



## **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:-** Kathryn Peters

**Head of Service:-** Sue Richards

**Service Area and Department:-** Service Improvement and Partnerships

**Date:-** 14.2.23

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

Reduction in the Community Empowerment Fund (CEF) budget (£358k) from the 23/24 financial year as part of the MTFP to £250K. This equates to an approximate 30% reduction in the total budget available.

The CEF funds one-off bids to support community projects.

---

## **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?**

The budget has been in place for approximately 18 months and 5 bidding rounds have been concluded within that time. The recipients of the grants have varied. Some groups would have been directly supporting groups with age related protected characteristics e.g. providing sports equipment for younger participants or providing community defibrillators.

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

The Community Empowerment Fund (CEF) provides grant funding on a per organisation basis over many different projects and so mitigation is not able to be planned. As a response to the budget consultation the budget will now be reduced and not deleted.

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

Assessment of the projects that have been funded in previous rounds.

### **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?**

The budget has been in place for approximately 18 months and 5 bidding rounds have been concluded within that time. The recipients of the grants have varied. Some groups would have been directly supporting groups with disability related protected characteristics e.g. creation of a Men's Shed mental health and well being project, or the installation of an audio loop system.

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

The Community Empowerment Fund (CEF) provides grant funding on a per organisation basis over many different projects and so mitigation is not able to be planned. As a response to the budget consultation the budget will now be reduced and not deleted.

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

Assessment of the projects that have been funded in previous rounds.



**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?**

The budget has been in place for approximately 18 months and 5 bidding rounds have been concluded within that time. The recipients of the grants have varied. To date, no recipients have been providing dedicated projects for the LGBTQ+ community.

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

The Community Empowerment Fund (CEF) provides grant funding on a per organisation basis over many different projects and so mitigation is not able to be planned. As a response to the budget consultation the budget will now be reduced and not deleted.

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

Assessment of the projects that have been funded in previous rounds.

**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?**

The budget has been in place for approximately 18 months and 5 bidding rounds have been concluded within that time. The recipients of the grants have varied. To date, no recipients have been providing dedicated projects related to marriage or civil partnership.

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

The Community Empowerment Fund (CEF) provides grant funding on a per organisation basis over many different projects and so mitigation is not able to be planned. As a response to the budget consultation the budget will now be reduced and not deleted.

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

Assessment of the projects that have been funded in previous rounds.

**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?**

The budget has been in place for approximately 18 months and 5 bidding rounds have been concluded within that time. The recipients of the grants have varied. To date, no recipients have been providing dedicated projects related to pregnancy or maternity.

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

The Community Empowerment Fund (CEF) provides grant funding on a per organisation basis over many different projects and so mitigation is not able to be planned. As a response to the budget consultation the budget will now be reduced and not deleted.

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

Assessment of the projects that have been funded in previous rounds.

**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?**

The budget has been in place for approximately 18 months and 5 bidding rounds have been concluded within that time. The recipients of the grants have varied. To date, no recipients have been providing dedicated projects related to race.

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

The Community Empowerment Fund (CEF) provides grant funding on a per organisation basis over many different projects and so mitigation is not able to be planned. As a response to the budget consultation the budget will now be reduced and not deleted.

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

Assessment of the projects that have been funded in previous rounds.

**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?**

The budget has been in place for approximately 18 months and 5 bidding rounds have been concluded within that time. The recipients of the grants have varied. Some groups would have been directly supporting groups related to religion of belief e.g. a number of applications have been received from local church based groups.



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

The Community Empowerment Fund (CEF) provides grant funding on a per organisation basis over many different projects and so mitigation is not able to be planned. As a response to the budget consultation the budget will now be reduced and not deleted.

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

Assessment of the projects that have been funded in previous rounds.

**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?**

The budget has been in place for approximately 18 months and 5 bidding rounds have been concluded within that time. The recipients of the grants have varied. Some groups will have been directly supporting one gender e.g. an application to set up a Men's Shed.

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

The Community Empowerment Fund (CEF) provides grant funding on a per organisation basis over many different projects and so mitigation is not able to be planned. As a response to the budget consultation the budget will now be reduced and not deleted.

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

Assessment of the projects that have been funded in previous rounds.

**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?**

The budget has been in place for approximately 18 months and 5 bidding rounds have been concluded within that time. The recipients of the grants have varied. To date, no recipients have been providing dedicated projects for the LGBTQ+ community.

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

The Community Empowerment Fund (CEF) provides grant funding on a per organisation basis over many different projects and so mitigation is not able to be planned. As a response to the budget consultation the budget will now be reduced and not deleted.

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

Assessment of the projects that have been funded in previous rounds.

### 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?**

The budget has been in place for approximately 18 months and 5 bidding rounds have been concluded within that time. The recipients of the grants have varied. Projects may have been supporting people facing socio-economic disadvantage e.g. support for a foodbank delivery/collection vehicle. However, the CEF is not intended to focus on one area or another and funding to prevent economic disadvantage would be dependent on the organisations applying for funding and their aims or purposes.

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

The Community Empowerment Fund (CEF) provides grant funding on a per organisation basis over many different projects and so mitigation is not able to be planned. As a response to the budget consultation the budget will now be reduced and not deleted.



The Council will work in partnership with the Gwent Association of Voluntary Organisations to signpost towards other sources of support.

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

*Assessment of the projects that have been funded in previous rounds.*

**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?**

See 3a above

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

See 3a above

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

See 3a above

**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?**

The budget has been in place for approximately 18 months and 5 bidding rounds have been concluded within that time. The recipients of the grants have varied. Some projects have received grants to provide sporting equipment for families unable to afford it for their children. However, the CEF is not intended to focus on one area or another and funding to prevent economic disadvantage would be dependent on the organisations applying for funding and their aims or purposes.

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

See 3a above.

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

See 3a above.



**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?**

The budget has been in place for approximately 18 months and 5 bidding rounds have been concluded within that time. The recipients of the grants have varied. Some projects have received grants to provide transport for their group e.g. travel costs for a disability organisation. However, the CEF is not intended to focus on one area or another and funding to prevent economic disadvantage would be dependent on the organisations applying for funding and their aims or purposes.

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

See 3a above

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

See 3a above.

**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?**

The budget has been in place for approximately 18 months and 5 bidding rounds have been concluded within that time. The recipients of the grants have varied. To date, no recipients have been providing dedicated projects for social class, education, employment or income.

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

See 3a above.

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

See 3a above.





**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?**

It is possible that removal of the budget will impact negatively on people facing multiple aspects of socio-economic disadvantage. However, the CEF is not intended to focus on one area or another and funding to prevent economic disadvantage would be dependent on the organisations applying for funding and their aims or purposes.

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

See 3a above.

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

See 3a above.



#### 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

No impact

**Objective 2** - Enabling employment

No impact

**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

No impact

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

No impact

**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

Several projects that have received funding are related to sporting opportunities, leisure activities, hobbies, or mental health and social connectedness. Please see mitigation.

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

Several projects that have received funding are related to hobbies, or mental health and social connectedness. Please see mitigation.

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

NA

---



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 CEF has been in place for a relatively short space of time. Alternative funding sources are provided by the Council e.g. the Welsh Church Act Fund and Grants to the Voluntary Sector Fund. As a response to the budget consultation the budget will now be reduced and not deleted for the next financial year.

**Prevention**

Several projects are intended to prevent poor well-being e.g. through sport or social activities. Please see mitigation.

**Integration**

No impact

**Collaboration**

Collaboration with GAVO will continue to promote access to other sources of Council and other grant funding.

**Involvement**

The proposal was part of main budget consultation. Very few respondents considered the budget to be part of their top three for response. However, for the face to face engagement exercises people particularly disagreed with any proposed cuts to budget that support the community and voluntary sector, seeing them as counterproductive.

---



## 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 CEF is for the use of communities and the voluntary sector. Please see mitigation.

### **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 CEF is for the use of communities and the voluntary sector. Please see mitigation.

### **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 CEF is for the use of communities and the voluntary sector. Please see mitigation.

### **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 CEF is for the use of communities and the voluntary sector. Please see mitigation.

### **A Wales of Cohesive Communities**

*Attractive, viable, safe and well-connected communities*

The CEF is for the use of communities and the voluntary sector. Please see mitigation. Please see mitigation.



### **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 CEF is for the use of communities and the voluntary sector. Menter Iaith have received funding to provide equipment for the Ffilifest festival 2022. Please see mitigation.

### **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 CEF is for the use of communities and the voluntary sector. Please see mitigation. Please see mitigation

---

## **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 2022-2027 and the Language Profile**

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

No direct impact, however Menter Iaith have received funding to provide equipment for the Ffilifest festival 2022. The organisation would not be eligible to receive funding for another similar project. Removal of the CEF will remove a potential grant stream.

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

The CEF has been used by many local organisations and has been a generic grant not one specifically related to support for the Welsh Language. The Council will continue to promote access to the Welsh Church Act Fund

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

### **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?**

See 7a above

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

See 7a above

**(iii) What evidence has been used to support this view? e.g. the WESP, TAN20, LDP, Pupil Level Annual School Census**  
See 7a above



**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?

See 7a above.

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

See 7a above.

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

See 7a above.

**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?

See 7a above.

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

See 7a above.

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

See 7a above

**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

- (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*

Previously funded project.

- 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 positive effects and no less favourably. The CEF is a generic grant funding stream that has been open to any local community or voluntary sector group.

---

## 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)*

Previous applications.

### Key relevant findings

Reduction of the budget may have a negative effect on protected characteristics, socio-economic disadvantage and the ability of Welsh language organisations to access grant funding. As a result of the budget consultation the budget available for 2023/2024 is proposed to be reduced rather than cut. Other grant streams are available, and will be promoted, in conjunction with our third sector partners.

### How has the data/evidence informed this proposal?

Assessment of projects funded through the 5 previous rounds.

**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 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.**

The 2023/24 budget consultation asked people to consider their top three budget proposals to either agree with or disagree with. Very few people considered the Community Empowerment Fund in this context. However, face-to-face engagement showed that people particularly disagreed with any proposed cuts to the community and voluntary sector budgets. Engagement with local authority elected members gathered several strong views that the Community Empowerment Fund was a new budget had not yet had time to show its benefits and members were generally opposed to any proposed deletion of the budget. In response to this the proposal has been amended to a reduction rather than deletion.

**Who was consulted?**

Communities and elected members.

**When they were consulted did the consultation take place at the formative stage and was adequate time given for consultees to consider and respond?**

The 2023/24 budget consultation included this proposal and hence the consultation was at the formative stage.

**Was sufficient information provided to consultees to allow them to make an informed decision on the proposal?**

Yes, both the draft Budget Impact Assessment and Integrated Impact Assessment were available throughout the process.

**What were the key findings?**

Please see above.

**How have the consultation findings been taken into account?**

The 2023/24 proposal has been amended to reflect the view expressed in the consultation.



## 10. Monitoring and Review

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

The proposal is now to reduce the budget and therefore monitoring of the funding and its uses will continue throughout 2023/2024.

**What are the practical arrangements for monitoring?**

As part of the CEF Panel and reports to CMT/Cabinet.

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

See above

**When is the proposal due to be reviewed?**

The proposal will not be reviewed further for the next financial year.

**Who is responsible for ensuring this happens?**

Section 151 Officer and Head of Transformation.

---

## 11. Recommendation and Reasoning (delete as applicable)

- Implement proposal taking account of the mitigating actions outlined

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

- Yes
-

## **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).*

In the context of the financial pressures facing the Council the proposal to reduce this budget should be taken. It is a relatively new 'additionality' budget and assessing the take-up and impact of the funding is ongoing. Projects tend to cover a wide variety of outcomes due to the criteria being widely drafted, having originally been based on community consultation. A survey will be undertaken this coming financial year to gather feedback on project outcomes. This will be assessed in the context of any future financial year planning beyond 2023/2024.

A reduction in the budget will be accommodated within the likely total requests for support within each ward area, wards will be made aware at the earliest opportunity of the amount that has been allocated for the next financial year, subject to agreement by Council on the proposal to reduce the budget by 30%.

In addition to delivering on the reduced budget the Council will continue to promote the Welsh Church Act Fund and the Grants To The Voluntary Sector small grant scheme, as well as working with the local Community Voluntary Council to signpost other sources of support for local organisations.

---

## **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 2**

**Author:- Kathryn Peters**

**Brief description of the amendments/update:- Revised following the budget consultation**

**Revision Date:- 14.2.23**



## **Integrated Impact Assessment Author**

**Name:- Kathryn Peters**

**Job Title:- Corporate Policy Manager**

**Date:- 3.1.23**

## **Head of Service Approval**

**Name:- Sue Richards**

**Job Title:- Head of Transformation**

**Signature:-**

**Date:- 14.2.23**