

Blaenau Gwent County Borough Council - Integrated Impact Assessment

All decisions, policy reviews or policy implementation will now require a completed Integrated Impact Assessment.

- Section 1-Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Section 2-Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010
- Section 3-Corporate Plan
- Section 4-Wellbeing of Future Generations (Wales) Act 2015
- Section 5-Welsh Language (Wales) Measure 2011
- Section 6-Children’s Right “The Right Way”
- Section 7-Community Safety
- Section 8 Armed Forces
- Section 9-Data
- Section 10-Consultations Statutory Consultation Doctrine of Legitimate Expectation and Gunning Principles
- Section 11-Monitoring
- Section 12-Decision of proposal

Lead Officer	Head of Service	Service Area & Department	Date
Kate James	Sarah King	Policy and partnerships	27/02/24

Briefly outline the proposal indicating what change or decision is to be made, also provide any documentation that may be used to support this.

What is the proposal that needs to be assessed?

The proposal being put forward for assessment is the new iteration of the Strategic Equality Plan for 2024-2028

Under the Equality Act 2010 (the Act) the Council has a statutory duty to; -

- Prepare & publish equality objectives every 4 years
- Involve people covered by the protected characteristics within council functions and decision making
- Prepare and produce annual reports outlining progress against objectives

The Act aims to put fairness at the heart of society and is a law which protects people because of:

- Age - A person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).
- Disability – For example, a physical, or mental impairment which has a substantial and long-term adverse effect on that person’s ability to carry out normal day-to-day activities.
- Gender reassignment - For example, transgender. People who were born into their body and feel it is not right for them. This might mean that they want to change from being a woman to a man, or a man to a woman.
- Marriage and civil partnerships - Marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognising 'same-sex couples' relationships. Civil partners must be treated the same as married couples on a wide range of legal matters. The Act applies to this characteristic, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

- Pregnancy and maternity – The condition of being pregnant, or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity, or paternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks’ after giving birth, and includes treating a woman unfavourably because she is breastfeeding.
- Race - This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.
- Religion or belief (including non-belief)
- Religion and belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices, or the way you live, for it to be included in the definition.
- Sex - A man or a woman.
- Sexual orientation - Being heterosexual, gay, lesbian, or bisexual.

This is the Council’s fourth Strategic Equality Plan which sets out our equality objectives. It aims to strengthen and advance equality across all of our service areas and achieve meaningful outcomes for local residents, communities, staff and visitors. It also outlines our intended steps for meeting our general Public Sector Equality Duties which are to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity; and
- Foster good relations.

We recognise as a Council that the successful delivery of this plan will require us to have an effective framework in place that has:

- Strong political and professional leadership;
- A ‘One Council Approach’ for delivering equality across the organisation;
- Clear aims, objectives and actions;
- Meaningful involvement and engagement programme; and
- Effective monitoring and performance arrangements.

The following steps were undertaken as part of drafting the new objectives:

- Conducted a preliminary survey
- Undertook direct engagement activities to learn from 'lived experiences'
- Prepared a formal consultation document and a second survey to consult on the proposed strategic objectives
- Engaged with internal and external stakeholders to receive feedback on the suggested objectives
- Carried out further direct engagement sessions with people with protected characteristics to inform a supporting engagement document

This feedback and engagement activity was used to formulate the new Strategic Equality Plan and proposed objectives for 2024-2028 which is the proposed document for assessment.

Section 1

Outline how the proposal will impact on any people or groups of people with protected characteristics, please refer to the Equalities Act 2010 (Wales) for further information [Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](http://www.gov.uk) and the EHRC guidance [The Essential Guide to the Public Sector Equality Duty: EHRC](#)

Briefly outline below if there will be any positive or negative impacts as a result of the proposal being considered.

Protected characteristics	Will the proposal have any positive impacts on those with a protected characteristics?	Will the proposal have any negative impacts on those with a protected characteristics?	Outline how the proposal could maximise any positive impacts or minimise any negative impact. Please indicate any views evidence you have that supports this.
Age (<i>people of all ages</i>)	The equality plan outlines through a set of key objectives and actions	The plan aims to mitigate any negative impacts, by ensuring integrated	We aim to maximise outcomes for those with protected characteristics by ensuring our actions against our agreed objectives consider the feedback gained throughout the consultation process as well as on going engagement throughout the plan's delivery.
Disability (<i>people with disabilities/ long term conditions</i>)	how we will ensure we support those with protected characteristics both organisationally and through the services we deliver.	impact assessments are carried out and those with protected characteristics are considered throughout the organisation.	
Gender Reassignment (<i>anybody who's gender identity or gender expression is different to the sex they were assigned at birth</i>)	The plan outlines our commitment which strives to have a positive		We also aim to build on the stakeholder reference group to ensure we have ongoing accountability throughout the plans delivery cycle.

<p>Marriage or Civil Partnership (<i>people who are married or in a civil partnership</i>)</p>	<p>impact particularly those with a protected characteristic.</p>		
<p>Pregnancy and Maternity (<i>women who are pregnant and/or on maternity leave</i>)</p>	<p>It also highlights key steps that we will take in order to build on previous work over the next four years as well as ensuring we are</p>		
<p>Race (<i>people from black, Asian and minority ethnic communities and different racial backgrounds</i>)</p>	<p>meeting the Welsh Government actions of becoming an anti-racist Wales by 2030 and the LGBTQ+ action plan vision of making Wales the most</p>		
<p>Religion or Belief (<i>people with different religions and beliefs including people with no beliefs</i>)</p>	<p>LGBTQ+ friendly country in Europe. It is felt that incorporating all of this under one umbrella plan with key actions that it</p>		
<p>Sex (<i>women and men, girls and boys and those who self-identify their gender</i>)</p>	<p>will also allow for intersectionality to be recognised.</p>		
<p>Sexual Orientation (<i>lesbian, gay, bisexual, heterosexual, other</i>)</p>			

NOTE: Section 2 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.



Section 2			
Socio-economic Duty (Strategic Decisions Only)			
The Welsh Governments Socio-economic Duty provides a framework in order to ensure tackling inequality is at the forefront of decision making.			
.Please consider the below vulnerable groups and consider how the proposal could affect them:			
<ul style="list-style-type: none"> ➢ 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 			
Socio Economic disadvantage definitions.	Will the proposal have a positive, negative or neutral impacts on the below?	How could you mitigate the negative impacts outlined?	Please highlight any evidence that has been considered.
<p>Low Income / Income Poverty <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i></p> <p>Low and/or No Wealth <i>(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></p>	<p>Equality Objective 6: <i>We will strive to reduce inequality caused by poverty for people who have protected characteristics.</i></p> <p>The plan for 2024-2028 aims to; -</p> <ul style="list-style-type: none"> • Take into account feedback from the consultation and 	<p>We recognise that throughout the consultation that there are external factors that the Council alone cannot change or may have no influence over, however as Council we are committed to sharing intelligence and working with partners to mitigate negative impacts on those who are at a socio-economic</p>	<ul style="list-style-type: none"> • Consultation feedback • Welsh Government reports • Census data • Community impact assessments • Community hub data • EHRC findings from the “Is Wales Fairer” report



<p>Material Deprivation (<i>unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.</i>)</p>	<p>face to face engagement leading up to the development of the plan, objectives and actions</p> <ul style="list-style-type: none"> • Be flexible in order to ensure it incorporates changes that may be needed throughout its cycle • Build on the good work that has already taken place • Develop key actions that will be monitored regularly and reported annually. • Ensure the actions are being delivered as well as being updated on an annual basis to ensure continuous improvement. • Consider cross organisational work and policy • Consider those from socio economic backgrounds when delivering, reviewing and setting actions • Share intelligence with partners in order to increase the chances of positive outcomes 	<p>disadvantage as well as ensuring our services are fit for purpose.</p>	
<p>Area Deprivation (<i>where you live (rural areas), where you work (accessibility of public transport) Impact on the environment?</i>)</p>			
<p>Socio-economic Background (<i>social class i.e. parents education, employment and income</i>)</p>			
<p>Socio-economic Disadvantage (<i>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>)</p>			

Section 3-Corporate Plan <i>Please outline any Corporate Plan linkages of the proposal - BG Corporate Plan 22-27</i>	
Priority 1 - Maximise learning and skills for all to create a prosperous, thriving, resilient Blaenau Gwent	<p>Equality Objective 3 We will create a fair and inclusive learning culture for all children and young people with a focus on equality, diversity, and inclusion.</p> <p>Understanding your identity is an important part of a child’s development. It takes place in the early years of their lives and follows them into adulthood.</p> <p>Tackling inequalities in our education and learning settings is not a new concept and remains an on-going challenge in Blaenau Gwent. In order to provide the foundation for creating better life prospects for our children and young people, we recognise the need to embed equality, diversity and inclusion within all our learning environments.</p>
Priority 2 - Respond to the nature and climate crisis and enable connected communities	
Priority 3 - An ambitious and innovative council delivering quality services at the right time and in the right place	<p>Equality Objective 5: We will ensure effective engagement and participation for people with protected characteristics.</p> <p>As a Council we are committed towards everyone playing their part in delivering our vision and ambitious programme for action and change. Instrumental to this will be how we engage specifically with people who are under-represented and have protected characteristics. We also understand how aspects of a person's identities combine to create</p>

	<p>different and multiple discrimination and privilege. Part of our approach for achieving this objective is set out in our Corporate Engagement Strategy 2023-27.</p>
<p>Priority 4 - Empowering and supporting communities to be safe, independent and resilient</p>	<p>Equality Objective 4: We will promote and support inclusive, safe and cohesive communities</p> <p>Our commitment towards the Wellbeing of Future Generation Act Wales National Goals of supporting ‘a more Equal Wales and ‘a Wales of Cohesive Communities’ continues. Working in Partnership with the West Gwent Community Cohesion Team alongside our Community Safety Team we deliver programmes and initiatives that increase awareness and understanding, celebrate diversity and bring together communities</p>

Section 4-Well-being of Future Generations (Wales) Act 2015 – The Five Ways of Working (ICLIP)
Sustainable development principles. The WBFG 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)

Five Ways of Working	How have you used the Sustainable Development Principles in forming the proposal?
<p>Long Tern</p> 	<p>Consider the long-term impact of the proposal on the ability of communities to secure their well-being.</p> <p>The plan outlines the objectives for the next four years, but this is based on the work done by the council in the previous three versions of Strategic Equality Plans, which together span 12 years. The plan shows how we think we can keep progressing over the next four years to enhance the wellbeing of the community. We believe that by involving staff, service users with protected characteristics, and ensuring good political and organisational leadership, we will achieve the objectives stated in the plan.</p>
<p>Prevention</p> 	<p>Consider how the proposal is preventing problems from occurring or getting worse</p> <p>The plan explains how we will fulfil our obligation under the Equality Act 2010 as an organisation to improve the culture, working environment and how we want to be a fair, inclusive organisation that promotes diversity and inclusion. We think that this will create a working environment where staff feel happy, supported, and thus create a place where people want to stay and work.</p> <p>We also explain how we will interact with groups and individuals with protected characteristics, and we also show how important it is to us that we demonstrate how we as a council value equality and diversity. We think that by demonstrating this, it will help our communities by raising awareness, to reduce any tensions or discrimination, creating the communities where people want to live and work.</p>

	<p>By making sure we monitor and implement the integrated impact assessment work, and by involving those with protected characteristics in decisions that affect them, we will ensure full understanding and create joint practices that will help us to create the most suitable services to meet the needs of the organisation and the communities we serve.</p>
<p>Integration</p> 	<p>Consider how your proposal will impact on other services provided in our communities (these might be Council services or services delivered by other organisations or groups)</p> <p>The proposal has been informed by the input from partners, staff, groups and individuals in the community, which has been essential to the plan's development. The four-year plan outlines how we will build on previous work, including working in partnership to deliver the most effective services that match the needs of our communities. The plan will be reviewed throughout its cycle and regular communication with those who have contributed to the development will be maintained to strengthen those relationships and get ongoing feedback.</p> <p>We will keep working on the integration of the integrated impact assessment to help the organisation as a whole understand the impacts of any service or policy changes or implementation, both to the organisation and the wider community.</p>
<p>Collaboration</p> 	<p>Consider how you are working with Council services or services delivered by other organisations or groups in our communities.</p> <p>The plan was created through consultation sessions that were either in person or online. Staff also had the opportunity to fill out a survey and share their opinions. This input, along with personal experience, informed the development of the plan. We also held Departmental Management Team sessions with the different directorates to increase awareness and receive feedback. The plan will be tracked as part of the corporate reporting process to ensure accountability and commitment to the plan and our approach to equality as an organisation. We will expand the stakeholder reference group, which will consist of staff (officers, organisational and community members) to maintain communication and feedback throughout the implementation. We will also work with services and partners to highlight the work done in the annual report as well as gathering valuable personal experiences.</p>

Involvement



Consider how you involve people who have an interest in this proposal and ensure that they represent the diversity of our communities.

The Plan takes into consideration the findings from our engagement and consultation activity undertaken specifically for this plan, which has involved 160 people with lived experiences from across the identified protected characteristics.

Furthermore, we have had forty-eight individuals participate via an online questionnaire, to encourage people to share their views and experiences, and talk to us broadly about equality, diversity, and inclusion.

We gathered and analysed the results of the consultation and used them to create our proposed objectives in the Consultation Document. We asked the public again if we had reflected their feedback in the proposed objectives through a second survey. We also engaged with various local networks and groups face to face, as mentioned above, for more in depth feedback please see the link: [SEP Engagement Feedback](#)

Besides the public consultation, we have also consulted through our internal management structures on the suggested objectives and confirmed that they agreed with the knowledge and information shared by professionals in relation to equality.

How does your proposal link to the Welsh Governments Priorities for Wales? Please indicate below.

1. **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.

Equality Objective 3: We will create a fair and inclusive learning culture for children and young people with protected characteristics.

Equality Objective 6: We will strive to reduce inequality caused by poverty.

The plan sets how we will ensure that our young people are educated within a safe and inclusive environment in order to help them grow, providing them with the skills to move onto further education or gain meaningful employment. There is also the focus of how we ensure integration within communities to ensure wellbeing and cohesive communities as well as working collaboratively in tackling issues caused by poverty in order foster a prosperous Wales.

Understanding your identity is an important part of a child's development. It takes place in the early years of their lives and follows them into adulthood.

Tackling inequalities in our education and learning settings is not a new concept and remains an on-going challenge in Blaenau Gwent. We know that fair and inclusive learning cultures promote equity, access, participation, and achievement for all learners, regardless of their identity, ability, or circumstance.

We are committed to meeting our requirements under the Public Sector Equality Duty 2011 which includes tackle inequality caused by poverty. We look to ensure those who experience poverty, or those who live in less favourable living standards, are considered during all decision-making processes relating to the services we deliver.

2. **A RESILIENT WALES ...** a nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change). Think about how your activity will have regard to protecting and enhancing biodiversity.

3. **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 plan has been fully developed in partnership with staff, communities and partners who have helped shape the objectives for the next four years.

The plan aims to set how we should be including those that identify with a protected characteristic in service development, change or implementation.

The plan also sets out how we will meet the Welsh Government goals of becoming an Anti-Racist Wales by 2030 and how we will contribute to the LGBTQ+ action plan for Wales. By being inclusive, raising awareness around people’s rights and choice that we will be supporting our staff and communities to make healthy life choices as well as understanding the barriers/concerns raised.

4. **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 plan sets out how we as an organisation propose to carry out this work over the next four years. The plan aims to be inclusive, understand barriers in accessing services or people reaching their full potential. The plan sets out how we will build on past work and how we will continue to engage those with protected characteristics to ensure that they achieve their potential no matter their background or circumstances.

We will do this with a set of actions against each of our objectives. The objectives align to the Wellbeing of Future Generations Act Wales and we feel by delivering on these actions it will not only meet our PSED duty but also help towards the goal of achieving “A more Equal Wales”

5. **A WALES OF COHESIVE COMMUNITIES ...** attractive, viable, safe and well-connected communities.

Equality Objective 4:

We will promote and support inclusive, safe and cohesive communities

Our commitment towards the Wellbeing of Future Generation Act Wales National Goals of supporting ‘a more Equal Wales’ and ‘a Wales of Cohesive Communities’ continues. Working in Partnership with the West Gwent Community Cohesion Team alongside our Community Safety Team we deliver programmes and initiatives that increase awareness and understanding, celebrate diversity and bring together communities

6. **A WALES OF VIBRANT CULTURE AND THRIVING ...** 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.

Our plan aligns with the Corporate Plan and our Welsh Promotion Strategy

7. **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.

Section 5-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 that any proposal may have on opportunities to use the Welsh language. [Welsh Language Standards](#))



Requirement	Does the proposal have any positive, negative or neutral impacts in regards to the below?	What can be done to mitigate any negative impacts?	Please demonstrate any evidence used to form this opinion.
Compliance with the Welsh Language Standards. <i>Specifically Standards 88 - 93</i>	No negative impacts within the New Plan 2024-2028. The plan aligns to the Welsh Promotion	We abide by the Welsh Language Standards	We have a Welsh Promotion Strategy & duty under the Welsh Language Standards

<p>What opportunities are there to promote the Welsh Language? <i>e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community</i></p>	<p>Strategy and recognises that our staff and communities should be able to</p> <ul style="list-style-type: none"> • promote the Welsh Language • converse using the Welsh Language or access services • opportunities to use the Welsh Language • The plan will be produced in the Welsh Language • Our annual reports will also be available in the Welsh Language 	<p>We ensure all documents such as the plan and annual report is produced and published in both the English and Welsh Language</p>	
<p>What opportunities are there for a person or person to use the Welsh Language? <i>e.g. staff, residents and visitors</i></p>			
<p>Has the Welsh Language been considered in order to treat the Welsh language no less favourably than the English language?</p>			

Section 6 – Children’s Rights Approach - [The Right Way](#)

The Children’s Rights Approach – The Right Way is a framework for working with children, grounded in the UN Convention on the Rights of the Child (UNCRC). It places the UNCRC at the core of planning and service delivery and integrates children’s rights into every aspect of decision-making, policy and practice. The Right Way focuses on three main them Participation, Provision and Protection.

Protected characteristics	Will the proposal have any positive impacts on the Children’s Rights Approach?	Will the proposal have any negative impacts on the Children’s Rights Approach?	Outline how the proposal could maximise any positive impacts or minimise any negative impact. Please indicate any views evidence you have that supports this.
<p>Participation (child or young person as someone who actively contributes to society as a citizen)</p>	<p>The new plan outlines how we intend to build on the participation work with children and young people though</p> <ul style="list-style-type: none"> • Youth Forum • Children’s Grand Council • Council scrutiny committee • 14+ team • Young Carers • Youth Service • LGBTQ+ groups 	<p>No negative impacts of the plan, the plan set out how we intend to ensure the engagement and participation of C & YP</p>	<p>By continuing to build on the work undertaken over the past years it is felt that the plan will go towards maximising outcomes for children and young people</p>

	<ul style="list-style-type: none"> • Gypsy Roma Travellers C & YP • C & YP with a learning disability or physical disability <p>Children and Young People were consulted and involved in the development of the plan</p>		
<p>Provision (the basic rights of children and young people to survive and develop)</p>	<p>Children & Young People will be included throughout the delivery of the plan.</p> <p>The ongoing work in regards to the monitoring and further organisational integration of the Integrated Impact Assessment process will have a positive impact in terms of inclusion and understanding the impacts of policy</p>		

	<p>development or service change may have in regards to children & young people</p>		
<p>Protection (children and young people are protected against exploitation, abuse or discrimination)</p>	<p>The plan outlines how we will create a culture that is safe for children and young people, it also talks about strengthening reporting mechanisms to ensure children and young people are protected against exploitation, abuse or discrimination.</p> <p>The plan is adopted across all departments including education to ensure we work in partnership. Our equalities officer sits on the participation network for Wales, the participation group for ABUHB and the Gwent Safeguarding sub group</p>		

Section 7– Community Safety

Duty to Consider Crime and Disorder Implications

Section 17 of the Crime and Disorder Act 1998 places a duty on the local authority to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder, anti-social and other behaviour adversely affecting the local environment, the misuse of drugs, alcohol and other substances, re-offending and serious violence.

Impacts	Will the proposal have any positive impacts on crime and disorder?	Will the proposal have any negative impacts on crime and disorder?	Outline how the proposal could maximise any positive impacts or minimise any negative impact. Please indicate any views evidence you have that supports this.
<p>Crime (consider impact on each: victims, offenders and neighbourhoods)</p> <p>Anti-Social Behaviour and behaviour adversely affecting the local environment (consider impact on each: victims, offenders, neighbourhoods and green spaces)</p>	<p>The plan sets out how we as an organisation will work towards the Public Sector Equality Duty, we understand that knowing our communities and understanding the issues will help us to ensure we work together collaboratively in order to achieve positive outcomes towards</p>	<p>The plan aims to mitigate negative impacts in relation to community safety within the actions of Equality objective 4: <i>We will promote and support inclusive, safe and cohesive communities.</i></p>	<p>By working in partnership, sharing intelligence will help to maximise positive outcomes and minimise any negative outcomes.</p>

<p>Misuse of drugs, alcohol and other substances (Think vulnerable children, adults, families and communities)</p>	<p>achieving safe and cohesive communities.</p>		
<p>Re-offending (Think young people and adults, victims, families, communities)</p>	<p>Our plan has a specific objective with actions that will help us to continue to build on positive work with the Gwent Community Cohesion team,</p>		
<p>Serious Violence (Think vulnerable young people, vulnerable adults, victims, families, communities)</p>	<p>community safety team, as well as our resettlement programme to continually improve going forward.</p>		
<p>Counter Terrorism (People and places that are vulnerable to terrorism or violent extremism)</p>	<p>The plan outlines how we will ensure actions are taken in order to achieve the Welsh Government vision of an Anti-Racist Wales by 2030, as well as ensuring we have a focus for LGBTQ+ plan.</p>		
<p>Community Cohesion (Asylum seekers, Migrants, Victims or Hate Crime, Community tensions)</p>	<p>Equality Objective 4: <i>We will promote and support inclusive, safe</i></p>		

and cohesive communities

Our commitment towards the Wellbeing of Future Generation Act Wales National Goals of supporting 'a more Equal Wales' and 'a Wales of Cohesive Communities' continues. Working in Partnership with the West Gwent Community Cohesion Team alongside our Community Safety Team we deliver programmes and initiatives that increase awareness and understanding, celebrate diversity and bring together communities

Section 8- Armed Forces Covenant Duty [AFC Draft Statutory Guidance - Final.pdf](#)

Impacts	Will the proposal have any positive impacts on the armed forces community?	Will the proposal have any negative impacts on the armed forces community?	Outline how the proposal could maximise any positive impacts or minimise any negative impact. Please indicate any views evidence you have that supports this.
<p>Health</p> <ul style="list-style-type: none"> • Provision of services • Planning and funding • Co-operation between bodies and professionals <p>These healthcare functions are within scope of the Duty in the following settings:</p> <ul style="list-style-type: none"> • NHS Primary Care services, including general practice, community pharmacies, NHS dental, NHS optometry services and public health screening services. • NHS Secondary Care services, including urgent 	<p>Equality Objective 6: <i>We will strive to reduce inequality caused by poverty for people who have protected characteristics.</i></p> <p>The plan for 2024-2028 aims to; -</p> <ul style="list-style-type: none"> • Take into account feedback from the consultation and face to face engagement leading up to the development of the plan, objectives and actions 	<p>We recognise that throughout the consultation that there are aspects such as outside external factors that the Council alone cannot change or may have no influence, however as Council we are committed to sharing intelligence and working with partners to mitigate negative impacts on those who are at a socio-economic disadvantage as well as ensuring our services are fit for purpose.</p>	<p>The plan aims to minimise negative impacts and maximise positive outcomes. Also continuing to work in partnership with our armed forces regional officer we feel we can continue the good work that has already started, as well as continuing to raise awareness and improve the lives of those from the armed forces community.</p>

<p>and emergency care, hospital and community services, specialist care, mental health services, and additional needs services (as applicable).</p> <ul style="list-style-type: none"> Local authority-delivered healthcare services, including sexual health services and drug and alcohol misuse services 	<ul style="list-style-type: none"> Be flexible in order to ensure it incorporates changes that may be needed throughout its cycle Build on the good work that has already taken place Develop key actions that will be monitored regularly and reported annually. Ensure the actions are being delivered as well as being updated on an annual basis to ensure continuous improvement. Consider cross organisational work and policy to ensure that we fulfil “the one council approach” Consider those from socio economic 		
<p>Education</p> <ul style="list-style-type: none"> Admissions Educational attainment and curriculum Child wellbeing Transport Attendance Additional needs support Use of Service Pupil Premium funding (England only) <p>These education functions are within scope of the Duty in compulsory education settings, that is, primary, secondary, and, for England only, compulsory further</p>			

<p>education. The Duty does not cover nursery (early years education), higher education, or other voluntary adult education settings</p>	<p>backgrounds when delivering, reviewing and setting actions</p> <ul style="list-style-type: none"> • Share intelligence with partners in order to increase the chances of positive outcomes 		
<p>Housing</p> <ul style="list-style-type: none"> • Allocations policy for social housing • Tenancy strategies (England only) • Homelessness • Disabled Facilities Grants 	<p>Equality Objective 3: We will create a fair and inclusive learning culture for children and young people with protected characteristics</p> <p>The plan sets how we will ensure that our young people are educated within a safe and inclusive environment in order to help them grow, providing them with the skills to move onto further education or gain meaningful employment. There is also the focus of how we ensure integration within communities to ensure</p>		

	<p>wellbeing and cohesive communities as well as working collaboratively in tackling issues caused by poverty in order foster a prosperous Wales.</p> <p><i>Understanding your identity is an important part of a child's development. It takes place in the early years of their lives and follows them into adulthood.</i></p> <p><i>Tackling inequalities in our education and learning settings is not a new concept and remains an on-going challenge in Blaenau Gwent. We know that fair and inclusive learning cultures promote equity, access, participation, and achievement for all learners, regardless of their identity, ability, or circumstance.</i></p>		
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Section 9-Data-Please outline any data or evidence that has been used to develop the proposal, this can be previous consultations, local/national data, pilot projects, reports, feedback from clients etc.		
Data/evidence –What data/evidence was used? - provide any links.	What were the key findings?	How has the data/evidence informed this proposal?
<ul style="list-style-type: none"> • Survey data • Workforce data • Training data • Face to face engagement • Community impact assessments • EHRC “Is Wales Fairer” • Audit Wales “not just a tick box exercise” • Welsh Government Anti-Racist Plan • Welsh Government LGBTQ+ Action Plan • Children’s Commissioner-Take it seriously report 	<p>https://sway.cloud.microsoft/KkstkgSTrHjxFQIn?ref=Link</p>	<p>All of the data/evidence was used to shape the objectives and plan outline which we then carried out further consultation which involved</p> <ul style="list-style-type: none"> • Further survey • DMT meetings • Consultation with groups such as the Youth Forum • Face to face engagement <p>This along with what we know helped to devise the plan for 2024-2028</p>
Are there any data or information gaps and if so what are they and how do you intend to address them?		

Section 10-Consultation. Please provide details of consultation undertaken to support the proposal. Please consider the Gunning Principles: -

Principle 1: Consultation must take place when the proposals are still at a formative stage. You must not have already made up your mind.

Principle 2: Sufficient reasons must be put forward to allow for intelligent consideration and response. Have people been given the information and opportunity to influence?

Principle 3: Adequate time must be given for consideration and response. Is the consultation long enough bearing in mind the circumstances?

Principle 4: The product of consultation must be conscientiously taken into account when finalising the decision

Briefly describe any planned consultations or consultations that have been carried out to date. Please consider the above principles.

Please consider the following questions; -

1. Who did you consult?

- Staff, Managers, Groups, Partners and community groups and individuals

2. When did the consultation take place and was adequate time given for a response?

- Initial survey October 2023 and initial face to face engagement
- DMT meetings January 2024
- Formal consultation December 2023 to end of January 2024
- Further face to face engagement sessions January 2024

3. Was there enough information provided to response effectively?

Yes

Summary details can be found here

<https://sway.cloud.microsoft/KkstkSTrHjxFQln?ref=Link>

4. What were the findings?

Main issues raised were

- Transport
- Cost of Living
- Housing

5. Have the findings been considered in regards to the decision?

Yes, all of the findings including other reports and data have been used to shape the new plan for 2024-2028

Section 11-Monitoring and Review	
How will the implementation of the proposal be monitored, including the impacts or changes made?	Will be monitored regularly throughout its delivery to ensure the actions are being delivered as well as forming new actions to continually improve and work towards the objectives outlined. The plan will also be reported on annually as part of our Public Sector Equality Duty
What monitoring tools will be used?	Actions plans will be developed in line with the objectives Those actions will be regularly reported against through the corporate reporting process This will be shared with the stakeholder group where we will provide updates and look at further solutions or actions to be considered
How will the results be used for future development?	The results will be used to build on good work and build the next stage of the actions plans towards the overall objectives within the four-year plan
How and when will it be reviewed?	Through quarterly corporate reporting process Annual report
Who is responsible for ensuring this happens?	Policy & partnerships team

Section 12 - Decision

Using the information, you have gathered from sections 1-9 please state in the table below whether you are able to proceed with the proposal.

Continue with the proposal in its current form	Yes X	No
Continue with proposal but take into account reasonable steps to mitigate any negative impacts of the proposal	Yes <input type="checkbox"/>	No <input type="checkbox"/>

Name of person completing the IIA	
Name:	Lissa Friel
Job Title:	Policy Officer Equality and Engagement
Date:	27 th February 2024

Head of Service Approval			
Name:	Sarah King		
Job Title:	Head of Democratic Services, Governance & Partnerships		
Signature:		Date:	28/02/2024