

Caerphilly County Borough Council - Integrated Impact Assessment

This integrated impact assessment (IIA) has been designed to help support the Council in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Welsh Language (Wales) Measure 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010
- Well-being of Future Generations (Wales) Act 2015
- Statutory Consultation v Doctrine of Legitimate Expectation and Gunning Principles

PLEASE NOTE: Section 3 *Socio-economic Duty* only needs to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. See page 6 of the Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance.

1. Proposal Details

Lead Officer	Head of Service	Service Area & Department	Date
Paul O'Neill	Paul Warren	Youth Service	21/5/21

Is this proposal a... (please tick relevant box)

Policy	<input type="checkbox"/>	Strategy / Plan	Practice	<input type="checkbox"/>	Procedure	X	<input type="checkbox"/>	Restructure	<input type="checkbox"/>
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What is the proposal to be assessed? *Provide brief details of the proposal and provide a link to any relevant report or documents.*

That the Former Golf Clubhouse adjacent to Caerphilly Leisure Centre (Virginia Park), recently acquired by the Youth Service, receives circa £ 300,000 investment for the purposes of rendering it fit for the purposes for the delivery of Youth Work and other forms of education, including EOTAS (Education Other Than At School) activity, and in line with the wider development activity in those service areas.

2. Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

(The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups). Please note that an individual may have more than one protected characteristic.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Age (<i>people of all ages</i>)	Positive impact on young people. 11-25 years, including those with protected characteristics, allowing young people from across a wider geographical area to be offered youth work support and those with particular vulnerabilities to receive other forms of statutory education.	N/A	<p>The youth population of Caerphilly basin, the catchment area that the Virginia park Youth Work base would serve, is significant. Approximately a third of the Youth Service’s membership of 16,000 young people are expected to benefit from a suitably refurbished and equipped centre for the area, which will see centre-based youth work delivery across the 13 hour per day/7 day per week standard youth work delivery profile, as well as supporting outreach work in the wider area.</p> <p>The centre will directly support the prevention of homelessness in young people, LGBT young people, those that are, or are at risk of being NEET (Not in Education, Employment or Training), those with low level mental/emotional health difficulties and those at risk of exclusion from school or community.</p>

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<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Disability (<i>people with disabilities/ long term conditions</i>)	Positive impact on young people 11-25, allowing for greater access by disabled young people to youth work opportunities	N/A	As above
Gender Reassignment (<i>anybody who's gender identity or gender expression is different to the sex they were assigned at birth</i>)	Positive impact on young people 11-25 - an appropriate building redesign allows for the wider embedding of the Youth Service's LGBT support arrangements.		As above
Marriage or Civil Partnership (<i>people who are married or in a civil partnership</i>)	Neutral		
Pregnancy and Maternity (<i>women who are pregnant and/or on maternity leave</i>)	Positive impact on young people 11-25: The Youth Service's Condom distribution arrangements will improve and reach more young people at risk of harmful behaviours. Improved links and referral arrangements to the Youth Service's Young Parents group and other agencies will similarly improve.		The Youth Service understands from experience that improved means of appropriately distributing condoms and the associated advice provided always attracts more young people to take up services.
Race (<i>people from black, Asian and minority ethnic communities and different racial backgrounds</i>)	Positive: Accessible to all, regardless of characteristics		

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<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Religion or Belief (<i>people with different religions and beliefs including people with no beliefs</i>)	Accessible to all, regardless of characteristics		
Sex (<i>women and men, girls and boys and those who self-identify their gender</i>)	Accessible to all, regardless of characteristics		
Sexual Orientation (<i>lesbian, gay, bisexual, heterosexual</i>)	Positive impact on young people 11-25: As per previous comments relating to the expansion of the youth Service's County-wide support arrangements for LGBT young people		Equalities data analysis

3. Socio-economic Duty (Strategic Decisions Only)

(The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services)

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- People with low literacy/numeracy
- Pensioners
- Looked after children
- Homeless people
- Carers
- Armed Forces Community
- Students
- Single adult households
- People misusing substances
- People who have experienced the asylum system
- People of all ages leaving a care setting
- People living in the most deprived areas in Wales (WIMD)
- People involved in the criminal justice system

<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
<p>Low Income / Income Poverty <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i></p>	<p>Positive impact on young people 11-25, including</p> <ul style="list-style-type: none"> ➤ Single parents and vulnerable families (the Youth Service’s Young Parents group) ➤ People with low literacy/numeracy (EOTAS provision) ➤ Looked after children (enhanced links with Social Services) ➤ Homeless people (Virginia Park will be the base for the Youth Service’s Homelessness team) ➤ Students (the location will provided added capacity for the inclusion of students on practical placements) ➤ People misusing substances (engaging with substance misuse issues in the Town Centre) ➤ People living in the most deprived areas in Wales (WIMD) – young people from Lansbury Park will directly benefit from the services available from this location) 	<p>N/A</p>	<p>Significant feedback from partners and users who represent these vulnerable groups has contributed to the design and planning for the work to be conducted from this location.</p> <p>The Youth Service’s equalities monitoring arrangements demonstrate the need for greater consideration in these terms and partner agencies frequently communicate information that supports this understanding – for example, specialist drugs agencies will share intelligence to this effect.</p> <p>The Youth Service’s Homelessness section reports a continuing and significant prevalence of young people at risk of homelessness.</p>

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<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Low and/or No Wealth (<i>enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future</i>)	Positive – the efficient design and use of these premises allows for opportunities to reach out to individuals in economic distress.	N/A	As above
Material Deprivation (<i>unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.</i>)	As above		As above
Area Deprivation (<i>where you live (rural areas), where you work (accessibility of public transport)</i>)	As above		As above
Socio-economic Background (<i>social class i.e. parents education, employment and income</i>)	As above. Furthermore, the delivery options accruing from the appropriate redesign of these premises will allow for greater cross-team integration within the Youth Service and therefore greater opportunity to work more effectively and collaboratively with young people and families with challenging socio-economic backgrounds.		As above.
Socio-economic Disadvantage (<i>What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged</i>)	Anticipated impact includes the prevention of young people becoming NEET (Not in Education, Employment or Training) and their successful transition and progression following the end of their compulsory education.		LA NEETs statistics/Engagement and Progression data and modelling

4. Corporate Plan – Council’s Well-being Objectives

(How does your proposal deliver against any/all of the Council’s Well-being Objectives? Which in turn support the national well-being goals for Wales as outlined in the Well-being of Future Generations (Wales) Act 2015. Are there any impacts (positive, negative or neutral? If there are negative impacts how have these been mitigated?) [Well-being Objectives](#)

Objective 1 - Improve education opportunities for all	The Youth Service, the Authority’s statutory education service with the broadest brief, will have a greater reach. Furthermore, EOTAS services will more effectively engage with pupils not able to attend school.
Objective 2 - Enabling employment	The associated improvements in service delivery will see a greater blending of NEETs provision, as part of the Engagement and Progression duty that is placed with the Youth Service. Furthermore, successful EOTAS interventions will result in those pupils with vulnerabilities being more prepared for the world of employment.
Objective 3 - Address the availability, condition and sustainability of homes throughout the county borough and provide advice, assistance or support to help improve people’s well-being	Wellbeing-related improvements in service delivery will be achievable as a direct consequence of the building being fit for purpose of Youth Work and other forms of statutory education.
Objective 4 - Promote a modern, integrated and sustainable transport system that increases opportunity, promotes prosperity and minimises the adverse impact on the environment	The enactment of this proposal will reduce the transport burden on young people due to the accessibility of this centre/location and allow youth work to access communities currently under-engaged, so that young people do not need to travel unnecessarily to access youth work provision.
Objective 5 - Creating a county borough that supports healthy lifestyle in accordance with the Sustainable Development principle with in the Well-being of Future Generations (Wales) Act 2015	The proposal will allow for the broader delivery of the Youth Service’s curriculum, which includes a significant element of health-related education.
Objective 6 - Support citizens to remain independent and improve their well-being	Specific aspects of Youth Service work, such as the Wellbeing team, Young Parent’s project, and others, will be enabled to reach more young people for this purpose. In addition, those attending the centre will have access to specific ‘living skills’ education.

4a. Links to any other relevant Council Policy

(How does your proposal deliver against any other relevant Council Policy?)






In line with the educational principles detailed in CCBC’s Shared Ambitions statement of intent.

In line with the Education Directorate’s EOTAS (Education Outside Of School) Strategy.

Supportive of the principles outlined within CCBC Education Inclusion Service’s Inclusion Strategy/Compendium.

5. Well-being of Future Generations (Wales) Act 2015 – The Five Ways of Working (ICLIP)

(Also known as the sustainable development principles. The Act requires the Council to consider how any proposal improves the economic, social, environmental and cultural well-being of Wales using the five ways of working as a baseline)

Ways of Working	How have you used the Sustainable Development Principles in forming the proposal?
<p>Long Term</p> 	<p>Click or tap here to enter text. The proposal is made against the backdrop of achieving lasting and positive change, allowing the service to respond more effectively to the needs of young people, their communities, and the Youth Service’s partners. Greater educational reach will be achieved in the long term.</p>
<p>Prevention</p> 	<p>Click or tap here to enter text. The Youth Service is the main service of inclusion in the Authority and as such has a significant prevention remit in terms of Anti-social Behaviour, poor mental and physical health, Homelessness, NEETs and School disengagement. EOTAS students based in the premises in school term time will also unfettered access to the youth service teams based in the building whose main duties include prevention work.</p>
<p>Integration</p> 	<p>Click or tap here to enter text. The Youth Service’s role is to integrate and reintegrate young people into their communities, into education and into employment/training. The flexibilities achieved to service delivery by the withdrawal from these premises would assist in this activity. The central purpose of EOTAS education is temporarily relocate vulnerable pupils to a location where their educational, personal and social needs can be addressed, prior, in many cases, to re-integration into mainstream schooling.</p>
<p>Collaboration</p> 	<p>Click or tap here to enter text. The development of these premises allows for extensive collaboration with other agencies: Indeed, selected partner agencies, including Gwent Police, have clearly expressed the need for work in this location and the more flexible forms of youth work delivery that would accrue, allowing local youth work organisers to collaborate freely and effectively with a variety of partners, including Secondary Schools, employers, Social Services and others.</p>
<p>Involvement</p> 	<p>Click or tap here to enter text. Above all, the Youth Service is one of Participation – the service delivers youth work <i>with</i> the involvement of young people, rather than <i>for</i> them or <i>to</i> them. For a significant period of time, young people have expressed a wish for the service to delivery more flexibly and this approach will be strengthened via the suitable design of this property.</p>

6. Well-being of Future Generations (Wales) Act 2015

<u>Well-being Goals</u>	Does the proposal maximise our contribution to the Well-being Goal and how?
<p>A Prosperous Wales <i>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</i></p>	<p>E The use of this building in a fit for use format significantly increases the efficiency of youth work in the area and reduces, for example, the Service’s carbon footprint, as it reduces waste in terms of heating, lighting and other energy-wasteful practices associated with the current disposition of youth work resources.</p>
<p>A Resilient Wales <i>A nation which maintains and enhances a biodiverse natural environment healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for climate change)</i></p>	<p>Click or tap here to enter text. Neutral impact</p>
<p>A Healthier Wales <i>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</i></p>	<p>Click or tap here to enter text. The acquisition of fully fit for purpose location for the delivery of youth work and other forms of education allows for the wider delivery of the service’s curriculum, most especially its Health education aspect: Furthermore, youth workers will engage more young people as a consequence of provision emanating from a single hub that supports satellite and whole-area working, taking advantage of appropriate opportunities for engaging young people in physical and sporting activities both indoors and outdoors.</p>
<p>A More Equal Wales <i>A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances)</i></p>	<p>Click or tap here to enter text. The Youth Service carries specific responsibilities in terms of assisting young people to reach their potential and challenges socio-economic challenges, enabling young people to thrive more educationally, be more integrated into their communities and to make a successful transition to adulthood: The flexibilities realised via the development of a fit for purpose building will allow a more fair form of access by young people to youth workers for these purposes.</p>

<u>Well-being Goals</u>	Does the proposal maximise our contribution to the Well-being Goal and how?
<p>A Wales of Cohesive Communities <i>Attractive, viable, safe and well-connected communities</i></p>	<p>Click or tap here to enter text. Yes. Community cohesion is a discrete aspect of youth work delivery, including with specific regard to crime and anti-social behaviour reduction. Relocating youth work support to Caerphilly in this way will allow for the greater and more positive influence of youth workers in the wider area by means of either ‘detached’ work (where they will work with residents, the Police and others to identify locations of need), ‘virtual’ work (utilising social media and other online opportunities for engagement with young people) or centre based work.</p>
<p>A Wales of Vibrant Culture and Thriving Welsh Language <i>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</i></p>	<p>Click or tap here to enter text. The advantages represented by locating Welsh language youth work in such an attractive and accessible location are anticipated to result in the expansion of the Welsh Youth Work offer – this will enable the positioning of Youth Workers with related skills to be present in more communities than is currently the case.</p>
<p>A Globally Responsible Wales <i>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</i></p>	<p>T The membership and mechanisms of the Youth Service’s Junior and Youth Forums, especially active via the adoption of related annual priorities, will be more available to more young people and in more locations than is currently the case, due to the opportunities for peripatetic youth work that will arise from the acquisition of a base for youth work, that is suitably designed for the purpose, in such a central location.</p>

7. Welsh Language (Wales) Measure 2011 and Welsh Language Standards

(The Welsh Language Measure 2011 and the Welsh Language Standards require the Council to have 'due regard' for the positive or negative impact a proposal may have on opportunities to use the Welsh language and ensuring the Welsh language is treated no less favourably than the English language) [insert link to WL Commissioners Policy Making Standards Guidance](#)



Requirement	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view? <i>e.g the WESP, TAN20, LDP, Pupil Level Annual School Census</i>
<p>Links with Welsh Government's Cymraeg 2050 Strategy and CCBC's Five Year Welsh Language Strategy 2017-2022 and the Language Profile</p>	<p>Positive: A Welsh language youth club will be operated from the site, linking with the nearby Ysgol Gyfun Cwm Rhymni - Y Gwyndy site and drawing membership from a wide area. This allows for the expansion of the service's Welsh language youth work arrangements.</p>		<p>For some time, the Youth Service and its partners, Urdd Gobaith Cymru and Caerffili Menter Iaith, have noted the need/demand for a Welsh language youth work provision in Caerphilly.</p> <p>Also supports actions within Welsh Language 5 year strategy (Area 2 – Children and Young people</p> <p>Data source – Youth Service Equalities data collection.</p>
<p>Compliance with the Welsh Language Standards. <i>Specifically Standards 88 - 93</i></p>	<p>In supporting the expansion of the Service's Welsh language youth work offer, the proposal complies with Welsh language standards, not limited to standards 88-93 in terms of widening opportunities for young people to enhance their Welsh language skills, accessing support services through the medium of Welsh</p>	<p>Click or tap here to enter text.</p>	
<p>Opportunities to promote the Welsh language <i>e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community</i></p>	<p>An expansion of Welsh youth work provision will widen opportunities for the use of Welsh in an educational context.</p>		<p>The proximity of the Ysgol Gyfun Cwm Rhymni - Y Gwyndy school site to Virginia Park represents increased opportunity for the expansion of the</p>

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			use of the Welsh language outside the school context.
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Requirement	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view? <i>e.g the WESP, TAN20, LDP, Pupil Level Annual School Census</i>
Opportunities for persons to use the Welsh language <i>e.g. staff, residents and visitors</i>	T As above – the Welsh language and related aspects will have the opportunity to feature more prominently in the delivery of youth work than is currently the case		
Treating the Welsh language no less favourably than the English language	As above		

7a. Having considered the impacts above, how has the proposal been developed so that there are positive effects, or increased positive effects on (a) opportunities for persons to use the Welsh language, and b) treating the Welsh language no less favourably than the English language.

Yes – this proposal supports the wider delivery of youth work in the medium of Welsh – a Welsh language youth club will be established on the site.

8. Data and Information

(What data or other evidence has been used to inform the development of the proposal? Evidence may include the outcome of previous consultations, existing databases, pilot projects, review of customer complaints and compliments and or other service user feedback, national and regional data, academic publications and consultants' reports etc.)

Data/evidence <i>(Please provide link to report if appropriate)</i>	Key relevant findings	How has the data/evidence informed this proposal?
Click or tap here to enter text. Previous consultation. Youth Service staff and young people had previously commented on the need to expand youth work delivery methodology in order to reach young people – that consultation was not specific to the use or otherwise of this building but is linked to the wider opportunities for youth work delivery in the area.	Given the historical uncertainties regarding the building's final use and practical, structural delays, separate consultation with users has not yet recommenced. However, a comprehensive engagement plan is expected to be enacted over the Summer period, with selected young people having a standing form of consultative influence by being members of the centre's steering group.	Click or tap here to enter text. The Youth Service counts over 16,000 young people amongst its members/users. The Virginia Park site is expected to serve an approximate third of these, as the centre will be the hub of one of the 3 cluster areas within the authority.

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<p>A recent pilot delivery of youth work in another area has proven the efficacy of establishing a fit for purpose cluster hub from which youth work over a wide area can be delivered.</p> <p>The previous centre for youth work in the area was demolished alongside St. Ilan's school, with a subsequent lack of provision available to meet demand in the area.</p>	<p>Information provided the service's Welsh language partners, Urdd Gobaith Cymru and Caerffili Menter Iaith, indicate significant demand for the establishment of Welsh language youth work provision in Caerphilly and Welsh Language youth club is scheduled for opening in the Virginia park site.</p>	
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Were there any gaps identified in the evidence and data used to develop this proposal and how will these gaps be filled?

Details of further consultation can be included in Section 9.

Click or tap here to enter text.

There are no perceived gaps with regards to any further evidence required to further this proposal

9. Consultation

(In some instances, there is a legal requirement to consult. In others, even where there is no legal obligation, there may be a legitimate expectation from people that a consultation will take place. Where it has been determined that consultation is required, [The Gunning Principles](#) must be adhered to. Consider the [Consultation and Engagement Framework](#). Please note that this may need to be updated as the proposal develops and to strengthen the assessment.

Briefly describe any recent or planned consultations paying particular attention to evidencing the Gunning Principles.

Who was consulted?

The consultation process is currently at the informal stage and the relevant youth work teams and EOTAS staff are considering the detail of operational delivery. All key personnel have been actively involved in the selection and acquisition of the site and contributed to a preferred internal redesign scheme. Once any decision to refurbish the property to a fit for purpose standard has been formalised, more discrete and focussed engagement with stakeholders will take place as part of a coordinated communications exercise. Stakeholders include –

- Young people from both the immediate locale and a selection of those from the wider basin area.
- Key community representatives
- Elected/Ward members
- Gwent Police
- Information provided the service's Welsh language partners, Urdd Gobaith Cymru and Caerffili Menter Iaith, indicate significant demand for the establishment of Welsh language youth work provision in Caerphilly and Welsh Language youth club is scheduled for opening in the Virginia Park site.

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10. Monitoring and Review

How will the implementation and the impact of the proposal be monitored, including implementation of any amendments?	Click or tap here to enter text. Via the Youth Service’s internal Quality Performance management system and the Education Directorate’s Service Improvement Plan monitoring processes and Corporate Performance management measures.
What are the practical arrangements for monitoring?	Click or tap here to enter text. Regular statistical (data) measures and observation of quality of delivery.
How will the results of the monitoring be used to develop future proposals?	Experiences arising from the implementation of this proposal may inform any other similar arrangements in other parts of the County Borough.
When is the proposal due to be reviewed?	N/A
Who is responsible for ensuring this happens?	N/A

11. Recommendation and Reasoning

<input checked="" type="checkbox"/>	Implement proposal with no amendments
<input type="checkbox"/>	Implement proposal taking account of the mitigating actions outlined
<input type="checkbox"/>	Reject the proposal due to disproportionate impact on equality, poverty and socio-economic disadvantage

Have you contacted relevant officers for advice and guidance?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
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12. Reason(s) for Recommendation

(Provide below a summary of the Integrated Impact Assessment. This summary should be included in the "Summary of Integrated Impact Assessment" section of the Corporate Report Template. The Integrated Impact Assessment should be published alongside the Report proposal).

The Virginia Park building/site lies in an ideal location for all the types of work proposed to operate there. All plans are financially viable and the location offers a number of possibilities in terms of future development/expansion of the educational 'footprint'. Its acquisition is in the best interests of young people and the wider community.

The building's size and type represents an educational development option not available elsewhere in the Caerphilly basin area, including its other characteristics – availability of parking space, ease of access, proximity to Caerphilly Leisure Centre and Ysgol Gyfun Cwm Rhymni - Y Gwyndy school site not least among them.

13. Version Control

(The IIA should be used in the early stages of the proposal development process. The IIA can be strengthened as time progresses to help shape the proposal. The Version Control section will act as an audit trail to evidence how the IIA has been developed over time)

Version No.	Author	Brief description of the amendments/update	Revision Date

Integrated Impact Assessment Author

Name:	Paul O'Neill
Job Title:	Senior Youth Service Manager
Date:	21/5/21

Head of Service Approval

Name:	Paul Warren		
Job Title:	Lead Officer for School Improvement.		
Signature:		Date:	