

<b>Isle of Anglesey Council</b>	
Report to:	<b>The Executive</b>
Date:	<b>26/11/2024</b>
Subject:	<b>Adult Services Strategic Modernisation Plan 2024-2029</b>
Portfolio Holder(s):	<b>Councillor Alun Roberts</b>
Head of Service/Director:	<b>Arwel Wyn Owen</b>
Report Author: Phone: E-mail:	<b>Arwel Wyn Owen 01248 752744 ArwelOwen3@ynysmon.llyw.cymru</b>
Local Members:	<b>Relevant to all elected members</b>

## A – Recommendation(s) and Reason(s)

### **Recommendation**

The Executive Committee is asked to adopt the 'Adult Service Strategic Modernisation Plan 2024-2029'.

### **Background**

The Council has and continues to face significant pressure. Despite this through the dedication of staff the Council manages to support individuals with an emphasis on maximising independence and well-being.

Over the pandemic it has been necessary to review care arrangements and the means of service delivery, and it is important to continue to develop and evolve. As pressures and demands increase and the population of Anglesey ages we must consider how we can act for the future. While financial resources are limited and staff availability is challenging, the expectations of the public, the Welsh Government and the health regime are expanding. Because of this the transformation and modernisation of the approach to service design and delivery is inevitable.

### **Context**

The Council's Plan 2023-2028 confirms a commitment to social care and well-being, and it is timely to identify how we can modernise to continue to deliver effectively and efficiently.

The strategic plan is intended to confirm a firm and clear direction and outline concrete steps to meet the challenges and to transform and modernise elements of the service so that it is fit for the future.

The purpose of the strategic plan is to show how we will modernise older people's, learning disability and mental health services to provide the right support at the right time, recognising that social service delivery requirements have changed. The Council commits to:

### **Key Priority Areas**

Provide the right support at the right time.

1. Work together to be an age friendly island - by coordinating activity and facilitating preventative service.
2. Transform day activities - continue with the positive movement to hold day activities in community settings.
3. Supported housing services (learning disabilities) - create a programme to maximise and modernise 'Supported Housing' stock to ensure effectiveness.
4. Respite service (learning disability) - identify and develop a purpose-built new building.
5. Extra care housing - develop an extra care housing plan to increase opportunities for people to be able to live independently in their own communities longer.
6. Council residential homes - divert staff resources and funding to affordable and more cost-effective provisions that meet needs.
7. Develop a financially sustainable service.

### **B – What other options did you consider and why did you reject them and/or select this option?**

The 'Adult Service Strategic Modernisation Plan' sets the Adult Service's priorities for the period 2024 - 2029. The seven key priority areas set strategic direction and incorporate a number of individual options and plans.

### C – Why is this a decision for the Executive?

The approval of this strategic plan is not a matter reserved to the full Council, nor is it delegated to Officers. Accordingly, by default, the adoption of the strategic plan is a decision for the Executive Committee.

### Ch – Is this decision consistent with policy approved by the full Council?

The 'Adult Service Strategic Modernisation Plan' sets the Adult Service's priorities for the period 2024 - 2029 to realise the objectives of the Council's plan 2023 - 2028.

### D – Is this decision within the budget approved by the Council?

Setting strategic direction is the intention of the report, the fiscal implications of the plans being developed will be considered as part of the individual plan development process.

### Dd – Assessing the possible impacts (if relevant):

1	How does this decision impact on our long term needs as an Island?	This decision is consistent with, and a positive step towards realising the objectives of Council Plan 2023-28.
2	Is this a decision which it is envisaged will prevent future costs / dependencies on the Authority? If so, how?	Not directly, however, the objective of individual schemes will be to provide support and services to people in an effective and efficient manner.
3	Have we been working collaboratively with other organisations to come to this decision? If so, please advise whom.	Not applicable.
4	Have Anglesey citizens played a part in drafting this way forward, including those directly affected by the decision? Please explain how.	Nothing at this point. Confirming strategic direction with this report will lead to consultation with citizens in relation to certain schemes when appropriate.
5	Note any potential impacts that this decision would have on groups protected under the Equality Act	See Equality Impact Assessment in Appendix 2.

	2010.	
6	If this is a strategic decision, note any potential impacts that the decision would have on those experiencing socio-economic disadvantage.	See Equality Impact Assessment in Appendix 2.
7	Note any potential impact that this decision would have on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.	No negative effects identified.  See Equality Impact Assessment in Appendix 2.

E – Who did you consult?		What did they say?
1	Chief Executive / Senior Leadership Team (SLT) (mandatory)	Comments from the Leadership Team are embedded in the report.
2	Finance / 151 Officer (mandatory)	No comments
3	Legal / Monitoring Officer (mandatory)	Comments by the Section 151 Officer are incorporated into the report.
4	Human Resources (HR)	No direct impact on staff.
5	Property	Irrelevant.
6	Information Technology (IT)	Irrelevant.
7	Procurement	Irrelevant.
8	Scrutiny	The report will be presented to the scrutiny committee
9	Local Members	Irrelevant.

F – Appendices:
<p><b>Appendix 1</b> - Adult Service Modernisation Strategic Plan 2024-2029</p> <p><b>Appendix 2</b> - Equality Impact Assessment</p>

Ff – Background papers (please contact the Author of the report for further information):

Council Plan 2023-28

# Ynys Môn

THE ISLE OF

# Anglesey



## Strategic Plan, Modernisation of Adult Services 2024-2029

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



# Foreword



Councillor Alun  
Roberts

Portfolio Holder-  
Adult Services and  
Community Safety



Arwel Wyn Owen

Head of Adult  
Services

The Council has, and continues to face significant pressure, with demand increasing and resources decreasing. Despite this, through the dedication of our staff, the Council succeeds in supporting individuals whilst putting emphasis on maximising independence and wellbeing.

The Council Plan confirms the commitment to social care and wellbeing, and it's timely to recognise how we can modernise services to continue to fulfil our duties effectively and efficiently.

The aim of the Strategic Plan is to confirm the pathway towards developing elements of the service and to ensure they are appropriate and affordable for the future, whilst continuing to become an Age Friendly Island.

As pressure and demand continues to increase, and the Island's population gets older, consideration must be given as to how we will work in the future. Despite the limited financial resources and challenges facing staff availability, the expectations of the public, Welsh Government and the health regime continue to expand. Due to this, modernising the method of planning and providing services is inevitable.

The Council is dedicated to equality and designing plans to modernise the service alongside residents and key partners on Anglesey. This is integral to meet the strategic aims within the Council Plan for Social Care and Wellbeing, which is to give 'the right care at the right time'.

# The strategic plans' purpose?



Our aim is to improve the wellbeing of people who need care, and their carers, complying with the Social Services and Wellbeing (Wales) Act 2014, that confirms the legal framework.

The aim of the strategic plan is to show how we will modernise services for older people along with learning disabilities and mental health services, recognising that the expectations in terms of providing social services has changed. The Council is committed to:

1. Putting emphasis on supporting people to continue to be as independent as possible within the community.
2. Listen to the people who receive services and ensure opportunities to voice their opinions.
3. Work with users and partners concentrating on 'what's important'.
4. Protect the standards of services and tailor responses according to expectations.
5. Simplify operational arrangements to respond in a timely and consistent manner.
6. Ensuring that the service is on a financially sustainable footing for the future, and able to respond to a change in the level of demand for service .

We are aware of the significant rise in the number of vulnerable people that need support as they get older, and adults that live with long term complex health conditions. According to the aims of the Council Plan, we will:

1. Revise and modernise the method of providing care and support across the older people, learning disabilities and mental health services.
2. Improve and expand the supported housing provisions for people with learning disabilities.
3. Offer more opportunities for people to receive care closer to their local community.



# Council Plan 2023-2028 Strategic Objectives

The Council Plan is the key document serving as a focal point for decision-making at all levels; providing a framework to plan and drive forward priorities; shape annual spending; monitor performance and progress.

At its core is our desire to work with Anglesey residents, communities and partners to ensure the best possible services, improve the quality of life for all and create opportunities for future generations.

Its six main objectives reflect the key areas the Council should be focusing its efforts on.

The Council Plan's vision is to:

'Create an Anglesey that is healthy and prosperous where people can thrive.'



## The Welsh Language

Increase the opportunities to learn and use the language.



## Social Care and Wellbeing

Providing the right support at the right time.



## Education

Ensuring an effective provision for today and for future generations.



## Housing

Ensuring that everyone has the right to call somewhere home.



## Economy

Promoting opportunities to develop the Island's economy.



## Climate Change

Responding to the crisis, tackling change and working towards becoming net zero organization by 2030.



[Council Plan 2023 to 2028 \(gov.wales\)](https://gov.wales)

# Council Plan 2023-2028 – Values

The Council Plan 2023-28 is underpinned by the organisation’s core values, which are used to develop and guide the vision, strategic plans and services.



## Respect

We are respectful and considerate towards others regardless of our differences .



## Collaborate

We work as a team, with our communities and partners to deliver the best outcomes for the people of Anglesey.



## Honesty

We are committed to high standards of conduct and integrity.



## Champion the Council and the island

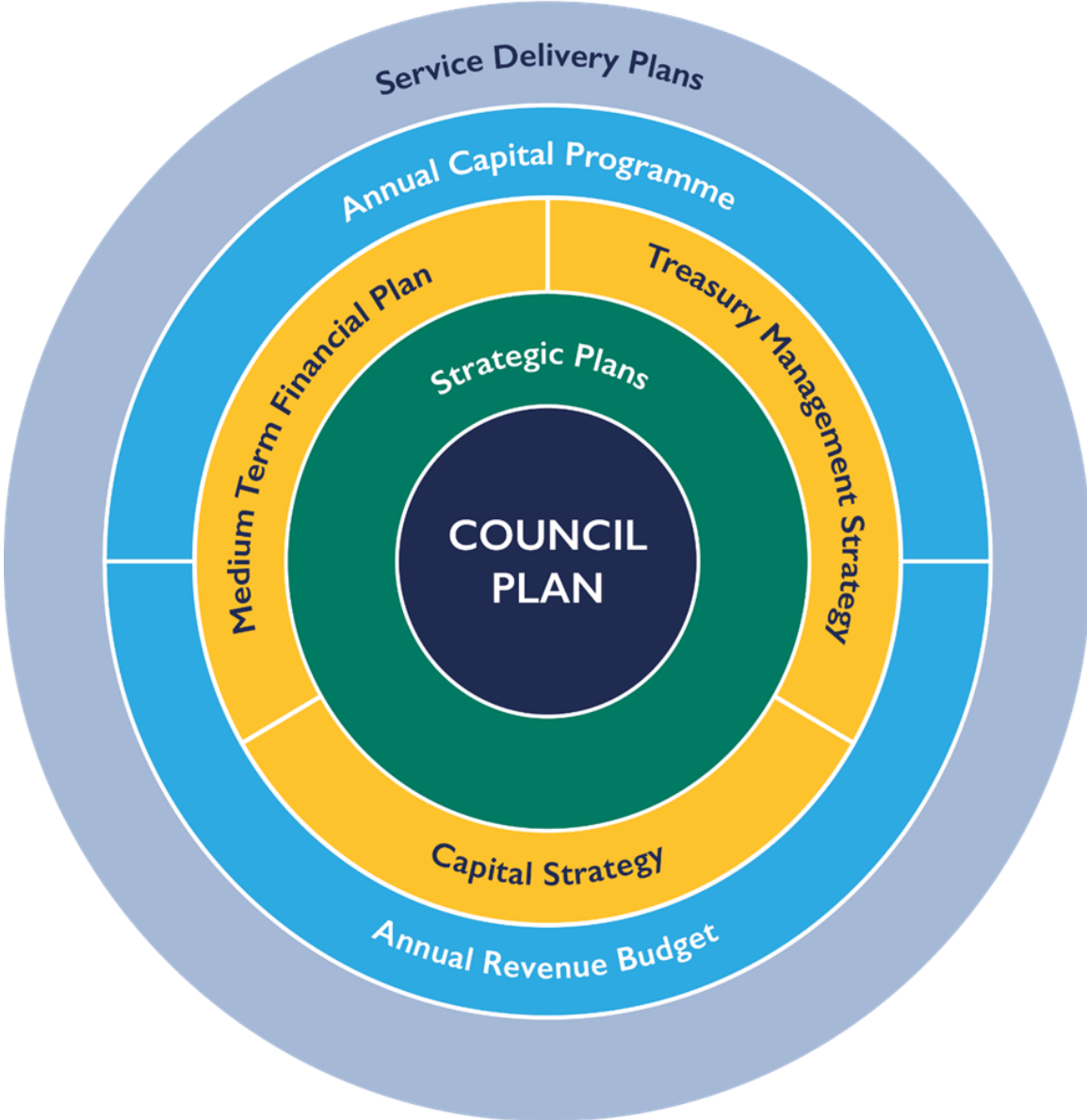
We create a sense of pride in working for the Council and present a positive image for the Council and the Island.



# Strategic circle

The strategic circle identifies the plans in place to ensure we are able to achieve our priorities and objectives.

This plan is a key strategic plan that aligns with the Council's Plan and contributes to the achievement of the strategic objectives and vision.



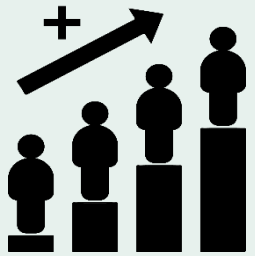
# Anglesey's Population



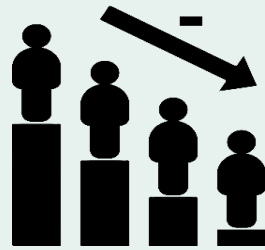
Anglesey's population has decreased.  
(68,000 – 2021 census).



The decrease is not spread equally across all ages due to immigration and emigration trends.



**Increase in the  
older population,  
over 65 years old**



**Decrease in the working  
population between the  
ages of 18-50**

# Anglesey's Population



Between 2011 and 2021 every part of the island has seen **growth in the population over 65.**



By 2043, 33% of the population of Anglesey will be over 65 compared to 26% in Wales.



By 2043, **58%** of the population of Wales will be between 16 and 65 Compared with **52%** in Anglesey.

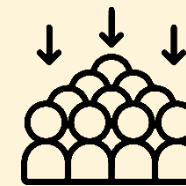
## Implications for the Council



More older people with long-term conditions and dementia need support.



Spending on services forced to increase to care of an older population.



Local workforce shrinks, fewer people of working age available to care for the older population.

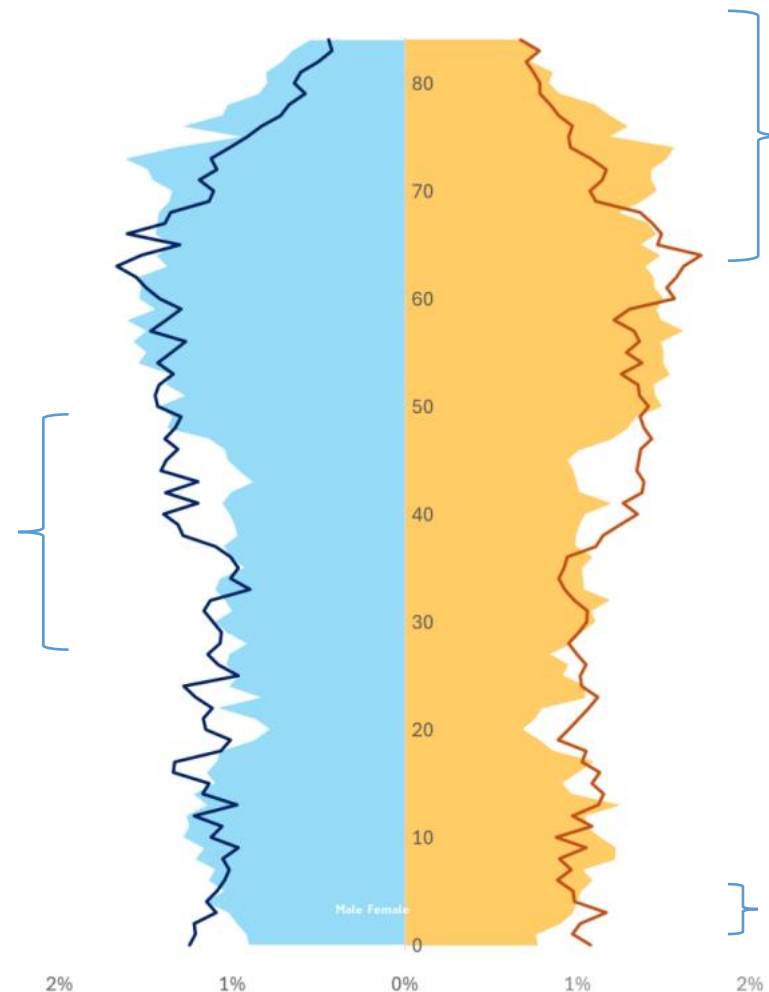
# Movement Trends

2011 and 2021 Census figures

## Declining working age population in

- Population between 18 and 50 decreasing
- Population between 16 and 65 now only 56% (62% in Wales)

2021- Male  
2011- Male



## Ageing population

- The median age in Anglesey increased from 45 to 48 years (compared to 42) in Wales
- 65+ population has increased by almost a fifth
- And now accounts for 27% of the total population (22% in Wales)
- The total estimated number of people living with dementia is 1,300

## Fewer children under 5

2021- Female  
2011- Female

# Current Provision

## Residential and Nursing Placements

- 382 residential and nursing placements
- 30% are provided directly by the Council
- 70% commissioned from the independent sector



## Council Residential Homes

- 5 residential homes
- 124 residential places
- 38 EMI residential places



## Home Care

- 414 home care packages
- 80% through private providers and the remainder from the Council



## Learning Disability

- Community support for approximately 240 people
- 25 supported housing properties that house 76 individuals
- A range of day activities by the independent sector and Council
- Support workers in the community
- 2 Day Centers
- Respite care services



## Mental Health

- Community support and in residential locations for people who face challenges with their Mental Health

# Key Priority Areas

## Give the right support at the right time.

1. **Work together to be an age friendly island** – through preventative activities.
2. **Transforming day services** – continue with positive steps to maintain day activities in community locations.
3. **Supported housing services (learning disabilities)** – programme to maximise and modernise 'Supported Housing' to ensure effectiveness.
4. **Respite service (learning disabilities)** – identify and develop a suitable new provision.
5. **Extra care housing** – develop extra care housing to increase opportunities for people to live independently in their communities for longer.
6. **Council residential homes** – divert staff and financial resources to affordable and more cost-effective provisions that meet needs.
7. **Develop a financially sustainable service**



# Work together to be an age friendly island

## Why is this important?

Creating an age friendly island is essential for creating a supportive and inclusive community for everyone.

With the increase in the Islands older population, it's important to ensure that individuals can age well and stay as healthy and as independent as possible.

This could lead to better health results, more community engagement and better general wellbeing for the older population.

Additionally, it creates an environment that is age friendly and promotes connections that bridge generations and ensures that people of every age can take an active part in community life.

## What are we going to do?

Expand and develop the Age Friendly Network on the Island.

Effective engagement that allows easy access to information. Ensure that the voice of older people is heard and influences local and national policies.

We will maximise the use of community resources and ensure that community buildings are accessible to support good ageing.

Work with key partners and community organisations to develop preventative opportunities to improve individuals' health and wellbeing.

Reduce loneliness and isolation by organizing events that bridge generations.

## How are we going to achieve this?

- ✓ Work with social enterprises and local businesses to organise a campaign to raise awareness about age-friendly work.
- ✓ Conduct older people's forums, and 4 meetings of the older people's council across the island every year.
- ✓ Develop an Older People's Hub and an Anglesey Dementia Centre at the Glanhwfa Centre, Llangefni.
- ✓ Expand the 'Nifty 60s' service that concentrates on resistance training to other locations across the island.
- ✓ Activities that bridge generations in hubs and care homes.



# Transforming day services

## Why is this important?

The aim is to conduct as many activities as possible in community locations (such as halls, leisure centres and libraries) to promote opportunities for people with learning disabilities to take part in mainstream activities and to integrate in everyday life within their communities.

Provision has concentrated on taking people to specific buildings to take part in formal activities.

Activities follow a historic pattern and are centred around day services rather than day activities.

## What are we going to do?

Review the current provision to meet the needs of as many users as possible in community locations by adjusting care arrangements.

We will promote the use of local community hubs.

Consider the purpose of internal resources to maximise standards and improve specialist provision.



## How are we going to achieve this?

- ✓ Consult with local stakeholders and discuss alternative arrangements for users.
- ✓ Work with partners and organisations in the 3rd sector.
- ✓ Support the positive change in the Holyhead area, providing day activities in community locations.
- ✓ Learn from user experience and expand community activities to other locations during 2024/25.
- ✓ Work with 3rd sector partners and organisations to identify local opportunities and make the best use of community resources.

# Supported housing services (learning disability)

## Why is this important?

There's a need for an appropriate housing stock that meets the lifelong needs of the individuals.

The supported housing stock has evolved in an ad-hoc manner over the last 30 years, with little consideration given to long term requirements and the needs of individuals as they grow older.

Support is provided from 25 different properties, and few properties are purposely designed to respond to tenants' needs.

Need to improve energy efficiency and sustainability.



## What are we going to do?

Complete two housing developments to give approximately 8 people a new home:

- Y Mart Site - Valley
- Penlan Site - Llangefni

Identify an additional program of 3 suitable properties to meet the lifetime requirements of service users.

Work with users and their carers to forward plan, identify suitable alternative opportunities and to engage with regards to other potential options.

Create more capacity and units of a high standard.

Explore possibilities for incorporating technology into the infrastructure of properties to facilitate remote supervision and promote independence.

## How are we going to achieve this?

- ✓ By working together to identify bespoke schemes within new housing developments.
- ✓ Engage with users regarding the nature of the provision that's needed and identify appropriate housing models for the future.
- ✓ Conduct discussions with providers regarding the level of care that should be offered in different locations (low, moderate, high).
- ✓ By reviewing the care input per property to identify opportunities to adapt provision or support in a more cost effective way.
- ✓ Encourage provision that will meet a range of care needs on one site and provide a range of opportunities including independent living options.
- ✓ Ensure that living units have been better designed to maximise the use of technology, for example fire alarms, alarms for falls and wandering that monitor individuals to ensure their safety.

# Respite service (learning disability)

## Why is this important?

Ambition to offer high quality respite support with bespoke adaptations to respond flexibly to a wide range of care needs.

The learning disabilities respite service is provided from a registered property (Grade 2), that limits accessibility, and the ability to introduce effective energy measures.

The property isn't suitable to promote and nurture independence, and the resource is under used at times.

## What are we going to do?

Identify an appropriate building to re-locate current provision and modernise the way of offering respite.

Identify a convenient location that offers opportunities to assess, promote and develop independent living skills.

Incorporate technology within the infrastructure of the development to maximise independence for people who use the building.

## How are we going to achieve this?

By working together to identify a more suitable building to re-locate the services, ensuring that:

- ✓ Ground floor bedrooms are of suitable size including adaptations to respond to a range of care needs that will allow flexibility within the support package.
- ✓ Ensure a unit is available to promote independent living life skills and assess the individual's ability and better identify the level of support needed.
- ✓ Identify a location that will support integration with other services and provide an opportunity for individuals to move forward to live independently after a thorough assessment.
- ✓ Use technology to alleviate risks and intervention to support the aim of promoting independence.



# Extra care housing

## Why is this important?

The success of the extra care homes in Penucheldre, Holyhead and Hafan Cefni, Llangefni, has set a robust foundation.

The developments are popular and there's consistent demand for accommodation. The department wants to promote independence and provide quality support that:

- offers quality care and gives personal attention to users, promoting independence and dignity.
- provides a comfortable and safe living environment with adaptations to meet care requirements that can cope with changes in circumstances.
- offers quality and effective services compared to other options.

## What are we going to do?

While the existing developments serve the North West and centre of the Island the need exists for extra care housing to serve the southern part of the Island.

Provide opportunities that will reduce reliance on services and avoid more intensive interventions.

Incorporate technology within the infrastructure of each development to allow people to live their life in the way they wish to live and maximize independence.

## How are we going to achieve this?

- ✓ Establish extra care homes in Menai Bridge.
- ✓ Co-locate services and support on the same site.
- ✓ Create a space that will support people to be independent in a different environment.
- ✓ Ensure that living units have been better designed to maximise the use of technology, for example fire alarms, alarms for falls and wondering that monitor individuals to ensure their safety.



# The Council's residential homes

## Why is this important?

The Council's residential homes need to:

- Continue to offer quality care and give personal and individual attention to residents, promoting independence and dignity.
- Maintain a safe and comfortable living environment that can cope with changes in circumstances.
- Respond to a range of care needs and support people with specialist needs, especially dementia.
- Provide an effective service of a high standard, compared to other options.
- Ensure comfortable, sustainable and energy efficient accommodation.

## What are we going to do?

A sustainability review of council homes has identified long-term constraints and it is important to discuss and agree a way forward.

The Council must be able to meet residents' needs in a way that respects their dignity. Without investment to improve standards, there's a risk of not being able to meet future needs as expectations and registration requirements have changed.

Work toward redirecting resources (staff and finance) to more cost-effective provisions, that respond to service needs over the next 30 years.

Consider how we can respond to people's needs and train staff to use new technology to promote independence and respond to risks.

## How are we going to achieve this?

- ✓ Create a new residential unit as part of the extra care homes development in Menai Bridge.
- ✓ Improve the standard of existing resources so that there is a suitable supply to meet various care requirements and to future-proof people's wellbeing.
- ✓ Ensure provision suitable for individuals with memory problems.
- ✓ Ensure that technology is designed and incorporated when building new developments to reduce risks, promote independence and allow an effective and efficient care provision.



# Develop a financially sustainable service

## Why is this important?

Due to demographic pressures and increased demand, pressure on resources will continue. We must also ensure that we invest in maintaining the quality of our services.

We will act to try and ensure that services are sustainable by maximising income and opportunities to attract external resources.

## What are we going to do?

Ensure services are attractive and of the highest quality.

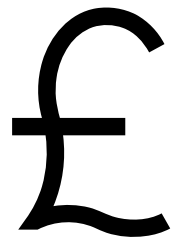
Act to attract grants and external support.

Reduce costs using resources more effectively and being as energy efficient as possible.

Maximize income by strengthening systems and maximizing individuals' income by promoting welfare benefits.

## How are we going to achieve this?

- ✓ Maximise the standard of existing resources so that there is a suitable supply to meet various care requirements and to future-proof people's wellbeing. Maintain and maximize the standard of services.
- ✓ Ensure resources are focused where the need is highest.
- ✓ Identify capital investments that will help save costs.
- ✓ Improve systems to facilitate income collection.



# Governance: Monitoring and Evaluating

Delivery groups will be established to lead individual plans and will meet every month.

Robust governance arrangements will be in place to review progress and ensure that the aims of the strategic plans are realised.

The arrangements will ensure clarity, accountability, compliance and there will be a structure to effectively monitor progress.

Progress will be reviewed quarterly and reports will provide a summary of activities, results/ impact and highlight successes and issues that need to be addressed.

There will be an annual report and an opportunity to review the priorities of the Strategic Plan.





CYNGOR SIR  
YNYS MÔN  
ISLE OF ANGLESEY  
COUNTY COUNCIL

## 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	01/03/2024	Initial draft
2	24/10/2024	Final

Step 1: Background	
1 - What are you assessing?	The impact on equality deriving from key priority areas of the Adult Service as described in the Adult Service Strategic Modernisation Plan 2024-2029.
2 - Is this a new or existing proposal?	The Adult Service Strategic Modernisation Plan 2024-2029 outlines the service's key priorities. The priorities build on the foundation of the work already underway and meet the challenges anticipated over the coming years.
3 - What are the aims and purpose of this proposal?	The Council's Plan 2023-2028 confirms a commitment to social care and well-being, and it is timely to identify how we can modernise to continue to deliver effectively and efficiently.

<b>Step 1: Background</b>		
	The Strategic Plan is intended to confirm a firm and clear direction and outline concrete steps for meeting the challenges and to transform and modernise elements of the service so that it is fit for the future.	
4 - Who is responsible for the proposal you are assessing?	Head of Adults Services	
5 - Who is the lead officer for this assessment?	Head of Adults Services	
6 - Who else is involved in undertaking this assessment?	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 into consideration as part of this assessment?	<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>	
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?  As a general rule, any policy that affects people is likely to be relevant across all protected groups.	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

<b>Step 1: Background</b>	
9 - Is the proposal a strategic decision? If so, the Socio-Economic Duty is relevant - see appendix 1.	Yes
10 - Who would be affected by the proposal(s) (adversely or positively, directly or indirectly)?  <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)	<ul style="list-style-type: none"> <li>• All people over the age of 18 (Adult) who are living on Anglesey who receive support or services from the Adults Department now or in the future.</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?	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.

<b>Step 2.1: Information Gathering – Welsh Language Standards and the Welsh Language Measure (Wales) 2011</b>	
	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.
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?	Consideration will be given to language needs to ensure that service users are allowed to communicate with us in a language of their choice.
<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> <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	Changing the way a service is delivered can have an impact on individual rights. However, there is no decision required on any specific plan at this time. The document under consideration is a Strategic Plan outlining the Adult Service's

<b>Step 2.2: Information Gathering – Human Rights Act 1998</b>	
result in the failure to safeguard the right to privacy?	strategic direction for modernising and improving provisions. A further equality assessment will be carried out in relation to individual schemes where this applies.

<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.
	A more equal Wales	
	A Wales of cohesive 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?	Officers from the Adults Department have engaged with service users / parents and carers (learning disability day activities) in the Holyhead area to gather people's views on the activities being offered, the current locations offering the activities, and people's future wishes for activity development.
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	The Service intends to improve the support available to adults on the Island by modernising services.	

<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>
Disability	Positive	The Service intends to improve the support available to people with a Learning Disability on the Island by modernising services.	
Sex	No 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	None		
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		

Protected group	* Potential impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact
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.			

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		

#### 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)	No negative effects identified.
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.	Further equality assessments will be undertaken where appropriate in relation to specific plans being developed on the basis of the Strategic Plan under consideration.
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?  (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
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.

<b>Step 4 – Outcome of the assessment</b>	
26 - Will the proposal be adopted / forwarded for approval? Who will be the decision-maker?	The Adult Services Strategic Modernisation Plan will be approved by the Executive Committee.
27 - Are there monitoring arrangements in place? What are they?	The Adult Department Management Team will oversee all plans arising from the seven priority areas, 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.

Ref	Proposed Actions	Lead Officer	Timescale

## **Appendix 1 – A More Equal Wales – The Socio-Economic Duty (Commencement date of the Duty: 31 March 2021)**

### **What is the Duty?**

The general aim of the duty is to ensure better outcomes for those suffering socio-economic disadvantage. When making strategic decisions such as deciding priorities and setting objectives, due regard must be given to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage.

### **Who is likely to experience socio-economic disadvantage?**

Socio-economic disadvantage can be disproportionate in both 'communities of interest' and 'communities of place', leading to inequality of outcome, which can be further exasperated when considering 'intersectionality':

**Communities of interest** – groups who share an experience, eg homelessness; or people who share an identity, eg lone parents, carers. Also those who share one or more of the protected characteristics listed in the Equality Act 2010.

**Communities of place** – people who are linked together because of where they live, work, visit or spend a substantial portion of their time there.

**Intersectionality** - crucially, this is about understanding the way in which a combination of characteristics such as gender, race or class, can produce unique and often multiple experiences of disadvantage in certain situations. One form of discrimination cannot and should not be understood in isolation from other forms. A truly intersectional approach ensures that this does not happen.

### **When will the Duty be relevant?**

When making strategic decisions. The Welsh Government has provided some examples of strategic decisions (this is not an exhaustive list):

- Strategic directive and intent.
- Strategies developed at Regional Partnership Boards and Public Service Boards which impact on public bodies' functions.
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans).
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy).
- Changes to and development of public services.
- Strategic financial planning.
- Major procurement and commissioning decisions.
- Strategic policy development

**Further details can be found in the corporate equality impact assessment guidance.**

## **Appendix 2 – 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 3 - 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:

**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.