

## **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
David Arnold	Sarah King	Governance & Partnerships	25/10/23

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 is for Council to consider new Engagement and Participation Strategy 2024/25 – 27/28, as part of our obligations under the Local Government & Elections (Wales) Act 2021. Under the Act, the Council has a statutory obligation to address:-

- a) ways of promoting awareness among local people of the principal council's functions;
- b) ways of promoting awareness among local people of how to become a member of the principal council, and what membership entails;
- c) ways of facilitating access for local people to information about decisions made, or to be made, by the principal council;
- d) ways of promoting and facilitating processes by which local people may make representations to the principal council about a decision before, and after, it is made;
- e) arrangements made, or to be made, for the purpose of the council's duty in section 62 of the 2011 Measure (bringing views of the public to attention of overview and scrutiny committees);
- f) ways of promoting awareness among members of the principal council of the benefits of using social media to communicate with local people.

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

- Strong political and professional leadership;
- A ‘One Council Approach’ for delivering engagement activity across the organisation;

- Clear aims, objectives and actions;
- Effective monitoring and performance arrangements.

The following steps were undertaken as part of drafting the new objectives for engagement and participation:

- Conducted preliminary research into best practice
- Undertook initial engagement activity with Members (via a joint Scrutiny Committee workshop) and staff (via the Policy & Performance Network) during summer 2023.
- Prepared a draft Strategy for consideration by Scrutiny Committee
- Prepared a formal consultation process to seek views and feedback on the proposed strategic objectives
- Engaged with internal and external stakeholders to gather views and feedback on the proposed strategic objectives

The feedback was used to develop the new Engagement & Participation Strategy Objectives and Action Plan for 2024/25 – 27/28 which is the proposed document for assessment.

<b>Section 1</b> <b>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 <a href="http://www.gov.uk">Equality Act 2010: guidance - GOV.UK (www.gov.uk)</a> and the EHRC guidance <a href="#">The Essential Guide to the Public Sector Equality Duty: EHRC</a></b> <b>Briefly outline below if there will be any positive or negative impacts as a result of the proposal being considered.</b>			
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.
<b>Age</b> ( <i>people of all ages</i> ) <b>Disability</b> ( <i>people with disabilities/ long term conditions</i> ) <b>Gender Reassignment</b> ( <i>anybody who's gender identity or gender expression is different to the sex they were assigned at birth</i> ) <b>Marriage or Civil Partnership</b> ( <i>people who are married or in a civil partnership</i> )	<p><b>Yes</b> – the Strategy commits to ensuring we engage with and encourage participation from all people of Blaenau Gwent in the most effective, collaborative way via a variety of different methods.</p> <p>The Strategy is also aligned with the Strategic Equality Plan 2024-28, which outlines our commitment to have a positive impact for those</p>		<p>The Engagement and Participation Policy is underpinned by,</p> <ul style="list-style-type: none"> <li>- The Local Government &amp; Elections (Wales) Act 2021</li> <li>- The Well-being of Future Generations (Wales) Act 2015</li> <li>- The Equality Act 2010, - The Welsh Language Measure 2011</li> </ul> <p>And therefore the policy will support people of all characteristics through the spectrum of engagement,</p> <ul style="list-style-type: none"> <li>• Inform</li> <li>• Consult</li> <li>• Involve</li> <li>• Collaborate</li> <li>• Empower</li> </ul>

<b>Pregnancy and Maternity</b> ( <i>women who are pregnant and/or on maternity leave</i> )	people with protected characteristics under the EqualityActy.		This is particularly relevant to our Engagement Forums, strategic networks and partnerships, and involvement with harder to reach communities.
<b>Race</b> ( <i>people from black, Asian and minority ethnic communities and different racial backgrounds</i> )			
<b>Religion or Belief</b> ( <i>people with different religions and beliefs including people with no beliefs</i> )			
<b>Sex</b> ( <i>women and men, girls and boys and those who self-identify their gender</i> )			
<b>Sexual Orientation</b> ( <i>lesbian, gay, bisexual, heterosexual, other</i> )			

**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:**

- 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><b>Low Income / Income Poverty</b> <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i></p>	<p><b>Objective 2: to ensure that we engage with the people of Blaenau Gwent in the most effective, collaborative way</b></p>		
<p><b>Low and/or No Wealth</b> <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>The Strategy sets out to:-</p> <ul style="list-style-type: none"> <li>• Work closely with residents to address issues that matter to them most</li> <li>• Engage on proposals for taking difficult financial decisions</li> </ul>		
<p><b>Material Deprivation</b> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken</i></p>			

<p><i>electrical goods, warm home, hobbies etc.)</i></p>	<ul style="list-style-type: none"> <li>• Maintain and further develop collaboration with our community groups</li> <li>• Develop the use of both online and face to face engagement opportunities to maximise participation</li> <li>• Use simple and easy to understand language across all communications</li> </ul>		
<p><b>Area Deprivation</b> <i>(where you live (rural areas), where you work (accessibility of public transport) Impact on the environment?)</i></p>			
<p><b>Socio-economic Background</b> <i>(social class i.e. parents education, employment and income)</i></p>			
<p><b>Socio-economic Disadvantage</b> <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>	<p><b>Objective 3: to actively encourage our communities and future generations to participate in council and decision-making activity</b></p> <p>The Strategy sets out to:-</p> <ul style="list-style-type: none"> <li>• enable the public to participate in Council meetings in person or remotely, making the process as accessible and easy to understand as possible.</li> <li>• Ensure people with protected characteristics</li> </ul>		

	<p>are effectively engaged with.</p> <ul style="list-style-type: none"> <li>• Provide greater access to information for all about decisions that have and will be made.</li> </ul>		
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**Section 3-Corporate Plan**




*Please outline any Corporate Plan linkages of the proposal -[BG Corporate Plan 22-27](#)*

<p><b>Priority 1</b> - Maximise learning and skills for all to create a prosperous, thriving, resilient Blaenau Gwent</p>	
<p><b>Priority 2</b> - Respond to the nature and climate crisis and enable connected communities</p>	
<p><b>Priority 3</b> - An ambitious and innovative council delivering quality services at the right time and in the right place</p>	<p><b>Objectives 1 &amp; 2</b></p> <p>Working in partnership with internal and external stakeholders as well as the public to individuals to meet the needs of the community by engaging &amp; consulting on the matters that mean most to them.</p>



<p><b>Priority 1</b> - Maximise learning and skills for all to create a prosperous, thriving, resilient Blaenau Gwent</p>	
<p><b>Priority 4</b> - Empowering and supporting communities to be safe, independent and resilient</p>	<p><b>Objective 3</b></p> <p>Encourage participation in the electoral and decision-making process, safeguarding future generations' involvement in local democracy.</p>

<p><b>Section 4-Well-being of Future Generations (Wales) Act 2015 – The Five Ways of Working (ICLIP)</b>  <i>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)</i></p>	
<p><b>Five Ways of Working</b></p>	<p><b>How have you used the Sustainable Development Principles in forming the proposal?</b></p>
<p><b>Long Tern</b></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 research, best practice, obligations under the Local Government &amp; Elections (Wales) Act, and understanding the benefit to our communities. The plan shows how we think we can keep progressing and improve over the next four years to streamline and enhance engagement and participation levels in the long term.</p>
<p><b>Prevention</b></p> 	<p>Consider how the proposal is preventing problems from occurring or getting worse</p> <p>We want the Strategy to create an environment where people (staff and residents) feel heard and more aware about how decisions that affect them are made. We hope that this creates a more open relationship between the Council and our communities, where services reflect the needs of residents.</p>

<p><b>Integration</b></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 Strategy has been informed by the input from partners, staff, and our community. 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. The Strategy is aligned to other council strategies such as the Strategic Equality Plan and Communications Strategy.</p>
<p><b>Collaboration</b></p> 	<p>Consider how you are working with Council services or services delivered by other organisations or groups in our communities.</p> <p>The Strategy sets out to follow the National Principles for Public Engagement in Wales as well as the Inform, Consult, Involve, Collaborate &amp; Empower spectrum of engagement.</p>
<p><b>Involvement</b></p> 	<p>Consider how you involve people who have an interest in this proposal and ensure that they represent the diversity of our communities.</p> <p>The Strategy sets out to follow the National Principles for Public Engagement in Wales as well as the Inform, Consult, Involve, Collaborate &amp; Empower spectrum of engagement.</p>

**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.

The Strategy sets out a streamlined approach to engagement involving a mix of online and face to face activity to maximise opportunities for local people to have their say about decisions that affect them and participate in local democracy. It is hoped that the objectives and actions within the Strategy will increase awareness of the Council's functions amongst our local communities.

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.

The Strategy sets out a streamlined approach to engagement involving a mix of online and face to face activity, reducing the need for people to travel to a central location where appropriate. The coordinated approach to engagement across the whole council will lead to more effective engagement with local people about the things that matter to them most, including climate change and land use etc.

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.

By being inclusive, raising awareness around Council functions and decision-making processes, and engaging & informing our communities in the most effective way on issues that matter to them most, we will be supporting people to make healthy life choices as well as understanding the barriers to public health.

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 Strategy's objectives create equal opportunities for all people and communities to engage with the Council and participate in local democracy. It is also aligned to our Strategic Equality Plan 2024-28 to ensure positive outcomes for those with protected characteristics under the Equality Act.


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

The Strategy outlines our commitment towards the Wellbeing of Future Generation Act Wales National Goals of supporting 'a more Equal Wales' and 'a Wales of Cohesive Communities. Working in Partnership with stakeholders and partner organisations, through the West Gwent Community Cohesion programme, to 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.

Engaging with local decision making and participating in local democracy is an important part of our cultural well-being. The Strategy encourages this and is also aligned to 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			
<i>(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. <a href="#">Welsh Language Standards</a>)</i>			
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.
<b>Compliance with the Welsh Language Standards.</b> <i>Specifically Standards 88 - 93</i>	No negative impacts within the New Plan 2024-2028. The plan aligns to the Welsh Promotion Strategy and recognises that our staff and communities should be able to <ul style="list-style-type: none"> <li>• promote the Welsh Language and opportunities to use it</li> <li>• converse using the Welsh Language or access services in Welsh</li> </ul>	We abide by the Welsh Language Standards	We have a Welsh Promotion Strategy & duty under the Welsh Language Standards
<b>What opportunities are there to promote the Welsh Language?</b> <i>e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community</i>			
<b>What opportunities are there for a person or person to use the Welsh Language?</b> <i>e.g. staff, residents and visitors</i>		We ensure all documents such as the plan and annual report is	

<p><b>Has the Welsh Language been considered in order to treat the Welsh language no less favourably than the English language?</b></p>	<ul style="list-style-type: none"> <li>The Strategy document and subsequent annual reports will be available in Welsh Language</li> </ul>	<p>produced and published in both the English and Welsh Language</p>	
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**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><b>Participation</b> (child or young person as someone who actively contributes to society as a citizen)</p>	<p>The Strategy outlines how we intend to build on the engagement &amp; participation work with children and young people through</p>	<p>No negative impacts of the plan, the Strategy sets out how we intend to ensure enhanced engagement and participation with people of</p>	<p>By continuing to engage with and encourage participation amongst future generations it is expected that the Strategy will help towards maximising outcomes for children and young people.</p>

<b>Provision</b> (the basic rights of children and young people to survive and develop)	engagement forums, online consultations & surveys, partners & stakeholders, and the democratic process.	all ages included children & young people.	
<b>Protection</b> (children and young people are protected against exploitation, abuse or discrimination)	Children & young people's views and their contribution to local democracy will be essential to the ongoing delivery of the Strategy.		

<p><b>Section 7– Community Safety</b></p> <p><b>Duty to Consider Crime and Disorder Implications</b></p> <p>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.</p>			
<b>Impacts</b>	<b>Will the proposal have any positive impacts on crime and disorder?</b>	<b>Will the proposal have any negative impacts on crime and disorder?</b>	<b>Outline how the proposal could maximise any positive impacts or minimise any negative impact. Please indicate any views evidence you have that supports this.</b>
<b>Crime</b>	The Strategy should provide an opportunity	No.	Engaging with our communities in the most effective way possible and working in partnership with stakeholders and partner organisations to

<p>(consider impact on each: victims, offenders and neighbourhoods)</p>	<p>for more meaningful engagement with our communities on the issues matters to them most, such as crime &amp; anti-social behaviour, leading to a more collaborative, community-led approach in the long term.</p>		<p>share intelligence will help to maximise positive outcomes and minimise any negative outcomes.</p>
<p><b>Anti-Social Behaviour and behaviour adversely affecting the local environment</b>        (consider impact on each: victims, offenders, neighbourhoods and green spaces)</p>			
<p><b>Misuse of drugs, alcohol and other substances</b>        (Think vulnerable children, adults, families and communities)</p>			
<p><b>Re-offending</b>        (Think young people and adults, victims, families, communities)</p>			
<p><b>Serious Violence</b>        (Think vulnerable young people, vulnerable adults, victims, families, communities)</p>			



<b>Counter Terrorism</b> (People and places that are vulnerable to terrorism or violent extremism)			
<b>Community Cohesion</b> (Asylum seekers, Migrants, Victims or Hate Crime, Community tensions)			

<b>Section 8- Armed Forces Covenant Duty</b> <a href="#">AFC Draft Statutory Guidance - Final.pdf</a>			
<b>Impacts</b>	<b>Will the proposal have any positive impacts on the armed forces community?</b>	<b>Will the proposal have any negative impacts on the armed forces community?</b>	<b>Outline how the proposal could maximise any positive impacts or minimise any negative impact. Please indicate any views evidence you have that supports this.</b>
<b>Health</b> <ul style="list-style-type: none"> <li>• Provision of services</li> <li>• Planning and funding</li> <li>• Co-operation between bodies and professionals</li> </ul>	<b>Objective 2</b> to ensure that we engage with the people of Blaenau Gwent in the most effective, collaborative way, including harder to reach groups and those with	No.	Involving partners and stakeholders through the Armed Forces Covenant Steering Group to share and consider engagement opportunities with the local Armed Forces community.

<p>These healthcare functions are within scope of the Duty in the following settings:</p> <ul style="list-style-type: none"> <li>• NHS Primary Care services, including general practice, community pharmacies, NHS dental, NHS optometry services and public health screening services.</li> <li>• NHS Secondary Care services, including urgent and emergency care, hospital and community services, specialist care, mental health services, and additional needs services (as applicable).           <ul style="list-style-type: none"> <li>• Local authority-delivered healthcare services, including sexual health services and drug and alcohol misuse services</li> </ul> </li> </ul>	<p>protected characteristics under the Equalities Act.</p> <p>This is expected to involve enhanced opportunities for anyone to engage with the Council decision-making process through both online and face-to-face methods, excluding no one.</p>		
<p><b>Education</b></p> <ul style="list-style-type: none"> <li>• Admissions</li> <li>• Educational attainment and curriculum</li> <li>• Child wellbeing</li> </ul>			

<ul style="list-style-type: none"> <li>• Transport</li> <li>• Attendance</li> <li>• Additional needs support</li> <li>• Use of Service Pupil Premium funding (England only)</li> </ul> <p>These education functions are within scope of the Duty in compulsory education settings, that is, primary, secondary, and, for England only, compulsory further education. The Duty does not cover nursery (early years education), higher education, or other voluntary adult education settings</p>			
<p><b>Housing</b></p> <ul style="list-style-type: none"> <li>• Allocations policy for social housing</li> <li>• Tenancy strategies (England only)</li> <li>• Homelessness</li> <li>• Disabled Facilities Grants</li> </ul>			

**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"> <li>• <b>Draft Engagement &amp; Participation Strategy consultation data</b></li> <li>• <b>Member Feedback (Workshop &amp; Scrutiny Committee)</b></li> <li>• <b>Corporate Policy &amp; Performance Network engagement</b></li> <li>• <b>Local Government &amp; Elections (Wales) Act 2021</b></li> <li>• <b>Best Practice</b></li> </ul>	<p>Provided in Appendix 1 of the Committee report</p>	<p>As outline in the Committee report, all of the data/evidence was used to shape the objectives and action plan within the Strategy. This along with what we know from the previous corporate Engagement strategy and research from best practice across Wales helped to devise the Strategy 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
- Members
- Partners & Stakeholders
- Residents

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

- Summer 2023 (Staff & Members)
- January 2024 (Members)
- March – April 2024 (Staff, Members & Residents)

**3. Was there enough information provided to respond effectively?**

Yes.

**4. What were the findings?**

Outlined in Appendix 1 to the Committee report.

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

Yes, as per Committee report.

<b>Section 11-Monitoring and Review</b>	
<b>How will the implementation of the proposal be monitored, including the impacts or changes made?</b>	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 duties under the Local Government & Elections (Wales) Act 2015.
<b>What monitoring tools will be used?</b>	Provided on the final page of the Strategy document.
<b>How will the results be used for future development?</b>	To shape ongoing engagement & participation practices and encourage future generations to get involved in local democracy.
<b>How and when will it be reviewed?</b>	Annually and at the end of the Strategy lifecycle.
<b>Who is responsible for ensuring this happens?</b>	Policy & Partnerships (Corporate Services)

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

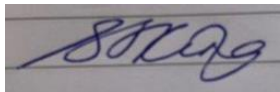
Yes

No

**Name of person completing the IIA**

<b>Name:</b>	David Arnold
<b>Job Title:</b>	Professional Lead for Strategic Partnerships
<b>Date:</b>	6/06/24

**Head of Service Approval**

<b>Name:</b>	Sarah King		
<b>Job Title:</b>	Head of Governance, Partnerships & Democratic Services		
<b>Signature:</b>		<b>Date:</b>	6/06/24

Please contact Policy & Partnerships should you require any further advice or guidance on completing your assessment via [lissa.friel@blaenau-gwent.gov.uk](mailto:lissa.friel@blaenau-gwent.gov.uk) or [kate.james@blaenau-gwent.gov.uk](mailto:kate.james@blaenau-gwent.gov.uk).