



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.*

This assessment considers the impacts of proposed cuts to three budgets that are supporting projects and initiatives in the community and voluntary sector:

CSP21 Sustainable Development/Well-being budget	£21K
CSP22 Technical Assistance budget	£12.1K
CSP23 Voluntary Sector Service Level Agreement (SLA) budget	£25.2K

The three budgets above, included within the Medium Term Financial Plan (MTFP) proposed savings for 2023/2024 are providing support to projects that are delivered by the community and voluntary sector through the receipt of grants and SLA funding. Taken in the context of the budget shortfall facing the Council the amounts involved are relatively small albeit they would contribute to the overall savings requirement.



All are delivering outcomes that are designed to ensure and promote the well-being of residents of the county borough. As the range of projects is wide, but the recipient groups are likely to be similar in terms of protected characteristics and socio-economic disadvantage, this IIA considers the proposals as a group. Differentiation is provided in the paragraphs below where relevant.

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?

Each of the budgets has been in place for a number of years and have been used historically to support the community and voluntary sectors as set out in the associated budget impact assessments for the 2023/24 budget.

In the case of the technical assistance budget and the sustainable development/well-being budget the groups supported would be dependent on which organisations made bids for which projects in any one financial year. A range of protected characteristic groups would have been supported notably age, disability, religion/belief and sex.

There will be a negative impact on the users/clients of projects that have utilised the Technical Assistance Fund. Examples of the projects funded over the past 5 years:

- 2022 Technical drawings to improve a local boxing club and support lease takeover
- 2021 New lease and lease extension local Eco Park
- 2020 Technical drawings to renovate a local church crypt
- 2021 Surveyors report church renovations
- 2019 Surveyors report to purchase a disused church building for community use

The Sustainable Development/Well-being Budget has been used to run small grants. This budget has not been utilised for a number of years. Examples of the most recent projects are:

- 2016 Support for Bedwas Wetlands
- 2017 Community Management of Giant Hogweed
- 2017 Countryside Wildflower project
- 2017 Sirhowy Valley Honeybee project
- 2018 Community Management of Japanese Knotweed
- 2018 Electric Vehicle project



The voluntary sector SLA budget is used to enter into agreements with three of the main voluntary sector organisations in the county borough; the Citizens Advice Bureau (CAB), Groundwork and Gwent Association of Voluntary Organisations (GAVO). There is no proposed budget cut to the money available for SLAs in the coming financial year. The amount that has been proposed is an unused proportion of the budget and therefore the SLA amounts are expected to remain substantially the same. SLA's are renegotiated each year depending on available budget and projects to be delivered, either in partnership, or by the organisation acting solely within the county borough area.

For the 2022/23 financial year a summary of the SLA's is provided below:

Caerphilly and Blaenau Gwent CAB	£136K
Support for CAB casework, information/advice and guidance focussing on debt, welfare benefits, employment, housing, consumer law, family and personal matters, taxes, immigration and nationality.	

Groundwork	£36K
Maintain a head office in the county borough, contribute to the Council's procurement policy, provide local employment opportunities, contribute to strategic plans, match fund programmes that contribute to well-being, deliver school based sessions, support community clean-ups, deliver biodiversity enhancement projects.	

Gwent Association of Voluntary Organisations	£35K
Support for the Caerphilly PSB Well-being Plan and support for the Local Delivery Group. Championing voluntary delivery or projects. Support for the actions in the Regional Partnership Boards Area Plan.	

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

The projects supported by the Technical Assistance Fund and the Well-being Budget vary year by year depending on the applicant organisations. Therefore, it is not possible to mitigate in advance fully. However, we will work with the Gwent Association of Voluntary Organisations to identify other potential sources of support which applicants may be signposted towards

The budget available for service level agreements with the voluntary sector is proposed to remain the same in the coming financial year. However, we understand that the cost of delivering projects may well have increased. In order to mitigate against this the new round of Service Level Agreements will be negotiated to be cognisant of what can be delivered with the available budget.

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

Assessment of the historical use of the budgets and knowledge built up of partners capabilities in relation to annual Service Level Agreements.



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?

Please see above projects vary across the budgets.

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

Please see above.

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

Please see above.

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?

Neutral

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

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

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?

Neutral

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

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

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?

Neutral



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

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

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?

Neutral

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

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

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?

Please see above in relation the Technical Assistance Budget. Church buildings have been subject to funding for technical fees in the past.

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

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

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?

Please see above projects vary across the budgets.

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

Please see above

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

Please see above



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?

Neutral

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

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

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 CAB projects are directly supporting socio-economic difficulties and low income through advice around welfare, benefits and debt. Neutral impact as the SLA amount will remain the same, with the projects subject to negotiation for the coming financial year.

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

(iii) What evidence has been used to support this view?
Please see project details above.



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?

Please see section 3a

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

- (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?

Please see section 3a

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

- (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?

Please see section 3a

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

- (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?

Please see section 3a

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

- (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?

Please see section 3a

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

- (iii) What evidence has been used to support this view?
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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
SLA amounts will remain the same

Objective 2 - Enabling employment
SLA amounts will remain the same

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
NA

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

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
SLA amounts will remain the same

Objective 6 - Support citizens to remain independent and improve their well-being
SLA amounts will remain the same

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

No links



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 removal of the budgets for technical assistance and sustainable development and the static budget available for SLAs will affect the long-term sustainability of small third sector organisations and the well-being of local populations. However, the wider budget planning is aimed at supporting essential frontline Council services.

Prevention- See above

Integration- Work with GAVO to signpost to other sources of support

Collaboration- An SLA budget will remain and we will work with GAVO to signpost to other sources of support

Involvement- As part of the wider budget consultation.



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 proposal is for budget cuts and a static SLA budget. The SLAs will be maximised as far as is possible within the available amount for 2023/24

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)

See above

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

See above

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)

See above

A Wales of Cohesive Communities

Attractive, viable, safe and well-connected communities

See above

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



See above

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

See above



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?

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*

Historic assessment of supported 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?

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*

Historic assessment of supported projects.



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

- (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*

Historic assessment of supported projects.

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

- (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*

Historic assessment of supported projects.

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*

Historic assessment of supported projects.

- 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.**

NA

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)*

Historic assessment of supported projects and results of the budget consultation exercises.

Key relevant findings

Projects can still be supported through the SLAs but will need to be renegotiated within the available proposed budget.

How has the data/evidence informed this proposal?

Historic assessment of supported projects.

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.*

None

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.

Please see the detail of the budget consultation report for the mechanisms used to engage with the public.

Who was consulted?

Details in the main consultation report.

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 budget consultation ran from the 18.1.23 to the 9.2.23. The period chosen was condensed due to the late notification of the settlement and the need to analyse the responses in time for the report to Cabinet and Council.

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

All impact assessments have been made available on the Council's webpages and as part of the engagement.

What were the key findings?

The budget consultation did not gather any specific views on these budgets. In relation to people's views of their top three budget to be considered as savings a few responses were in favour of cuts. Two respondents disagreed with a cut to the SLA budget. The face-to-face consultation exercises gathered more general comments that respondents particularly disagreed with any cut to support for the community and voluntary sector.

How have the consultation findings been taken into account?

Yes, considered as part of the final recommendation and included in the main report to Cabinet and Council.



10. Monitoring and Review

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

Quarterly review of SLAs with the Voluntary Sector

What are the practical arrangements for monitoring?

Quarterly reporting.

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

Reviewed as part of the next round of SLA negotiation.

When is the proposal due to be reviewed?

2024 budget round

Who is responsible for ensuring this happens?

Corporate Policy Manager

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 funding pressures facing the Council the budget for technical assistance and sustainability/well-being should be removed. Applicant organisations will be signposted to other sources of support, as far as it is possible, and in partnership with the Gwent Association of Voluntary Organisations.

The Service Level Agreements with the three voluntary sector organisations that have previously been recipients will remain at the same budget level as 2022/23. Projects that may be deliverable within the available budget will be negotiated as part of the process for 2023/24 recognising that, as costs of delivery increase, what may be achievable within the budget available may have to decrease.

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:-

Revision Date:-9.1.23

➤ Version 2

Author:- Kathryn Peters

Brief description of the amendments/update:- Updated in the light of the budget consultation

Revision Date:- 14.2 23

Integrated Impact Assessment Author

Name:- Kathryn Peters

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Date:- 9.1.23

Head of Service Approval

Name:- Sue Richards

Job Title:- Head of Transformation

Signature:-

Date:- 9.1.23