

CORPORATE RESOURCES OVERVIEW AND SCRUTINY COMMITTEE

Date of Meeting	Thursday, 12 July 2018
Report Subject	Integrated Impact Assessment
Cabinet Member	Cabinet Member for Corporate Management and Assets
Report Author	Chief Executive
Type of Report	Operational

EXECUTIVE SUMMARY

The Integrated Impact Assessment tool has been developed to help inform decision making as well as providing a statutory assessment to meet Equalities, Welsh Language and Biodiversity legislation. The assessment provides an overview of direct impacts affecting different groups of people as well as the natural environment (biodiversity). These are the 3 statutory areas of assessment which need to be undertaken, but the assessment process has been developed to consider other impacts such as health and poverty.

The assessment methodology also provides a view of wider compound implications which may be impacted by cumulative effects of differing options, for example, multiple effects of policy or service change on young people.

This co-ordinated approach enables consideration of any mitigation actions to minimise any negative impacts that have been identified.

IAs are being used in a number of ways: firstly as part of the considerations for future strategic and operational efficiency options and also on specific stand-alone projects such as the Local Development Plan, ensuring that impacts have been identified, understood and considered.

RECOMMENDATIONS

1	Committee understands and endorses the Integrated Impact Assessment, it's purpose and uses.
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REPORT DETAILS

1.00	EXPLAINING THE INTEGRATED IMPACT ASSESSMENT
1.01	The Council has developed and undertaken two different impact assessments over time to meet both statutory requirements for equalities and welsh language legislation (Public Sector Equality Duty and Welsh Language Measure). These impact assessments have been prescriptive in their content, but with the approach differing across different organisations.
1.02	<p>More recently, there has been a requirement as part of the Well-being for Future Generations Act to collate information about the 'five ways of working' and the seven national wellbeing goals (see Appendix 1).</p> <p>In addition, other impact assessments have been initiated by other organisations covering such areas as 'health' and 'rights of the child'.</p>
1.03	The Council's assessment approach now covers all of these areas within a fully integrated approach which is captured in CAMMS (the Council's performance and project management system). As all the information is collated in one place and various aspects of data can be used for different purposes this reduces duplication and makes better use of the information, such as identifying cumulative and compound impacts on various groups.
1.04	<p>The integrated impact assessment is undertaken in stages, encouraging managers to consider impacts at various stages of each proposal. Each assessment is undertaken in a proportionate and considered way depending upon the initial screening of who may be affected. For example, strategic service options such as waste collection will require a more-in-depth impact assessment than corporate financing options.</p> <p>Results of assessments are to be summarised and published on the Council's website.</p>
1.05	IIAs are being used in a number of ways: firstly as part of the considerations for future operational efficiency options and also on specific stand-alone projects such as the Local Development Plan ensuring that impacts have been identified, understood and considered.
1.06	A presentation to the Committee will be provided to enable further understanding.

2.00	RESOURCE IMPLICATIONS
2.01	The CAMMS system has been developed to record, analyse and produce reports for the Integrated Impact Assessment.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	Consultation is ongoing with the Equality Impact Assessment Group to ensure that the IIA reflects current guidance.

4.00	RISK MANAGEMENT
4.01	<p>Risks of not developing and undertaking the impact assessments in an integrated way are:</p> <ul style="list-style-type: none"> i) Communities and groups of people may be treated unfairly ii) Legal consequences and implications iii) Ineffective use of time and resources <p>The application of the integrated impact assessment is a way of mitigating these risks.</p>

5.00	APPENDICES
5.01	Appendix 1: Well-being and Future Generations Act summary

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>Contact Officer: Karen Armstrong, Corporate Business and Communications Executive Officer Telephone: 01352 702740 E-mail: Karen.armstrong@flintshire.gov.uk</p>

7.00	GLOSSARY OF TERMS
7.01	<p>CAMMS: an integrated performance, planning, risk management and programme / project management and reporting system.</p> <p>Equality impact assessments: is the process to identify the impact of a proposal/decision/policy/initiative on people with protected characteristics</p> <p>Integrated impact assessments: an Integrated Impact Assessment (IIA) is a way to look at how a proposal could affect communities and if different groups within the community will be affected differently. It takes into consideration impacts on the environment, equality, health, poverty and Welsh language.</p> <p>PSED: Public Sector Equality Duty, places a General Duty and Specific Duty on public bodies. The General Duty requires public bodies to show due regard to the need to: eliminate unlawful discrimination, advance equality of opportunity between people who share a protected characteristic and foster</p>

good relations. The Specific Duty in Wales requires public bodies to develop equality objectives and publish Strategic Equality Plans. It also includes the requirement to train employees, assess impacts of decisions and undertake equality monitoring.

Protected characteristics: these are the groups protected under the Equality Act 2010. The characteristics are: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation.

Welsh Language Measure: Welsh Language (Wales) Measure 2011: confirms the official status of Welsh, creates a new system of placing duties on bodies to provide services through the medium of Welsh and creating the post of Language Commissioner with enforcement powers.