

ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template

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| Committee: | Partnership and Regeneration Scrutiny Committee |
| Date: | 9 July, 2018 |
| Subject: | Anti-Poverty Strategy |
| Purpose of Report: | Recommend approval to Executive Committee following consultation period |
| Scrutiny Chair: | Cllr G O Jones |
| Portfolio Holder(s): | Cllr Alun Mummery |
| Head of Service: | Ned Michael |
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| Local Members: | Not ward specific |

1 - Recommendation/s

That the Scrutiny recommend that the Executive Committee approve the Anti-Poverty Strategy

2 – Link to Council Plan / Other Corporate Priorities

The current Corporate Plan, 2017-2022 states that there is a need to 'Ensure that Council Services designed to tackle poverty are coordinated and effective'. By not implementing this Strategy would mean that this would not be achieved and responses would be fragmentary

3 – Guiding Principles for Scrutiny Members

To assist Members when scrutinising the topic:-

3.1 As stated within the Anti Strategy Poverty, Poverty can have an impact on individuals and communities, the effects can be seen for both short and longer periods of time.

3.2 The need for an Anti-Poverty Strategy has been recognised as a priority for the work programme of the Housing Services' Strategic Unit for 2017-2018 and is driven by the 2017-22 Corporate Plan which notes the need to:

- Create conditions which enable everyone to fulfil their long term potential
- Support vulnerable adults and families and keep them safe, healthy and as independent as possible
- Work in partnership with our communities to enable them to cope effectively with changes and developments while protecting our natural environment.

In response to the above this Strategy is presented to achieve:

- An agreement on a corporate definition of poverty
- Raise awareness and set a baseline of activities within Services and with partners
- Develop a method of measuring the effect of Services on dealing with poverty within our communities

3.3 The main risk in implementing the Strategy is that Services do not actively assess how decision or services are developed and managed taking into account poverty.

3.4 This is a Corporate Strategy and does not fit within one particular service; refore, Scrutiny is crucial in developing the relationship between Services and the developmental stage of implementing the Strategy.

3.5 The Strategy is intrinsically linked to the Future Generations and Wellbeing Act from a perspective of:

- Long term
- Prevention
- Integration
- Collaboration
- Involvement

No Corporate Anti-Poverty Strategy currently exists.

4 - Key Scrutiny Questions

- What role does the Scrutiny Committee have in driving forward this Strategy?
- How can the Scrutiny Committee ensure that tackling poverty is seen as a key consideration within Services?
- Is there a clear link with the priorities as identified within the Anglesey and Gwynedd Wellbeing Plan?
- How well does the strategy reflect communities/ stakeholders views on tackling poverty?
- How is it proposed to monitor and report progress on implementation of the strategy?

5 – Background / Context

Consultation has taken place via Council website, social media and links sent to key partners, of those responding all were responding on behalf on an organisation.

The summary is as follows:

- All agree a strategy is needed, with one stating that it should be called Tacking Poverty
- All agree with the purpose of the Strategy
- By using data which is relevant to Anglesey a baseline can be established and could be developed further
- Responses indicate that the Council has a crucial role in coordinating and having an impact on poverty. Some responses are service specific and will be shared for their consideration.

- Third sector and partners acknowledge that they have a role in dealing with poverty and are willing to work with the Council.

6 – Equality Impact Assessment [including impacts on the Welsh Language]

See appendix 2

7 – Financial Implications

No additional resources have been allocated with this Strategy

8 – Appendices:

1. Anti-Poverty Strategy
2. Impact Assessment

9 - Background papers (please contact the author of the Report for any further information):

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Anti-Poverty Strategy

June 2018

Draft Anti-Poverty Strategy

1. Introduction

The word Poverty is mentioned in the news on a daily basis, with poverty becoming apparent in a variety of ways from welfare reform to fuel poverty to low levels of income. Working families on low wages are referred to as 'Just About Managing' (JAM) families. It is often felt that individuals and families have no way of improving their own situation and this is elaborated upon by the Joseph Rowntree Foundation (JRF):

'Poverty is damaging to those directly affected and to our economy and society. Poverty is linked to additional public spending on health, education, social care and police and criminal justice services in Wales of around £3.6 billion a year, equivalent to over 20% of the Welsh budget, with additional costs from lost tax revenues and costs to the social security system.'

Poverty casts a long shadow over people's lives. Children who grow up in low-income households have poorer mental and physical health than those who grow up in better-off families, and people who have experienced poverty or live in a deprived area have fewer years of life free from illness or disability and are likely to die sooner. At every stage of education, children from low-income backgrounds achieve worse results at school than those from better-off homes, increasing the risk that poverty will be passed from one generation to the next. And poverty acts as a brake on economic growth, limiting the skills and talents available to employers, reducing earnings potential which affects Treasury tax revenues, and diverting resources to top-up low wages that could be used in other ways.'

One of the strongest messages regarding poverty in Wales currently is that there are more people of working age in poverty compared to 10 years ago.

2. Purpose of the Strategy

The need for an Anti-Poverty Strategy has been recognised as a priority for the work programme of the Housing Services' Strategic Unit for 2017-2018 and is driven by the 2017-22 Corporate Plan which notes the need to:

- Create conditions which enable everyone to fulfil their long term potential
- Support vulnerable adults and families and keep them safe, healthy and as independent as possible
- Work in partnership with our communities to enable them to cope effectively with changes and developments while protecting our natural environment.

In response to the above this Strategy is presented to achieve:

- An agreement on a corporate definition of poverty
- Raise awareness and set a baseline of activities within Services and with partners
- Develop a method of measuring the effect of Services on dealing with poverty within our communities

It is intended to introduce a Anti-Poverty Strategy which is approved by the Executive so that and internal and external consultation can take place early in 2018. No Corporate Anti-Poverty Strategy currently exists.

The Tackling Poverty Strategy consolidates the Council's role to 'prevent' in order to achieve better results, rather than trying to resolve matters later on when they are more complex and more resource intensive.

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The Tackling Poverty Strategy consolidates the Council's role to 'prevent' in order to achieve better results, rather than trying to resolve matters later on when they are more complex and more resource intensive.

3. What is Poverty?

Everyone has their own personal idea of what is meant by Poverty as there is no one specific definition. For consistency, the following definition is proposed by the Joseph Rowntree Foundation (JRF) as it refers to more than just income:-

When we refer to poverty, the most obvious element is income – but it can also include a lack of ability to source goods or access to essential services.

'When a person's resources (mainly their material resources) are not sufficient to meet their minimum needs (including social participation).'

This is consistent with the recent document Taking Wales Forward 2016-2021 by Welsh Government (WG) which highlights the fact that prosperity means more than just material wealth – it means that each of us enjoys a good quality of life and that we live in strong and safe communities'

The Action Plan which accompanies the above has been issued by WG in December, 2017 which will:

- Tackle regional inequality and promote fair work
- Build ambition and encourage learning for life
- Equip everyone with the right skills for a changing world
- Deliver modern and connected infrastructure

<http://gov.wales/docs/det/publications/171213-economic-action-plan-en.pdf>

The above provides a basis for the Council to adopt 5 themes on a strategic level, which are:

1. **Economic growth for all**- by getting better jobs, local jobs and providing assistance so that people can get work.
2. **Better education and skills** – ensure a high standard of learning, apprenticeships, skills for adults and good careers advice.
3. **Strengthen families and communities** – provide services that support families and provide early years assistance, timely access to services such as mental health.
4. **Save costs and reduce demand** – by providing affordable housing and services such as transport, internet and reducing requirements such as energy costs and increasing energy efficiency.
5. **Support to people who are in poverty** – a small number of the population will need more support as a result of their personal circumstances, a service needs to be provided which focuses on the person and which develops the strengths of individuals over time.

The above is based on a recent report by JRF, 'Prosperity without Poverty' which sets a framework for Wales specifically. Introducing the above themes will assist services to make their fields of work relevant to these themes.

4. National and local context

The following sets the National and Local Context as to why a Tackling Poverty Strategy is required:

The recently published **Prosperity for All: The National Strategy** notes that 'prosperity means more than material wealth'.

The long term aim of the National Strategy is to create a Wales that is prosperous and safe, healthy and energetic, ambitious, which learns and which is united and connected. The Government Programme, *Moving Wales Forward*, notes the main commitments which need to be realized between now and 2021. The main Strategic themes of Prosperity for All are that Wales is:

Prosperous and Secure - Our aim is to create an economy in Wales which offers opportunities for all and tackles inequality, thus ensuring individual and national prosperity.

Healthy and Active - Our aim is to improve health and wellbeing in Wales for individuals, Families and communities.

Ambitious and Learning - Our aim is to instil in everyone a passion to learn throughout their lives, inspiring them with the ambition to be the best they possibly can be.

United and Connected - Our aim is to build a nation where people take pride in their communities, in the Welsh identity and language, and in our place in the world.

Back in 2010, WG introduced a Children and Families Bill, Wales was one of the first in UK to include a commitment to tackling child poverty within an Act. A Strategy for Wales on Child Poverty was published with the intention of improving outcomes for households on low income, by placing duties on local authorities and public bodies to work together to tackle child poverty.

During a review in 2015, it is acknowledged that their ambition of eradicating child poverty by 2020, as stated in the Child Poverty Act, 2010. The WG are developing an alternate realistic way, which will concentrate on elements of child poverty where WG and public bodies across Wales are able to directly influence. One way of achieving this is by Prosperity to All and Future Generations Act.

Alignment with the Wellbeing of Future Generations Act

The Council's Statement of Wellbeing reflects the 'draft' assessment of wellbeing defined by the Public Services Board and notes that we will, as a Council, work towards an Island which develops and nurtures:

- independent individuals within
- strong families who live in
- healthy communities that are:
 - thriving
 - prosperous
 - lively and
 - resilient

Wellbeing Objectives

The Council's Wellbeing Objectives for 2017-18 are based on the draft assessment made by the Public Services Board. The Welfare Objectives are:

- Create sustainable communities by developing a thriving and prosperous economy which offers the opportunity for all to succeed, whatever their background.

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- Improve the long term prospects of children and families by ensuring that each child gets the best start in life, that they are safe and healthy and that each pupil, whatever their background or age, achieves their potential.
- Safeguard and improve the natural and built environment by ensuring a good quality modern infrastructure which is suitable for individuals and businesses alike.
- Ensure a supply of high quality affordable housing and manage that supply in order to develop resilient bilingual communities which promote the Welsh language and culture to ensure a long term future for the language on the Island.

The draft Gwynedd and Ynys Mon Well Being Plan prioritises the effects that poverty has on well being of communities and identifies the need to develop a detailed understanding of how poverty affects the areas and ensures that work will be done across public bodies will be effective in reducing the effects of long term poverty.

<https://www.llesiantgwyneddaron.org/en/Cynllun-Llesiant/>

The Gwynedd and Mon Wellbeing website provides information on data which is relevant to Anglesey

<https://www.llesiantgwyneddaron.org/Uploads/Pages/Documents/3-4-4-22-1-Data-Tables-Assessment-of-Local-Well-Being-Gwynedd-and-Anglesey.pdf>

Anglesey's Corporate Plan 2017-22

As noted previously, the Corporate Plan notes the need to work towards ensuring an Anglesey which is healthy, thriving and prosperous and the need for effective co-ordination in order to tackle poverty.

Since 2013, a clear message has been received following every Council consultation, i.e. to support those who are most vulnerable, to develop the economy and ensure the wellbeing of the people of the Island. The areas which are focused upon in the corporate plan are therefore based on these priorities.

5. Why is there a need to tackle poverty?

While forming the Strategy, a lot of information was found regarding the effects of poverty, and the following summarises some of the research:

Information from the Research and Statistics Unit show the most recent information on poverty across Wales, see link below:

<https://www.slideshare.net/StatisticsWales/poverty-statistics-headline-figures>

<https://gov.wales/statistics-and-research/households-below-average-income/?skip=1&lang=en>

Fuel Poverty

Fuel poverty affects a number of people as a result of:

- An increase in energy costs
- No increase in income and the effect of welfare reform
- Ineffective private housing where a tenant cannot improve his/her own situation
- Ineffective heating methods, especially in the private sector
- Energy tariffs tend to be higher for vulnerable people as they tend not to switch suppliers and use pre-paid meters.

See map on link:

<https://gov.wales/docs/desh/policy/090129fuelmapangleseven.pdf>

ECO requirements on energy companies mean that they have to assist those who are struggling to heat their homes, i.e. people on low wages and those who are vulnerable.

Research by **JRF** shows that household costs have the biggest effect on homes in Britain, with 3.4 million living in comparative income poverty. This figure has increased during the last 20 years with many living in the private sector and with 70% spending more than a third on their household costs.

Social housing tenants can also be affected as there is a very close relationship between rent levels and poverty levels. Housing benefits have assisted those who have been unable to pay their housing costs but, at the same time, have contributed to a lack of financial incentive to work which has in turn, created a poverty cycle. Universal Credit moves away from this. But, setting a limit on how much a household can claim in benefits means that many have to use money which is meant for living costs to pay their housing costs.

WG have commissioned a series of reports which reports on the impact of Welfare Reform

<https://gov.wales/topics/people-and-communities/welfare-reform-in-wales/analysing-reforms/?lang=en>

Current information from Department of Works and Pension show that:

- 98 are claiming Full UC Services on line
- 54% had registered with no assistance
- 30% found it hard to verify their ID
- 43% of claimants wanted more assistance to register on line
- 31% wanted ongoing support to access their account
- 33% with rent arrears and found it difficult to pay their rent

<https://www.gov.uk/government/collections/universal-credit-statistics>

Renting in the private sector

Research by Sheffield Hallam University shows that tenants who live in private sector housing tolerate cold houses as they worry about high heating costs and that they would be evicted if they were to complain.

Poverty and Older People

Welfare reform and hardship measures have meant less expenditure on services for older people. Age UK notes that almost a million people have social care requirements that are not being met.

By comparing Census data, people whose activities are limited 'a lot' because of a health problem or disability was more than 3 percentage points higher in Wales (11.9 per cent) than in England (8.3 per cent) in 2011.

<https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/articles/disabilityinenglandandwales/2013-01-30>

Poverty in work due to low wages

A report by the Public Policy Institute for Wales shows an increase in poverty amongst working families. The definition of a low wage is set at £7.43 in this research.

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Those who work in the catering and hospitality services are most likely to be on low wages, and almost 60% of Wales' workforce is within this category. Those who work in the residential care, wholesale and retail sector are on the lowest wage, with 40% of the workforce in this category.

A report by Public Policy Institute of Wales shows that access to work opportunities is more difficult in rural areas.

<http://ppi.w.org.uk/files/2016/06/An-introduction-to-Rural-Poverty.pdf>

Major developments on the Island will have an impact on wages over the next few years.

Impact on the way people make decisions

A report by JRF shows how living in poverty affects the way people make decisions:

<https://www.jrf.org.uk/report/how-poverty-affects-peoples-decision-making-processes>

Studies show that those living in poverty or those who are close to poverty see a change in their psychological, social and cultural processes which can hamper their ability to make decisions that will benefit them in the long term. Many decisions and subconscious behaviours deal with the present rather than the future and hypothetical. Decisions have therefore been adapted and limited to current circumstances.

Adverse Childhood Experiences (ACE)

Adverse [Childhood Experiences \(ACEs\)](#) are traumatic experiences that happen before 18 years of age and that they are remembered throughout adulthood.

These experiences vary from suffering mental, sexual and physical abuse to being raised in a house where there is domestic abuse, alcohol misuse, separated parents or drug misuse.

Evidence shows that children who experience stressful and low quality childhoods are more likely to develop behaviour which is detrimental to health and which is anti-social, they are more likely to perform poorly in school, are more likely to commit crime and are less likely to be productive members of society.

Child Poverty

Data from End Child Poverty, 2018 shows that there is 3812 children in poverty, which means 27.2% of children are in poverty.

<http://www.endchildpoverty.org.uk/poverty-in-your-area-2018/>

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| ONS code | Percentage of children in poverty, July-Sept 2017 Local Authority and wards* | BEFORE HOUSING COSTS | | AFTER HOUSING COSTS | |
|------------------|---|----------------------|---------------|---------------------|---------------|
| | | Number of children | % | Number of children | % |
| W06000001 | Isle of Anglesey/Ynys Môn | 2,425 | 17.33% | 3,812 | 27.24% |
| W05000981 | Aethwy | 125 | 10.27% | 202 | 16.63% |
| W05000982 | Bro Aberffraw | 118 | 17.85% | 185 | 27.97% |
| W05000983 | Bro Rhosyr | 139 | 13.40% | 221 | 21.38% |
| W05000984 | Caergybi | 407 | 22.53% | 631 | 34.97% |
| W05000985 | Canolbarth Môn | 345 | 16.85% | 545 | 26.60% |
| W05000986 | Llifôn | 176 | 13.98% | 281 | 22.29% |
| W05000987 | Lligwy | 167 | 17.26% | 261 | 27.01% |
| W05000988 | Seiriol | 113 | 11.74% | 181 | 18.88% |
| W05000989 | Talybolion | 253 | 19.65% | 392 | 30.50% |
| W05000990 | Twrcelyn | 250 | 18.14% | 392 | 28.40% |
| W05000991 | Ynys Gybi | 311 | 22.58% | 476 | 34.65% |

6. Establishing a Baseline

The following table list the actions which will take place across Services in the short, medium and long term under the 5 strategic themes within short term defines as within 1 year, medium term as 2-3 years and long term as 4-5 years:

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| Priority 1: | Economic growth for all - better jobs, local jobs and support so that people can get work. | | |
| Economic Development | Short Term Complete WG TRI programme by providing information on number and effect of schemes | Medium Term Pilot Future Generations Framework Future Generations Framework Support and influence the Growth Bid, North Wales Economic Ambition Board | Long Term Ensure investment within private sector business to increase jobs locally Maximise local economic benefits with Wylfa Newydd and other new developments |


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| Priority 2: | Better education and skills – ensure a high standard of learning, apprenticeships, skills for adults and good careers advice. | | |
| Education | Short Term Offer childcare services to specific areas with the intention of implementation Island wide Lifelong learning- offer training on improving digital skills by reporting on numbers which have benefited and will also assist with Welfare Reform changes | Medium Term Provide activities to encourage families to take part in arts and social activities by recording numbers Number that have participated via Dechrau'n Deg | Long Term Modernising Schools Programme which will provide the best facilities to improve educational opportunities Achieve STEM Inspiring Young People Strategy Ynys Môn |

ATODIAD 1

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| Priority 3: | Strengthen families and communities – provide services that support families and provide early years support, timely access to services such as mental health services. | | |
| Social Services: Children Services | <p>Short Term</p> <p>Review interventions and support for families to target resources effectively</p> <p>Report on number of children achieve outcomes with their Teulu Mon Plans</p> | <p>Medium Term</p> <p>Offer preventative services via Teulu Mon and Flying Start</p> <p>Realise the Prevention Strategy for Children and Families</p> | <p>Long Term</p> <p>Measure effect of family resilience</p> |
| Social Services: Adult Services | <p>Short Term</p> <p>Offer Community Asset Co-ordinators to combat loneliness and increase social participation</p> | <p>Medium Term</p> <p>Develop Extra Care Scheme in the Seiriol area</p> | <p>Long Term</p> <p>Develop a co-productive model of learning difficulties service</p> |
| Work with third sector and partners | Identify opportunities during the term of the Strategy to ensure that social value and any joint intervention | | |
| Priority 4: | Save costs and reduce demand – by providing affordable housing and services such as transport, internet and reducing requirements such as energy costs and increase energy efficiency. | | |
| Housing Services | <p>Realise the HRA Business Plan Long Term</p> <p>Realise the Asset Management Strategy Short Term</p> <p>Realise Supporting People Commissioning Plan Medium Term</p> | | |
| Social Services | Offer Teulu Mon, Families First, Flying Start and Direct Payments – Tymor Byr | | |

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| Information Technology Service | Offer digital methods to residents to be able to contact the Council with ease – Tymor Byr |
| Revenue and Benefits Service | Adopt a Corporate Debt Collection Policy-Medium Term |
| Highways, Waste and Property Service | Offer Mon Community Transport Service by demonstrating number that utilise the service Provide public service transport which is based on the needs of being able to reach centres which are part of the place shaping strategy- short term |

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|---------------------------|--|---|--|
| Priority 5: | Support to people who are in poverty by: | | |
| At corporate level | <p>Short Term</p> <p>Implement the Welfare Reform Hub action plan</p> <p>Ensure that preventative services are offered via a prevention framework- Adult Services, Children and Supporting People</p> <p>Prepare for the combined preventative grant from WG, 2019 onwards and assess the impact</p> <p align="center">  English.pdf </p> | <p>Medium Term</p> <p>Develop a Place Shaping Strategy</p> <p>Respond to objectives within the Well Being Plan on identifying the effects of poverty on our communities</p> <p>Work with our partners to offer alternate services which support and prevent people from going into poverty</p> | <p>Long Term</p> <p>Review the Anti-Poverty Strategy which is based on data with the aim of helping people not to go into poverty</p> |

7. Responses following consultation period

Consultation has taken place via Council website, social media and links sent to key partners; of those responding all were responding on behalf of an organisation.

The summary is as follows:

- All agree a Strategy is needed
- All agree with the purpose of the Strategy
- By using data which is relevant to Anglesey a baseline can be established and could be developed further
- Responses indicate that the Council has a crucial role in coordinating and having an impact on poverty. Some responses are service specific and will be shared for their consideration.
- Third sector and partners acknowledge that they have a role in dealing with poverty and are willing to work with the Council.

APPENDIX 2

Isle of Anglesey County Council - Equality Impact Assessment Template

| Revision history: | | |
|-------------------|--------|--------------------|
| Version | Date | Summary of changes |
| 0.1 | 2.7.18 | draft |
| | | |
| | | |

| Step 1: Background | |
|---|--|
| 1 - What are you assessing? | Anti Poverty Strategy |
| 2 - Is this a new or existing proposal? | new |
| 3 - What are the aims and purpose of this proposal? | Strategy is presented to achieve: <ul style="list-style-type: none"> · An agreement on a corporate definition of poverty · Raise awareness and set a baseline of activities within Services and with partners · Develop a method of measuring the effect of Services on dealing with poverty within our communities |
| 4 - Who is responsible for the proposal you are assessing? | Every Service |
| 5 - Who is the Lead Officer for this assessment? | Housing Services Strategy Unit |

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| Step 1: Background | |
|---|--|
| 6 - Who else is involved in undertaking this assessment? | Services and partners |
| 7 - Is the proposal related to other areas of work? For example, are there other proposals of policies that should be taken into consideration as part of this assessment? | All policies could have an effect on poverty |
| 8 - Who would be affected by the proposal(s) (adversely or positively, directly or indirectly)? | Residents of Isle of Anglesey |

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| 9 - Is the proposal relevant to how the Authority complies with the public sector general duty relating to people who are protected by the Equality Act 2010? | Yes | No |
|--|------------|-----------|
| The elimination of discrimination and harassment | x | |
| The advancement of equality of opportunity | x | |
| The fostering of good relations | x | |
| The protection and promotion of human rights | | |
| Note: As a general rule, any policy that affects people is likely to be relevant across all protected groups | | |

| Step 2: Information Gathering | |
|--|-----|
| 10 - Does this proposal ensure that the Welsh language is treated no less favourably than the English language, in accordance with the Council's Welsh Language Policy? | yes |
| 11 - Is there an opportunity here to offer more opportunities for people to learn and / or use the Welsh language on a day-to-day basis? | yes |
| 12 – Will this area of work proactively offer services in Welsh for users? | no |
| 13 – Is this proposal likely to protect and promote the Welsh language within communities? | yes |
| <p>Appendix 1 to the Impact Assessment Guidance lists a series of questions which should be considered when assessing how proposals impact on the Welsh language in general. The extent to which these questions are relevant will depend on the proposal in question. The purpose of these questions is to make you think about the wider impact or contribution and these questions could be used as a prompt when responding to questions 10 – 13 above.</p> <p>However, when assessing how the Council's main policies and strategies impact on the Welsh language, it is recommended that these questions are considered in more detail so that comprehensive assessment is undertaken – a separate template is available with these papers on MonITor, for you to complete, if appropriate.</p> | |
| 14 - Are there any Human Rights issues? If so, what are they? (For example, could this proposal result in the failure to safeguard the right to privacy?) (The 16 basic rights are listed at Appendix 1). | no |

| | | |
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| 15 – Does this proposal meet any of the seven national well-being goals outlined in the Well-being of Future Generations (Wales) Act 2015? (Discriptions of the wellbeing goals are listed at Appendix 2) | A prosperous Wales | x |
| | A resilient Wales | x |
| | A healthier Wales | x |
| | A more equal Wales | x |
| | A Wales of cohesive communities | x |
| | A Wales of vibrant culture and thriving Welsh language | x |
| | A globally responsible Wales | x |
| 16 - What has been done to date in terms of involvement and consultation with regard to this proposal? | Consultation taken place | |
| 17 – Have you used any other information that is relevant to the proposal to inform your assessment? If so, please detail: | National and local data | |
| 18 - Are there any gaps in the information collected to date? If so, how will these be addressed? | | |

Step 3: Considering the potential impact and identifying mitigating action

19 — Note below any likely impact on equality for each individual group, and identify what action could be taken to reduce or improve the impact. *For determining potential impact, please choose from the following: **Negative / Positive / No impact**

| Protected group | *Potential Impact | Details of the impact | Actions to mitigate negative impact |
|---|-------------------|-----------------------|-------------------------------------|
| Age | Positive | | |
| Disability | Positive | | |
| Gender | Positive | | |
| Gender Reassignment | No impact | | |
| Pregnancy & Maternity | No impact | | |
| Race / Ethnicity / Nationality | No impact | | |
| Religion or Belief | No impact | | |
| Sexual Orientation | No impact | | |
| Welsh language | Positive | | |
| Human Rights | Positive | | |
| Marriage or Civil Partnership | No impact | | |
| Any other relevant issue, eg poverty, access to services in rural areas | | | |

| Step 4: Outcome of the assessment | |
|---|--|
| 20 - Note the impacts identified and how it is intended to mitigate any negative impact (ie a summary of the above table) | No adverse impact identified |
| 21 - Is there a strategy for dealing with any unavoidable but not unlawful negative impacts that cannot be mitigated? | |
| 22 - Describe any actions taken to maximise the opportunity to promote equality and/or the goals of the Well-being of Future Generations (Wales) Act 2015 (sustainability). (The seven well-being goals are listed in Appendix 2) | Strategy encourages opportunities for people to take part in their community and to become resilient |
| 23 – Is there a need to reconsider the proposal as a result of conducting this assessment? (Evidence of negative impact could render the proposal or decision unlawful. If you have identified negative impact, you should consider at this stage whether it is possible to proceed with the proposal). | no |
| 24 - Will the proposal be adopted / forwarded for approval? Who will be the decision-maker? | Scrutiny Committee to recommend approval by the Executive Committee |
| 25 - Are there monitoring arrangements in place? What are they? | Work plan in place |

Step 5: Action Plan

Please detail any actions that are planned following completion of your assessment. You should include any changes that have been made to reduce or eliminate the effects of potential or actual negative impact, as well as any arrangements to collect data or to carry out further research.

| Ref | Proposed actions | Lead officer | Timescale |
|-----|------------------|--------------|-----------|
| | | | |
| | | | |
| | | | |

Appendix 1 – Human Rights

Human rights are rights and freedoms that belong to all individuals, regardless of their nationality and citizenship. There are 16 basic rights in the Human Rights Act – all taken from the European Convention on Human Rights. For the purposes of the Act, they are known as ‘the Convention Rights’. They are listed below:

(Article 1 is introductory and is not incorporated into the Human Rights Act)

Article 2: The right to life

Article 3: Prohibition of torture

Article 4: Prohibition of slavery and forced labour

Article 5: Right to liberty and security

Article 6: Right to a fair trial

Article 7: No punishment without law

Article 8: Right to respect for private and family life

Article 9: Freedom of thought, conscience and religion

Article 10: Freedom of expression

Article 11: Freedom of assembly and association

Article 12: Right to marry

Article 14: Prohibition of discrimination

Article 1 of Protocol 1: Protection of property

Article 2 of Protocol 1: Right to education

Article 3 of Protocol 1: Right to free elections

Article 1 of Protocol 13: Abolition of the death penalty

Appendix 2 - Well-being of Future Generations (Wales) Act 2015

This Act is about improving the social, economic, environmental and cultural well-being of Wales. Public bodies need to make sure that when making their decisions they take into account the impact they could have on people living their lives in Wales in the future. The Act puts in place seven well-being goals:

| Goal | Description of the goal |
|---|---|
| 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. |
| 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). |
| 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. |
| 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). |
| A Wales of cohesive communities | Attractive, viable, safe and well-connected communities. |
| 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. |
| 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. |