

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

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.

PLEASE NOTE: Overwrite any grey text, it is there to guide you. Make sure the font colour is converted to black for accessibility reasons.

1. Proposal Details

Lead Officer	Head of Service	Service Area & Department	Date
Ceri Edwards	Rob Hartshorn	Public Protection, Community Safety	2.1.2024

What is the proposal to be assessed? *Provide brief details of the proposal and provide a link to any relevant report or documents.*

Temporarily cease to fill two vacant Community Safety Warden (CSW) posts during 2024-25.

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>)	Negative	Service response to support the more vulnerable members of our communities are prioritised.	Some studies suggest increased fear of crime amongst older people including associating aging with increased vulnerability, one aspect of which is an increased fear of crime. CSWs will often be involved in interventions for children and young people when addressing issues of anti-social behaviour. CSWs takes steps to address underage drinking in public places and clearly this activity relates to children and young people.
Disability (<i>people with disabilities/ long term conditions</i>)	Negative	As above.	CSWs pay particular attention to protecting those with protected characteristics. E.g. by intervening in cases of anti-social/hate behaviour that impact on disabled people.
Gender Reassignment (<i>anybody who's gender identity or gender expression is different to the sex they were assigned at birth</i>)	Negative	As above.	CSWs provide patrols and visits for those at threat of hate crimes including transgender people.

<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?
Marriage or Civil Partnership (<i>people who are married or in a civil partnership</i>)	Negative	As above.	CSWs pay particular attention to protecting those with protected characteristics. E.g. by intervening in cases of anti-social/hate behaviour that impact on same sex partnerships.
Pregnancy and Maternity (<i>women who are pregnant and/or on maternity leave</i>)	Neutral		
Race (<i>people from black, Asian and minority ethnic communities and different racial backgrounds</i>)	Negative	As above.	CSWs provide patrols and visits for those at threat of hate crimes including intervening in cases of anti-social behaviour and hate crime associated with racial abuse.
Religion or Belief (<i>people with different religions and beliefs including people with no beliefs</i>)	Negative	As above.	CSWs provide patrols and visits for those at threat of hate crimes including intervening in cases of anti-social behaviour and hate crime associated with religious beliefs.
Sex (<i>women and men, girls and boys and those who self-identify their gender</i>)	Negative	As above.	CSWs provide patrols and visits for those at threat of hate crimes including intervening in cases of anti-social behaviour and hate crime associated with their sex (women and men, girls and boys and those who self-identify)
Sexual Orientation (<i>lesbian, gay, bisexual, heterosexual, other</i>)	Negative	As above.	CSWs provide patrols and visits for those at threat of hate crimes including intervening in cases of anti-social behaviour and hate crime associated with their sexual orientation.

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?
Low Income / Income Poverty <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i>	Negative	The existing service will be stretched with the remaining CSWs covering more wards per shift.	Higher rates of anti-social behaviour is often more associated with areas of multiple deprivation.
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>	Negative	The existing service will be stretched with the remaining CSWs covering more wards per shift.	Higher rates of anti-social behaviour is often more associated with areas of multiple deprivation.

<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?
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>)	Negative	The existing service will be stretched with the remaining CSWs covering more wards per shift.	Higher rates of anti-social behaviour is often more associated with areas of multiple deprivation.
Area Deprivation (<i>where you live (rural areas), where you work (accessibility of public transport) Impact on the environment?</i>)	Negative	The existing service will be stretched with the remaining CSWs covering more wards per shift.	Higher rates of anti-social behaviour is often more associated with areas of multiple deprivation.
Socio-economic Background (<i>social class i.e. parents education, employment and income</i>)	Negative	The existing service will be stretched with the remaining CSWs covering more wards per shift.	Higher rates of anti-social behaviour is often more associated with areas of multiple deprivation.
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>)	Negative	The existing service will be stretched with the remaining CSWs covering more wards per shift.	Higher rates of anti-social behaviour is often more associated with areas of multiple deprivation.

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?) [Corporate Plan](#)

Objective 1 - Enabling our Children to Succeed in Education	The remaining CSWs will continue to work closely with Youth Offending Service (YOS) and other partner organisations to encourage children to lead lives free from crime.
Objective 2 - Enabling our Residents to Thrive	The remaining CSWs will support residents and deliver a highly visible presence in communities.
Objective 3 - Enabling our Communities to Thrive	The remaining CSWs will support communities and deliver a highly visible presence in communities.
Objective 4 - Enabling our Economy to Grow	The remaining CSWS will continue to support businesses by tackling anti-social behaviour that may impact on business delivery.
Objective 5 - Enabling our Environment to be Greener	The remaining CSWs will continue to support and promote greener initiatives as appropriate.






4a. Links to any other relevant Council Policy

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

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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)

<u>Ways of Working</u>	How have you used the Sustainable Development Principles in forming the proposal?
<p>Long Term</p> 	<p>Consideration has been afforded to the long-term impact of the proposal on the ability of communities to secure their well-being. The proposal is a temporary measure to save money for 2024-25, it is hoped that the posts will be funded during 2025-26.</p>
<p>Prevention</p> 	<p>A reduction in staffing levels is likely to have a negative impact on preventing problems from occurring or getting worse, however as this is a temporary measure to save money, it is hoped that staffing levels will return to normal the following financial year.</p>
<p>Integration</p> 	<p>Consideration has been afforded to the potential impact on other services provided in our communities e.g. assisting at events. A Reduction in staffing levels is likely to have a neagtive impact as support for such activities will need to be reduced for a temporary period of one year.</p>
<p>Collaboration</p> 	<p>Consideration has been afforded to the potential impact on working in collaboration with other services e.g. assisting Waste Management and Gwent Police. A reduction in staffing levels is likely to have a neagtive impact as support for such activities will need to be reduced for a temporary period of one year.</p>
<p>Involvement</p> 	<p>Partnership colleagues will be informed of the temporay reduction in staffing resources.</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>	Neutral
<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>	Neutral
<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>	There may be a negative impact on people's physical and mental well-being if they perceive that CSW support has been reduced. Anxiety regarding the perceived threat of anti-social behaviour and the fear of crime may be exacerbated.
<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>	Neutral

<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>There may be a negative impact on community cohesion if communities perceive that CSW support has been reduced. Anxiety regarding the perceived threat of anti-social behaviour and the fear of crime may be exacerbated.</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>Neutral</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>Neutral</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) [Policy Making Standards - Good Practice Advice Document](#)



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? e.g the WESP, TAN20, LDP, Pupil Level Annual School Census
Links with Welsh Government's Cymraeg 2050 Strategy and CCBC's Five Year Welsh Language Strategy 2022-2027 and the Language Profile	Neutral		
Compliance with the Welsh Language Standards . <i>Specifically Standards 88 - 93</i>	Neutral		
Opportunities to promote the Welsh language e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community	Neutral		
Opportunities for persons to use the Welsh language e.g. staff, residents and visitors	Neutral		
Treating the Welsh language no less favourably than the English language	Neutral		

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.

No effect as proposal relates to a temporary reduction in staffing resources. The wider service has Welsh speakers available for all aspects of the service.

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?
2024-25 budget predictions and the Council's savings plan.	Posts were vacant due to the movement of staff, thus recruitment to these vacant posts will be temporarily suspended.	How has the data / evidence available helped inform the proposal? Did it support the proposal and how? If the data / evidence didn't support the proposal why was this?

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.*

N/A

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.

The proposal will be included in reports to the relevant Scrutiny Committee and Cabinet.
The Council will consult with the public regarding the budget proposals.

Not done at the time of writing this IIA.

Was sufficient information provided to consultees to allow them to make an informed decision on the proposal?

What were the key findings?

How have the consultation findings been taken into account?

10. Monitoring and Review

How will the implementation and the impact of the proposal be monitored, including implementation of any amendments?	Monitor any comments received from service users.
What are the practical arrangements for monitoring?	Formal complaints are logged.
How will the results of the monitoring be used to develop future proposals?	N/A
When is the proposal due to be reviewed?	During the 2025-26 budget setting process.
Who is responsible for ensuring this happens?	Environmental Health Manager and Head of Public Protection

11. Recommendation and Reasoning

<input type="checkbox"/>	Implement proposal with no amendments
<input checked="" 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

No

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).

To contribute to the corporate need to save money at a time of reduced budgets, it is proposed to temporarily cease to fill two vacant Community Safety Warden posts during 2024-25.

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:	Ceri Edwards
Job Title:	Environmental Health Manager
Date:	2.1.2024

Head of Service Approval

Name:	Robert Hartshorn
Job Title:	Head of Public Protection, Community & Leisure
Date:	3.1.2024
Signature	R. Hartshorn