

<b>ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template</b>	
<b>Committee:</b>	<b>Partnership and Regeneration Scrutiny Committee</b>
<b>Date:</b>	<b>18/01/2024</b>
<b>Subject:</b>	<b>Modernising and Transforming Day Services in the Holyhead Area</b>
<b>Purpose of Report:</b>	<b>Seek the comments of the Scrutiny Committee on the proposals to modernise and transform Day Activities (Holyhead Area).</b>
<b>Scrutiny Chair:</b>	<b>Councillor Dylan Rees</b>
<b>Portfolio Holder(s):</b>	<b>Councillor Alun Roberts</b>
<b>Head of Service:</b>	<b>Arwel Wyn Owen</b>
<b>Report Author:</b> <b>Tel:</b> <b>Email:</b>	<b>Arwel Wyn Owen</b> <b>01248 752744</b> <b>ArwelOwen3@ynysmon.llyw.cymru</b>
<b>Local Members:</b>	<b>Councillor Jeff M. Evans</b> <b>Councillor Glyn Haynes</b> <b>Councillor Trefor Lloyd Hughes</b> <b>Councillor Robert Llewelyn Jones</b> <b>Councillor Pip O'Neill</b> <b>Councillor Keith R. Roberts</b> <b>Councillor Dafydd Rhys Thomas</b>

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<b>1 - Recommendation/s</b>
<p><b>The Committee is requested to:</b></p> <p><b>R1.</b> Offer Comments on the proposals to modernise and transform Day Activities (Holyhead Area).</p> <p><b>R2.</b> Recommend to the Executive to support the recommendation:</p> <p style="padding-left: 40px;">Integrate service users within community and respond to the aspirations of people who attend activities to provide better outcomes. Continue to transform and modernise the way day services are provided with an emphasis on</p>

utilizing community buildings. As the use of Morswyn has reduced, bring the existing service to an end. Declare the property surplus to requirements and invite expressions of interest from other Departments. If no use is identified, dispose of the property, and transfer the receipts to the Adults Department.

## 2 – Link to Council Plan / Other Corporate Priorities

Direct connection with the following objectives in the Council's plan:

- Strengthen the provision of day opportunities for adults with learning disabilities by enhancing and encouraging access to community resources.
- Ensure community hubs provide services to enable independence, minimise loneliness and improve people's health and wellbeing.

The Adults Department's Vision is:

- That as many day activities as possible are provided from community settings, encouraging opportunities for people with Learning Disabilities to attend mainstream activities and integrate into the everyday life and activity of their communities.
- Realising this vision would allow people with learning disabilities to choose where and when they wish to attend activities. Activities will be provided within communities for the whole community and could mean that a wide range of people, including the elderly, people with physical disabilities and learning disabilities, attend the same activities.

## 3 – Guiding Principles for Scrutiny Members

**To assist Members when scrutinising the topic:-**

**3.1** Impact the matter has on individuals and communities [**focus on customer/citizen**]

**3.2** A look at the efficiency & effectiveness of any proposed change – both financially and in terms of quality [**focus on value**]

**3.3** A look at any risks [**focus on risk**]

**3.4** Scrutiny taking a performance monitoring or quality assurance role [**focus on performance & quality**]

**3.5** Looking at plans and proposals from a perspective of:

- Long term
- Prevention

- Integration
- Collaboration
- Involvement

**[focus on wellbeing]**

**3.6** The potential impacts the decision would have on:

- protected groups under the Equality Act 2010
- those experiencing socio-economic disadvantage in their lives (when making strategic decisions)
- opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language

**[focus on equality and the Welsh language]**

#### **4 - Key Scrutiny Questions**

1. The report discusses recently undertaken engagement and consultation processes. To what extent were the processes comprehensive, appropriate, and robust?
2. In what ways have the outputs of the processes influenced the modernisation plans?
3. How do the proposed proposals enable the Authority to realise the strategic priorities of the Council's Plan 2023/2028?
4. What arrangements have been put in place to mitigate any impacts on protected groups under the Equality Act 2010?
5. What challenges and risks can the Council face in trying to make the proposed plans a reality in the Holyhead area?
6. How is the implementation of the modernisation programme to be monitored?

#### **5 – Background / Context**

The reason for the report is to respond to the aspirations of service users and offer a better and more varied experience.

#### **IMPLICATIONS**

##### Users

Service users' response to the engagement and consultation was extremely positive in terms of the changes, with some who have taken advantage of the community provision, stating that they do not wish to return to the Morswyn building. The community-based day activities have proved successful and popular amongst service users. As a result, there has been a reduction in the number of people attending day activities at the Morswyn Centre. 9 people attend the centre with 6 of them only attending occasionally, opting instead to attend activities in the community centres. We now believe that the majority of Morswyn users could be

supported in the community, and it would be possible to identify an alternative provision in another setting or adapt care arrangements for the 3 individuals with the most complex needs. Social workers will discuss individual arrangements.

### Staff

7 members of staff are employed at the Morswyn Centre. All existing jobs will be protected within the scheme. Staff will transfer to work in the community or from another centre. It will mean changing the location or nature of the work, but we will seek to ensure continuity of care for users.

Existing jobs will be protected, and a new workbase would be confirmed following discussions with individual members of staff, with the aim of ensuring continuity of care for individuals and taking the wishes of staff into account in terms of their workbase.

### Finance

- There is no expectation of realising savings in the staffing budget as staff will transfer to work in the community or in other centres.
- A revenue budget saving of £29,000 is anticipated. From this total, £17,500 has already been realised due to a reduction in the use of the Centre. This leaves £11,500 to be realised when the building closes.

### The Building

Terminating the use of the Morswyn building will avoid:

- £103,000 of essential maintenance costs over the next few years. The Property Department's assessment of the maintenance work required includes:
  - Re-roofing the building – slate and felt roofs.
  - Re-rendering the external walls.
  - Adaptations to modernise some of the windows and install alarms.
  - Update the electricity network.

The Morswyn Centre is a former school and cabins have been added to the site to create additional space. The building has a number of practical problems e.g., due to its design, the building is not fully accessible to people with mobility issues.

- The Department has received confirmation from the Property Department of the financial value of the building for disposal.
- The Department has asked for confirmation of the building's legal status before consideration is given to its disposal (freehold).

## **MORSWYN (HOLYHEAD) DAY CENTRE**

The Morswyn Day Centre is located in the former Morswyn school building in Holyhead. Before the Covid pandemic, it was a busy centre providing activities for approx. 20 individuals on a daily basis. When the pandemic struck early in 2020, the centre had to close for a period of time to prevent people from mixing and spreading the virus.

When the pandemic restrictions were eased, the Morswyn building could not accommodate the same number of people due to social distancing rules being implemented. In response to the challenge, the Adults Services began using community buildings in the town of Holyhead to hold activities. 'Boston Centre Stage' and 'Sea Scouts' buildings have been used regularly and the Council has helped the organisation running Boston Centre Stage apply for funding to introduce adaptations, such as disabled toilets.

Traditionally, day activities for people with Learning Disabilities have been provided from a designated building. The Council has four specific sites which provide activities for approx. 110 people:

- Morswyn Day Centre, Holyhead
- Gors Felen Day Centre, Llangefni
- Blaen y Coed Day Centre, Llangoed
- Haulfre Gardens, Llangoed

The Adults Services also commissions a broader provision from the third sector for approx. 67 people.

Although attending the centres and settings responds to a number of people's needs, the model focuses on attending a setting and undertaking formal activities. This can limit the choices available to individuals and restrict people's personal control over their own lives. As the centres only provide for people with learning disabilities, it can have the unintended consequence of removing people with learning disabilities from day-to-day life in their local communities. As a result, they do not always promote the aim of improving the confidence and independence of people with learning disabilities. Although people are safe in these centres, we must ask whether attending one location on a daily basis is the best way of promoting living a full life. In the Holyhead area, the Department has looked at an alternative approach to meeting users' needs and the reaction has been positive.

The number of people regularly attending activities in community buildings in Holyhead is 28. They include people who previously attended Morswyn and people who have partially transferred from other local activities.

The success of community activities in attracting people proves to the Department that the strategy is the right one, and that investment in the community buildings,

not only in Holyhead but across the Island, is worthwhile. Appendix 4 provides further details about the Adults Department's investment in community buildings.

## **VISION**

The Adults Services wishes to develop the model and extend the number of settings that provide day activities for people with Learning Disabilities in the Holyhead area. Diverting resources from the Morswyn Centre would allow further investment in that vision.

## **ENGAGEMENT WITH DAY ACTIVITY USERS**

During August and September 2023, the Adults Department gathered the opinions of people who use day activities in the Holyhead area and their families. 37 people responded, and they regularly attend activities at Boston Centre Stage, the Sea Scouts and Morswyn. The aim of the exercise was to ascertain the opinions of users and their families about the activities provided from community settings, and what people want to see in future. Three questions were asked:

- Which day activities would you like to see offered in future?
- Are you happy with the day activities provided from community buildings such as Boston Centre Stage and Sea Scouts?
- Would you like to see more community day activities for people with learning disabilities in Holyhead?

'Appendix 1' includes a cross-section of responses.

Most of the feedback received was positive in terms of the activities offered in community settings.

A strong desire was expressed in favour of increasing the range of activities offered in community settings. There was a specific demand for practical activities such as sports and outdoor activities.

Based on this exercise, the Adults Department concluded that people were, in general, supportive of the vision of using community resources to provide day activities and that there is a strong desire to further increase variety.

## **PUBLIC CONSULTATION**

A formal consultation was held on the future of day activities at the Morswyn Centre from 23/10/2023 to 01/12/2023. The consultation centred on the following proposal:

- Are you satisfied with the day opportunities provided from community buildings such as 'Boston Centre Stage' and the 'Sea Scouts'?
- Would you like to see more community day activities for people with learning disabilities in Holyhead?

- Would you be willing for the Council to stop offering day activities at the Morswyn Centre and extend activities in other community settings in the Holyhead area?
- Do you think that terminating day activities at the Morswyn Day Centre would have any effect on using the Welsh language?

123 questionnaire packs were sent out in the post. One pack for each person on the register of people with learning disabilities in the Holyhead area (a wider cohort than the core group of people who attend day activities on a regular basis). Staff at the Morswyn Day Centre and staff who provide day activities at other settings were informed that the consultation had opened and were encouraged to participate. The consultation was available on the Council website and open to anyone to participate. Additionally, telephone support and advocacy were available to people wishing to receive support.

A summary of responses is presented in Appendix 2.

34 responses were received to the consultation. The table below summarises the responses:

1) Are you satisfied with the day opportunities provided from community buildings such as 'Boston Centre Stage' and the 'Sea Scouts'?			2) Would you like to see more community day activities for people with learning disabilities in Holyhead?			3) Would you be willing for the Council to stop offering day activities at the Morswyn Centre and extend activities in other community settings in the Holyhead area?			4) Do you think that terminating day activities at the Morswyn Day Centre would have any effect on using the Welsh language?		
Yes	No	No comment	Yes	No	No comment	Yes	No	No comment	Yes	No	No comment
14	7	11	25	5	2	15	12	5	4	14	12

Summary of consultation responses:

- The majority of respondents were happy with the activities provided at the Boston Centre Stage and Sea Scouts buildings.
- The vast majority of people who responded to question 2 were keen to see more community day activities being provided.
- The majority of people who answered question 3 were willing for the Council to stop providing day activities at the Morswyn Centre and to extend day activities in community settings in the Holyhead area. 47% were satisfied and 38% were not satisfied.
- The vast majority of people who responded to question 4 believed that terminating activities at the Morswyn Centre would not have an effect on using the Welsh language.

## CONCLUSION

- The vision of providing as many day activities as possible from community settings has received clear support from people who have experienced this model of provision.
- Overall, people who have experience of attending day activities at Boston Centre Stage and the Sea Scouts building are very positive about their experiences. Some have strongly expressed that they would not wish to return to the Morswyn Centre.
- The vast majority of people who expressed their opinions want to see more variety in the day care provision and want more activities to be provided in an increased number of different settings.
- Ending day activities at the Morswyn Centre would release resources and allow the Adults Department to divert resources and staff to stabilise and extend day activities held in other community buildings.
- Individuals with no experience of community activities were less supportive. Concern was expressed about how people with complex needs could be supported in the community. The Adults Services will work with these individuals to identify how best to meet their needs. This has been outlined in Appendix 3, Equality Impact Assessment. It could mean a different approach to offering Day Care or offering a service from the Gors Felen Centre in Llangefni.

## RECOMMENDATION

Integrate service users within community and respond to the aspirations of people who attend activities to provide better outcomes. Continue to transform and modernise the way day services are provided with an emphasis on utilizing community buildings. As the use of Morswyn has reduced, bring the existing service to an end. Declare the property surplus to requirements and invite expressions of interest from other Departments. If no use is identified, dispose of the property, and transfer the receipts to the Adults Department.

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

### 6.1 Potential impacts on protected groups under the Equality Act 2010

The Council is proposing to adapt day activities opportunities to promote and support people with learning difficulties to participate more and integrate within their communities. The setting for activities may change and could mean moving to another venue.

Individuals' needs will be discussed, as well as any changes e.g., travel, and any other reasonable adaptations.



### **6.2 Potential impacts on those experiencing socio-economic disadvantage in their lives (strategic decisions)**

No impact

The service is proposing to redirect resources away from maintaining a building in order to expand the day activities provision in existing community buildings in the same area.

The Adults Service will work with people to identify how best to meet their needs and if this means travelling to settings, transport will be provided and paid for by the Council.

### **6.3 Potential impacts on opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language**

By offering more options for Welsh speakers who have learning disabilities to use the language in their communities.

## **7 – Financial Implications**

There is no expectation of realising savings in the staffing budget as staff will transfer to work in the community or in other centres.

A revenue budget saving of £29,000 is anticipated. From this total, £17,500 has already been realised due to a reduction in the use of the Centre. This leaves £11,500 to be realised when the building closes.

Terminating the use of the Morswyn building will avoid £103,000 of essential maintenance costs over the next few years.

## **8 – Appendices:**

**Appendix 1** – Cross-section of responses to the engagement exercise August - September 2023

**Appendix 2** – Summary of responses to the formal Engagement

**Appendix 3** – Equality Impact Assessment

**Appendix 4** – Community Resources

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

Council Plan 2023-28

## Appendix 1 - Summary of Responses to the Engagement (August/September 2023)

	1) Which day activities would you like to see offered in future?	2) Are you happy with the day activities provided from community buildings such as Boston Centre Stage and Sea Scouts?	3) Would you like to see more community day activities for people with learning disabilities in Holyhead?	Any additional comments
<b>Response</b>	Drop-in centre better than 5 days a week – choice and variety of what to do/where to go. 'A' likes to observe, doesn't enjoy when it's too quiet.	Yes – but need to make sure there is adequate changing facilities. More changing facilities on the island, getting better than what it has been. Needs two people to change. Yes, happy with everything.	Not aware what the facilities are like in comparison to other areas. Would be good to have more activities where people can come together. Having more social opportunities.	She loves it – she would come every day if she could. She misses it when she goes away, feels she is missing out. She would be devastated if it was taken away from her. She likes being able to have a choice, made good friends that she didn't know before.
<b>Response</b>	Promoting Healthy eating, 'A' has started to put weight on. Regular swimming sessions. Anything outdoors- walking is one of 'A's' favourite things. Sport sessions, pickle ball, basketball for example. Cinema. Trips – 'A' loves to go anywhere. Go carting.	Yes, happy with the staff. They take on board what we say.	More outdoor events.	I'd like a day service where they help me to be more independent e.g., going on a bus or going to the shops by myself.

**Appendix 1 (continued)- Summary of Responses to the Engagement (August / September 2023)**

<b>Response</b>	Regular swimming sessions. Loves the time she spends there, with her friends. She feels safe there.	Yes – I really enjoy it, get to spend time with friends, and I enjoy the activities. I get to choose what I want to do.	Any form of performing. She likes being included and taking part.	Everything is good.
<b>Response</b>	I enjoy the sports and swimming. I like having a mix of being in one building but also being able to go by vehicle to different places. Team building activities. Music – be part of a band Yes – I really enjoy it, get to spend time with friends, and I enjoy the activities. I get to choose what I want to do.	Yes – 'A..' will choose community facilities over Morswyn when given the choice. He prefers the sea cadets; I think because the building is brighter. Dependant on the condition, two places reduce people being too effected if there's a reason to close. More support for rather than with at Morswyn. Here people get the help they need and do what they can themselves.	Yeah. I like to do more, I like going for food, for walks, day trips with animals, shows. I get a say in what we do and where I go. I have played games that I didn't think I would be able to like taking part in an egg and spoon race.	Looking forward to the pilot
<b>Response</b>	Swimming. Exercise opportunities to be included. Going to the gym. Enjoys crafts and practical activities. Dancing, enjoys music.	Yes, Boston and Sea Cadets are a lot different. Its livelier. Days were in Morswyn after an hour or so she's ready to leave.	Yes – it would be nice to have a sports day, cooking, knitting group, crochet, art, and crafts.	



## Appendix 2 (Continued)- Written Comments and the Adults Service's Response

<b>Summary of Matters highlighted during the Consultation and the Service Response</b>	
<b>Matters Shared, Comments and Concerns</b>	<b>Service Response</b>
The consultation does not include the opinions of users who have communication difficulties.	Individual sessions were arranged with individuals/families who would be directly affected, and the Advocacy Service was invited to provide support. If the changes go ahead, individual arrangements will be confirmed to ensure that the alternative provision is appropriate. It could mean providing support from another Centre.
It is unacceptable to consider closing Morswyn and moving people with complex disabilities who need help to eat to somewhere like Boston and another place that does not have a disabled toilet.	Adaptations have been introduced within the Sea Scouts and Boston Centre Stage buildings and they have been suitable for the individuals using the building. Other settings and further adaptations could also be considered.
There is no need to spend money on Morswyn, the roof does not leak.	The maintenance work required on the Morswyn building is outlined in the report. It is anticipated that investment will be required in the near future to maintain the standard of the building and there has been a reduction in the number of users.
The Morswyn centre has been going for some time in Holyhead and is a useful place for people with disabilities to go. It offers all sorts of activities for them to do.	<p>A number of users have confirmed that they enjoy community activities and have stated that they would like to see these being developed and extended.</p> <p>The Adults Services Vision is to be able to provide a wide range of activities from different buildings to promote integration.</p>

## **Appendix 2 (Continued)- Written Comments and the Adults Service's Response**

<p>Morswyn just needs to be updated and fitted/ provided with things for the users to do, to give them more choice of things to do.</p>	<p>Morswyn would not be suitable in the long term without introducing significant improvements and there has been a reduction in the number of users as individuals favour more varied activities in different settings.</p>
<p>I am a carer in the Morswyn centre for the last 12 years also worked for the Council for 35 years, our place is like a second home to our clients, we do care there and activities which other places don't provide, and they feel safe.</p>	<p>Morswyn staff have and do offer a quality service to individuals, and we want this to continue but with the support provided from different settings, increasing opportunities and offering a variety of experiences.</p>
<p>I don't believe the other services can offer the same level of care especially for those with higher care needs such as personal care, Morswyn has all these facilities in place.</p>	<p>If additional needs exist above and beyond what can be provided at a community level this will be discussed with the individuals and their families. It could mean using other community buildings, other individual arrangements or using Gors Felen.</p>
<p>We haven't used the Morswyn Centre, but we do access the Sea Cadets/ Boston Centre Stage Group. This group has made a big difference to my daughter. The pilot scheme based in the Gwelfor Centre has been amazing. My daughter has grown in confidence so much and is much more sociable and finds it easier to express her opinions and make her own choices/ decisions.</p>	<p>The changes are the result of a desire to extend opportunities and it may be possible to expand the number of settings and activities offered. We know that other activities and buildings are available in the Holyhead area, but we would have to move staff and individuals to develop them.</p>

## Appendix 3



### **Equality Impact Assessment Template (including the Welsh language and the Socio-Economic Duty)**

Mae'r ddogfen hon hefyd ar gael yn Gymraeg / This document is also available in Welsh.

Version	Date	Summary of changes
1	14/03/2023	Initial draft
2	10/10/2023	Second draft

<b>Step 1: Background</b>	
1 - What are you assessing?	The impact on equality arising from the Adults Service's proposal to ask stakeholders whether they would support considering ending the day activities provision at the Morswyn Centre to allow resources to be redirected to extend the day activities options offered in community settings, and provision by community organisations.
2 - Is this a new or existing proposal?	New Proposal

<b>Step 1: Background</b>	
3 - What are the aims and purpose of this proposal?	Invite stakeholders in the Holyhead area to provide their feedback and opinions about a change in the way day activities are provided with the emphasis on community buildings. There has been a reduction in the number of people attending the Morswyn Day Centre due to people opting to attend day activities which are provided in community buildings in the Holyhead area. To ask whether stakeholders support considering bringing day activities to an end at the Morswyn Centre to allow the Council to redirect resources to expand the day activity options offered from community settings and by community organisations.
4 - Who is responsible for the proposal you are assessing?	Head of Adults Services
5 - Who is the lead officer for this assessment?	Provider Unit Service Manager – Adults Service
6 - Who else is involved in undertaking this assessment?	Provider Unit Service Manager – Adults Service Learning Disabilities and Mental Health Service Manager – Adults Services Byron Centre Manager – Adults Services Learning Disabilities Team Manager – Adults Services Transformation and Development Manager – Adults Services
7 - Is the proposal related to other areas of work? For example, are there other proposals or policies that should be taken	<ul style="list-style-type: none"> <li>• Social Services and Well-being Act 2014</li> <li>• Well-being of Future Generations Act (Wales) 2015</li> <li>• Council Plan 2022-2028.</li> </ul>



<b>Step 1: Background</b>		
into consideration as part of this assessment?		
<p>8 - 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?</p> <p>As a general rule, any policy that affects people is likely to be relevant across all protected groups.</p>	The elimination of discrimination and harassment	Yes
	The advancement of equality of opportunity	Yes
	The fostering of good relations	Yes
	The protection and promotion of human rights	Yes
<p>9 - Is the proposal a strategic decision? If so, the Socio-Economic Duty is relevant - see appendix 1.</p>	Yes - It is a strategic decision to redirect the Day Service provision away from specific buildings towards community services which allow people with learning disabilities to integrate more and more into the daily life of their communities.	
<p>10 - Who would be affected by the proposal(s) (adversely or positively, directly or indirectly)?</p> <p><b>If this is a strategic proposal</b>, ensure that you give specific consideration to whether the proposal would affect more on people living in less favourable social and economic circumstances than others in the same society (see appendix 1)</p>	<ul style="list-style-type: none"> <li>• Adults with Learning Disabilities who attend internal day services (Morswyn).</li> <li>• Their families and carers.</li> <li>• Internal Staff and Service Managers.</li> <li>• External Providers of day services.</li> <li>• Third sector organisations.</li> <li>• Isle of Anglesey Council Social Work staff.</li> </ul>	

<b>Step 2.1: Information Gathering – Welsh Language Standards and the Welsh Language Measure (Wales) 2011</b>	
11 - 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?	<p>The proposal should not have a negative impact on the Welsh language.</p> <p>The Council is committed to providing bilingual services in both Welsh and English across all its services. We promote a proactive approach to offering services in the Welsh language, in line with the Welsh Government's 'More than Words / Mwy na Geiriau' strategy framework. We ensure that we comply with the Council's Welsh Language Plan in organising and providing our social services.</p>
12 - 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?	<p>Many service users are Welsh speakers. Consideration will be given to linguistic needs to ensure that service users are able to communicate with us in their language of choice.</p> <p>A requirement is already in place stipulating that every provider (both internal and external) provides services in Welsh and English, and that they must be culturally sensitive.</p>
13 - Will this area of work proactively offer services in Welsh for users?	The service already offers services in Welsh and this scheme will continue to offer a provision in both Welsh and English. There is no intention to change the service provider, the service will be provided by the Council (internal Service Provider).
14 - Is this proposal likely to protect and promote the Welsh language within communities?	The scheme will give service users more opportunities to use the Welsh language in their communities by providing opportunities for people to take part in daily activities in their communities.
<p>To help you to answer the questions above, the corporate <b>Impact Assessment Guidance</b> 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. However:</p> <ul style="list-style-type: none"> <li>• If you are looking at how the implementation of the Council's key policies, strategies or guidance would affect the Welsh language; or</li> </ul>	

<b>Step 2.1: Information Gathering – Welsh Language Standards and the Welsh Language Measure (Wales) 2011</b>	
<ul style="list-style-type: none"> <li>If your initial response to the above questions raises any concerns or evidence to suggest that the proposal would treat the Welsh language less favourably than the English language, or would have a detrimental impact on opportunities for people to use the Welsh language;</li> </ul> <p><b>a more comprehensive impact assessment on the Welsh language should be carried out.</b> A separate template is available on MonITor. <b>The Welsh Language Commissioner’s good practice advice document</b> is also available on MonITor to assist you further.</p>	

<b>Step 2.2: Information Gathering – Human Rights Act 1998</b>	
15 - 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?	<p>Changing the way a service is provided can effect the rights of individuals in relation to:</p> <p>Article 11: Freedom to associate and assemble – a small number of service users with complex needs may have to move to other centres further afield to continue to receive a service as some community buildings are not suitable for them.</p>

<b>Step 2.3: Information Gathering – Well-being of Future Generations Act (Wales) 2015</b>		
16 – Does this proposal meet any of the seven national well-being goals outlined in the Well-being of Future Generations Act (Wales) 2015?  (Descriptions of the well-being goals are listed in Appendix 3)	A prosperous Wales	
	A resilient Wales	Yes – supporting communities to be inclusive
	A healthier Wales	Yes – supporting people with learning disabilities to access various activities which are both physically and mentally beneficial.

<b>Step 2.3: Information Gathering – Well-being of Future Generations Act (Wales) 2015</b>		
	A more equal Wales	Yes – allowing people with learning disabilities to participate in community-based activities.
	A Wales of cohesive communities	Yes – allowing people with learning disabilities to participate in activities and get to know other people in their communities.
	A Wales of vibrant culture and thriving Welsh language	
	A globally responsible Wales	

<b>Step 2.4: Information Gathering – Engagement / Consultation / Evidence / Filling gaps in information</b>	
Please see the pre-engagement and pre-consultation checklist, which is available on MonITor.	
17 - What has been done to date in terms of involvement and consultation with regard to this proposal?	<ul style="list-style-type: none"> <li>• Managers and staff at the Morswyn Centre are aware that a review of the service is being undertaken.</li> <li>• Service users and their families have already participated in community activities at other locations.</li> <li>• Officers from the Adults Department have engaged with service users / parents and carers in the Holyhead area to gather people's opinions about the activities offered, the current settings which offer the activities, and people's future wishes in terms of developing activities.</li> </ul>

<b>Step 2.4: Information Gathering – Engagement / Consultation / Evidence / Filling gaps in information</b> Please see the pre-engagement and pre-consultation checklist, which is available on MonITor.	
18 – What other information have you used to inform your assessment? Please list any reports, websites, links used etc here and include the relevant evidence in the table in Step 3 below	None
19 - Are there any gaps in the information collected to date? If so, how will these be addressed?	No

### Step 3: Assessing the potential impact and identifying mitigation measures

20 – 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**

<b>Protected group</b>	<b>* Potential impact</b>	<b>Details of the impact (including evidence to support the findings)</b>	<b>Actions to mitigate negative impact</b>
Age	No impact	Not relevant to this group	
Disability	Positive	The Council is proposing to adapt day activities opportunities to promote and support people with learning difficulties to participate more and integrate within their communities. The setting for activities may change and could mean moving to another venue.	If the proposal to close the Morswyn Centre is supported the Adults Service will discuss the individuals' individual needs with them.  Individuals' needs will be discussed, as well as any changes e.g., travel, and any other reasonable adaptations.
Sex	No impact		

Protected group	* Potential impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact
Gender Reassignment	No impact		
Pregnancy and Maternity	No impact		
Race / Ethnicity / Nationality	No impact		
Religion or Belief	No impact		
Sexual Orientation	No impact		
Marriage or Civil Partnership	No impact		
The Welsh Language	Positive	By offering more options for Welsh speakers who have learning disabilities to use the language in their communities.	
Human Rights	Positive	The change is a positive one in terms of increasing opportunities for people with learning disabilities to integrate within their communities.	
Any other relevant matter	None		
<p>There are clear links between equality and socio-economic issues. Discrimination against protected groups can be a direct cause of socio-economic disadvantage. If any such issues become apparent when assessing non-strategic matters, they should be given due regard and recorded under the relevant protected group, or under 'any other relevant issue' above.</p>			

Please complete this section if the proposal is a strategic matter (see appendix 1)			
The Socio-Economic Duty	* Potential impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impacts
Is the proposal likely to cause any inequalities of outcome resulting from socio-economic disadvantage?	No impact	The service is proposing to redirect resources away from maintaining a building in order to expand the day activities provision in existing community buildings in the same area.	The Adults Service will work with people to identify how best to meet their needs and if this means travelling to settings, transport will be provided and paid for by the Council.

#### Step 4 – Outcome of the assessment

There are four possible outcomes – bear these in mind when completing the next section:

- **No major change** - The assessment demonstrates the proposal is robust; there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.
- **Adjust the proposal** - The assessment identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality.

- **Continue the proposal** - The assessment identifies the potential for adverse impact or missed opportunities to promote equality. Clearly set out the justifications for continuing with it. The justification should be included in the assessment and must be in line with the duty to have due regard. For the most important relevant proposals, compelling reasons will be needed.
- **Stop and remove the proposal** - The proposal shows actual or potential unlawful discrimination. It must be stopped and removed or changed. (The codes of practice and guidance on each of the public sector duties on the Commission's website provide information about what constitutes unlawful discrimination.)

<b>Step 4 – Outcome of the assessment</b>	
21 - Note the impacts identified and how it is intended to mitigate any negative impact in terms of equality, the Welsh language and, if relevant, socio-economic disadvantage (i.e. a summary of the table/s in step 3)	<p>The Service anticipates that one person attending the Morswyn Centre may have to be transferred to another provision. This is due to the person's complex needs which mean that attending a community setting is not suitable.</p> <p>We will discuss the individual's wishes and how best to address their needs. The Gors Felen Centre can offer a placement.</p>
22 - Describe any actions taken to maximise the opportunity to promote equality and the Welsh language, the goals of the Well-being of Future Generations (Wales) Act 2015 (sustainability) and, if relevant, ensure better outcomes for those facing economic disadvantage.	
23 - Would any aspect of the proposal contravene the wellbeing goals of the Well-being of Future Generations (Wales) Act 2015?	No
24 - Is there a need to look at what could be done differently, or to reconsider the entire proposal as a result of conducting this assessment?	No
(Evidence of negative impact could render the proposal or decision unlawful. If you have identified negative impact,	



<b>Step 4 – Outcome of the assessment</b>	
you should consider at this stage whether it is possible to proceed with the proposal).	
25 - Is there a strategy for dealing with any unavoidable but not unlawful negative impacts that cannot be mitigated?	The needs of each person, and the best way of meeting those needs will be discussed and agreed with them.
26 - Will the proposal be adopted / forwarded for approval? Who will be the decision-maker?	The outcome of the consultation and a recommendation will be presented to the Executive.
27 - Are there monitoring arrangements in place? What are they?	The Adults Service Management Team will oversee the consultation process as well as identifying matters requiring action.

#### **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.

<b>Ref</b>	<b>Proposed Actions</b>	<b>Lead Officer</b>	<b>Timescale</b>

## **Appendix 4 – Community Resources**

The Council has installed Accessible Adult Changing Facilities in different locations across Anglesey. These facilities allow disabled adults and their carers to visit these places, which may not have been accessible to them in the past.

Accessible Adult Changing Facilities vary in terms of space and configuration, but generally they include an accessible toilet, adult-sized changing tables, electric or manually operated hoist, and sometimes showers.

We have invested in Accessible Adult Changing Facilities in the following community buildings.

- Holyhead Leisure Centre
- Holyhead Library
- Boston Centre Stage, Holyhead
- Llangefni Leisure Centre
- Gors Felen, Llangefni
- Mencap Môn, Llangefni
- Amlwch Leisure Centre

As a result of this investment, individuals with learning disabilities or physical disabilities have a wider choice of community activities, increasing opportunities to socialise and integrate.

As part of the wider work to ensure that we understand how accessible and suitable community building are for activities, we have created a Community Buildings Directory.

[Community buildings directory \(gov.wales\)](#)

In addition, we create a Community Transport Directory every two years, to ensure that people are aware of the community provision that is available.

[Anglesey Community Transport Directory \(gov.wales\)](#)