

- (ii) If there are negative impacts how will these be mitigated?

None identified.

- (iii) What evidence has been used to support this view?

3f Socio-economic Disadvantage *(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)*

- (i) Does the proposal have any positive, negative or neutral impacts on the following and how?

None identified. Expected neutral impact.

- (ii) If there are negative impacts how will these be mitigated?

None identified.



(iii) What evidence has been used to support this view?

4. Corporate Plan – Council’s Well-being Objectives

(How does your proposal deliver against any/all of the Council’s Well-being Objectives? Which in turn support the national well-being goals for Wales as outlined in the Well-being of Future Generations (Wales) Act 2015. Are there any impacts (positive, negative or neutral? If there are negative impacts how have these been mitigated?) Well-being Objectives

Objective 1 - Improve education opportunities for all

Education and schools were a priority area for residents as part of the Caerphilly Conversation. 91% of people who responded when questioned about recovery from the pandemic saw online and blended learning as important. Residents have been asked if this remains a priority area and the results show that 93% of respondents felt that education and schools were still a priority. The draft budget includes positive impacts in terms of investment in EOTAS provision, additional capacity to support health and safety assessments for ALN and to support capacity in the Psychology Service.

Objective 2 - Enabling employment

The draft budget includes positive impacts in terms of investment in business enterprise and renewal, town centre support and business support.

Objective 3 - Address the availability, condition and sustainability of homes throughout the county borough and provide advice, assistance or support to help improve people’s well-being

Housing and homelessness were a priority area for residents as part of the Caerphilly Conversation. 95% of respondents to the survey saw homelessness prevention as a priority. Residents have been asked if this remains a priority area and the results show that 85% of respondents felt that housing and homelessness was still a priority. No negative effect on housing budgets.

Objective 4 - Promote a modern, integrated and sustainable transport system that increases opportunity, promotes prosperity and minimises the adverse impact on the environment

Public transport was a priority area for residents as part of the Caerphilly Conversation. Residents have been asked if this remains a priority area and the results



show that 84% consider this still to be a priority There are no negative effects on transport budgets.

Objective 5 - Creating a county borough that supports healthy lifestyle in accordance with the Sustainable Development principle with in the Well-being of Future Generations (Wales) Act 2015

Parks, outdoor open spaces, leisure, libraries, food poverty and free school meals were a priority for residents as part of the Caerphilly Conversation. Increasing opportunities for people to be both physically and mentally fit was important to 935 of respondents. Residents have been asked if these remain as priority areas and the results show that parks and green spaces remain important to 93% of respondents, leisure centres are important to 82% of respondents. The draft budget includes positive impacts in terms of investment in play sufficiency, food safety and enviro-crime.

Objective 6 - Support citizens to remain independent and improve their well-being

Social care and services for the vulnerable, in particular, older people and children were priorities for residents as part of the Caerphilly Conversation. 99% of respondents thought that support for vulnerable people should continue. Residents have been asked if these remain as priority areas and the results show that 95% consider these services still to be important. The draft budget includes positive impacts in terms of investment in budget growth to meet cost pressures in Adult and Children's Services.

4a. Links to any other relevant Council Policy *(How does your proposal deliver against any other relevant Council Policy)*

The proposed budget investment areas support the Regeneration Strategy, Well-being and Place-shaping Framework, Workforce Development Strategy, Decarbonisation Strategy, Strategic Recovery Framework, Customer and Digital Strategy and Welsh Language Strategy and Strategic Equality Plan.

5. Well-being of Future Generations (Wales) Act 2015 – The Five Ways of Working *(Also known as the sustainable development principles. The Act requires the Council to consider how any proposal improves the economic, social, environmental and cultural well-being of Wales using the [five ways of working](#) as a baseline)*



How have you used the Sustainable Development Principles in forming the proposal?

Long Term

The confirmed settlement is for 12 months only and hence it is difficult to predict how the budget might be affected beyond the 2022/23 financial year. However, WG has provided indicative Settlement details on an all-Wales basis for the 2023/24 and 2024/25 financial years which provide a useful start point in terms of medium to longer-term financial planning. The new administration will set its new well-being objectives for its term during the summer/autumn of 2022 and these will need to consider how they will be resourced as part of the planning. A budget review will be undertaken with the new administration to consider medium to longer-term financial planning. Inflation is introducing pressures; the pandemic is ongoing and where Welsh Government grants have supported service impacts these will not be available during 2022/23. Reserves will be used to support any continuing pressures.

Prevention

Demand reduction is an important part of delivering sustainable services as part of longer-term financial planning. Supporting residents to help themselves at an early stage and reduce reliance on council services before need increases is part of service planning. Supporting the resilience of communities and individual resilience e.g. in social care and through preventative programmes like Early Years support, Employment Support Programmes, Homelessness Prevention and Caerphilly Cares.

Integration

No identified impact on the well-being objectives of partner organisations or the delivery of community organisations.

Collaboration

No differences envisaged in the way in which we collaborate with partners.

Involvement

The budget consultation report sets out the views of local residents in relation to the areas they feel are most important for the Council. The ongoing Caerphilly Conversation is part of the Council's aim to work better with communities and engage their views at an early stage as part of decisions.



6. Well-being of Future Generations (Wales) Act 2015

Does the proposal maximise our contribution to the Well-being Goals and how?

A Prosperous Wales

An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.

The well-being goals are maximised through the Council's Well-being Objectives. The proposed budget and recommendations will have no adverse effect on the delivery of the current Well-being Objectives.

A Resilient Wales

A nation which maintains and enhances a biodiverse natural environment healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for climate change).

The well-being goals are maximised through the Council's Well-being Objectives. The proposed budget and recommendations will have no adverse effect on the delivery of the current Well-being Objectives.

A Healthier Wales

A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.

The well-being goals are maximised through the Council's Well-being Objectives. The proposed budget and recommendations will have no adverse effect on the delivery of the current Well-being Objectives.

A More Equal Wales

A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).

The well-being goals are maximised through the Council's Well-being Objectives. The proposed budget and recommendations will have no adverse effect on the delivery of the current Well-being Objectives.

A Wales of Cohesive Communities

Attractive, viable, safe and well-connected communities.

The well-being goals are maximised through the Council's Well-being Objectives. The proposed budget and recommendations will have no adverse effect on the delivery of the current Well-being Objectives.

A Wales of Vibrant Culture and Thriving Welsh Language

A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

The well-being goals are maximised through the Council's Well-being Objectives. The proposed budget and recommendations will have no adverse effect on the delivery of the current Well-being Objectives.

A Globally Responsible Wales

A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

The well-being goals are maximised through the Council's Well-being Objectives. The proposed budget and recommendations will have no adverse effect on the delivery of the current Well-being Objectives.

7. Welsh Language (Wales) Measure 2011 and Welsh Language Standards *(The Welsh Language Measure 2011 and the Welsh Language Standards require the Council to have 'due regard' for the positive or negative impact a proposal may have on opportunities to use the Welsh language and ensuring the Welsh language is treated no less favourably than the English language) Policy Making Standards - Good Practice Advice Document*

7a. Links with Welsh Government's Cymraeg 2050 Strategy and CCBC's Five Year Welsh Language Strategy 2017-2022 and the Language Profile

- (i) Does the proposal have any positive, negative or neutral impacts on the following and how?**

Neutral impact.

- (ii) If there are negative impacts how will these be mitigated?**

- (iii) What evidence has been used to support this view? e.g. the WESP, TAN20, LDP, Pupil Level Annual School Census**



7b. Compliance with the Welsh Language Standards. *Specifically Standards 88–93*

- (i) Does the proposal have any positive, negative or neutral impacts on the following and how?

Positive impact.

- (ii) If there are negative impacts how will these be mitigated?

- (iii) What evidence has been used to support this view? *e.g. the WESP, TAN20, LDP, Pupil Level Annual School Census*

The draft budget includes provision for additional translation capacity.

7c. Opportunities to promote the Welsh language *e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community*

- (i) Does the proposal have any positive, negative or neutral impacts on the following and how?

Neutral impact.

- (ii) If there are negative impacts how will these be mitigated?

- (iii) What evidence has been used to support this view? *e.g. the WESP, TAN20, LDP, Pupil Level Annual School Census*

7d. Opportunities for persons to use the Welsh language *e.g. staff, residents and visitors*

- (i) Does the proposal have any positive, negative or neutral impacts on the following and how?

Neutral impact.

- (ii) If there are negative impacts how will these be mitigated?



- (iii) **What evidence has been used to support this view?**
e.g. the WESP, TAN20, LDP, Pupil Level Annual School Census

7e. Treating the Welsh language no less favourably than the English language

- (i) **Does the proposal have any positive, negative or neutral impacts on the following and how?**

Neutral impact.

- (ii) **If there are negative impacts how will these be mitigated?**

- (iii) **What evidence has been used to support this view?** *e.g. the WESP, TAN20, LDP, Pupil Level Annual School Census*

7f. Having considered the impacts above, how has the proposal been developed so that there are positive effects, or increased positive effects on (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.

No identified impact on the opportunity to use the Welsh language or receive services through the medium of Welsh.

8. Data and Information

(What data or other evidence has been used to inform the development of the proposal? Evidence may include the outcome of previous consultations, existing databases, pilot projects, review of customer complaints and compliments and or other service user feedback, national and regional data, academic publications and consultants' reports etc.)

Data/evidence *(Please provide link to report if appropriate)*



When we consulted with our communities a year ago, they identified the services that were most important to them. The current survey asked whether residents still agree or disagree that these are the areas that the Council should prioritise when planning our services and budgets for 2022/23 and beyond.

Key relevant findings

The priority areas previously identified by our communities are still important to them and residents still feel that these are the key areas that the Council should prioritise when planning services and budgets for 2022/23.

Social care services were considered a priority by 95% of respondents. Over 90% of respondents also felt that parks and green spaces, education and schools, roads and highways and waste collection and recycling services are a priority.

The wider results of the consultation are currently being analysed in more detail and will be available on our website in due course.

How has the data/evidence informed this proposal?

Were there any gaps identified in the evidence and data used to develop this proposal and how will these gaps be filled? *Details of further consultation can be included in Section 9.*

No identified gaps.

9. Consultation

*(In some instances, there is a legal requirement to consult. In others, even where there is no legal obligation, there may be a legitimate expectation from people that a consultation will take place. Where it has been determined that consultation is required, **The Gunning Principles** must be adhered to. Consider the **Consultation and Engagement Framework**. Please note that this may need to be updated as the proposal develops and to strengthen the assessment.*

Briefly describe any recent or planned consultations paying particular attention to evidencing the Gunning Principles.

Various consultation mechanisms have fed into the budget survey, building on the Caerphilly Conversation survey from late 2020. The consultation on the 2022-2023 budget has provided feedback on how the Council responded and asked whether the priority areas remain the same. A leaflet and Quick Response link to the online survey was sent to every household in the county borough, which also detailed how

to access paper copies of the survey or respond by telephone. Seldom heard groups who are harder to reach due to geography, literacy, digital exclusion were targeted through established networks and groups tapping into their methods of communication. The consultation groups were categorised as:

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- CCBC residents including young people, older people, disabled people and other groups with identified protected characteristics
 - Current and potential service users
 - Current and potential providers of services
 - Business Community
 - Voluntary Sector and Community Groups
 - Town /Community Councils
 - CCBC Staff
 - Partner Organisations (Gwent PSB)
-

The consultation period was affected by the timing of the settlement and hence ran over a condensed period from the 12th January to the 13th February. Views have been gathered in time to feed into the budget report to Council, hence at formative stage.

10. **Monitoring and Review**

How will the implementation and the impact of the proposal be monitored, including implementation of any amendments?

Periodic budget reports to Scrutiny Committees and Cabinet throughout the year and outturn report. Directorate and Corporate Performance Assessment and Self-Assessment.

What are the practical arrangements for monitoring?

Relevant Scrutiny, Governance and Audit Scrutiny, Cabinet

How will the results of the monitoring be used to develop future proposals?

Relevant Scrutiny, Governance and Audit Scrutiny, Cabinet

When is the proposal due to be reviewed?

Ongoing throughout the year. Service adjustment as required.

Who is responsible for ensuring this happens?

Relevant Directors, Heads of Service and Section 151 Officer.

11. Recommendation and Reasoning (delete as applicable)

- **Implement proposal with no amendments**

Have you contacted relevant officers for advice and guidance? (delete as applicable)

- **Yes**
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12. Reason(s) for Recommendations

(Provide below a summary of the Integrated Impact Assessment. This summary should be included in the "Summary of Integrated Impact Assessment" section of the Corporate Report Template. The Integrated Impact Assessment should be published alongside the Report proposal).

The Impact Assessment has been conducted on the draft budget proposals to support the reports to Cabinet and Council on the 23rd February and the 24th February respectively. There are no negative effects identified in any of the budget proposals for any protected characteristic groups, there is no socio-economic impact (please see separate integrated impact assessment that considers the proposed increase in Council Tax). The budget is allowing for investment in essential services and, as such, the impacts on delivery of the well-being objectives are positive.

13. Version Control

(The IIA should be used in the early stages of the proposal development process. The IIA can be strengthened as time progresses to help shape the proposal. The Version Control section will act as an audit trail to evidence how the IIA has been developed over time) (Add or delete versions as applicable)

➤ **Version 1**

Author:- Kathryn Peters



Brief description of the amendments/update:- Initial draft budget version. Cabinet and Joint Scrutiny.

Revision Date:- 12/01/2022

➤ **Version 2**

Author:- Kathryn Peters

Brief description of the amendments/update:- Final version. Cabinet and Council.

Revision Date:- 15/02/2022

Integrated Impact Assessment Author

Name:- Kathryn Peters

Job Title:- Corporate Policy Manager

Date:- 15/02/2022

Head of Service Approval

Name:- Stephen Harris

Job Title:- Head of Financial Services and Section 151 Officer

Signature:- Agreed

Date:- 15/02/2022