

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
Stephen Harris	Head of Financial Services and Section 151 Officer	Financial Services	5.1.24

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

The budget proposals for the 2024/25 financial year include a proposed increase in Council Tax of 6.9%. This will increase the Band D precept from £1,353 to £1,446 i.e., an annual increase of £93 equivalent to a weekly increase of £1:80. The public consultation on the budget will run from the 22.1.24 to 13.2.24. Residents will be asked their views on the proposed increase in Council Tax, and whether a higher or lesser amount would be acceptable. The final budget proposals will be considered by Cabinet on the 27.2.23 and also with full Council on the 27.2.23. The final report will include the results of the public consultation.

The link to the initial Cabinet report on the draft budget is here: [Draft budget proposals 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>	The public consultation will ask people whether they will be impacted positively, or negatively, based upon their personal circumstances, including any protected characteristics under the Equality Act. Any equalities related impacts, communicated by residents, will be drawn out in the consultation report which will accompany the final reports to Cabinet and Council in February 2024.	None identified to date.	Results of the 2024/2025 budget consultation will be included in the final reports to Cabinet and Council.
Disability <i>(people with disabilities/ long term conditions)</i>	See above.	See above.	See above.
Gender Reassignment <i>(anybody who’s gender identity or gender expression is different to the sex they were assigned at birth)</i>	See above.	See above.	See above.

Marriage or Civil Partnership (<i>people who are married or in a civil partnership</i>)	See above.	See above.	See above.
<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?
Pregnancy and Maternity (<i>women who are pregnant and/or on maternity leave</i>)	See above.	See above.	See above.
Race (<i>people from black, Asian and minority ethnic communities and different racial backgrounds</i>)	See above.	See above.	See above.
Religion or Belief (<i>people with different religions and beliefs including people with no beliefs</i>)	See above.	See above.	See above.
Sex (<i>women and men, girls and boys and those who self-identify their gender</i>)	See above.	See above.	See above.

Sexual Orientation <i>(lesbian, gay, bisexual, heterosexual, other)</i>	See above.	See above.	See above.
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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*

Socio-economic Disadvantage	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>	The effect of the proposed 6.9% Council tax increase would result in a weekly increase of £1:20 on a Band A property, rising to £4:19 a week on a Band I property. A Band D property, the benchmark for considering rates and impacts, would incur an extra £1:80 per week charge. 75.73% of properties in the county borough are in Bands A to C.	In addition to the Council Tax Reduction Scheme, the Caerphilly Cares service has been established, initially as a result of the pandemic, but since extended and enhanced to help mitigate the effects of the cost-of-living crisis and economic disadvantage on vulnerable residents. Advice	Data from the Council Tax Reduction Scheme. Data on the number of households in the county borough in each Council Tax Band.

	<p>The effect will be negative but will be minimised for the households suffering the most socio-economic disadvantage by support available through the Council Tax Reduction Scheme. 16,098 households receive support with their Council Tax payments representing 20% of all households in the county borough. 13,874 of these households (17 %) receive the maximum 100% level of support.</p>	<p>on benefits maximisation and signposting to sources of support is available through this service.</p>	
<p>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>)</p>	<p>See above.</p>	<p>See above.</p>	<p>See above.</p>
<p><u>Socio-economic Disadvantage</u></p>	<p>Does the proposal have any positive, negative or neutral impacts on the following and how?</p>	<p>If there are negative impacts how will these be mitigated?</p>	<p>What evidence has been used to support this view?</p>
<p>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>)</p>	<p>See above.</p>	<p>See above.</p>	<p>See above.</p>

Area Deprivation (<i>where you live (rural areas), where you work (accessibility of public transport) Impact on the environment?</i>)	No impact.		
Socio-economic Background (<i>social class i.e. parents education, employment and income</i>)	None identified. Expected Neutral.		
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>)	Please see response to Low Income/Poverty.	Please see response to Low Income/Poverty.	Please see response to Low Income/Poverty.

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	Individual Budget Impact Assessments have been included with the budget report for any impacted budgets.
Objective 2 - Enabling our Residents to Thrive	Individual Budget Impact Assessments have been included with the budget report for any impacted budgets.
Objective 3 - Enabling our Communities to Thrive	Individual Budget Impact Assessments have been included with the budget report for any impacted budgets.
Objective 4 - Enabling our Economy to Grow	Individual Budget Impact Assessments have been included with the budget report for any impacted budgets.
Objective 5 - Enabling our Environment to be Greener	Individual Budget Impact Assessments have been included with the budget report for any impacted budgets.



4a. Links to any other relevant Council Policy




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

The challenging financial situation facing the Council has been set out in the budget report.

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?
Long Term 	The confirmed settlement is for 12 months only hence it is difficult to predict how the Council's budget might be affected beyond the coming financial year. For planning purposes an updated Medium-Term Financial Plan is included in the Cabinet report which shows a potential savings requirement of circa £46m for the two-year period 2025/26 to 2026/27. The new Corporate Plan for the period 2023-2028 has recently been adopted and what is achievable over that time period will be affected by the available resources. The Council is using some of its reserves again this year to help meet the budget shortfall, but this is not sustainable in the longer-term. It is clear that the Council will face significant financial challenges moving forward and the Cabinet report sets out that the Mobilising Team Caerphilly transformation and place-shaping programmes will be important in helping the Council meet its long-term aims.
Prevention 	Demand reduction is an important part of delivering sustainable services. Supporting residents to help themselves and reduce their reliance on Council services before reaching a level of need will become more important. Supporting the resilience of individuals and communities will remain at the forefront of service planning.

Integration 	No impacts identified on partners objectives.
Collaboration 	Collaboration with our main partners will continue.
Involvement 	The budget consultation will engage the public and stakeholders on the proposed budget and the outcome of this consultation will be reported as part of the final reports to Cabinet and Council.

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>Considered as part of the new Corporate Plan 2023-2028</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>Considered as part of the new Corporate Plan 2023-2028</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>Considered as part of the new Corporate Plan 2023-2028</p>

<u>Well-being Goals</u>	Does the proposal maximise our contribution to the Well-being Goal and how?
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>	Considered as part of the new Corporate Plan 2023-2028
A Wales of Cohesive Communities <i>Attractive, viable, safe and well-connected communities</i>	Considered as part of the new Corporate Plan 2023-2028
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>	Considered as part of the new Corporate Plan 2023-2028
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>	Considered as part of the new Corporate Plan 2023-2028

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 impact.		
Compliance with the Welsh Language Standards . <i>Specifically Standards 88 - 93</i>	Neutral impact.		
Opportunities to promote the Welsh language e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community	Neutral impact		

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>	Neutral impact.		
Treating the Welsh language no less favourably than the English language	Neutral impact		

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 identified impact on the Welsh language, opportunities to use Welsh or to receive services through the medium of Welsh.

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?
Awaits results of the budget consultation for 2024-2025		

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.*

Awaits results of the budget consultation for 2024-2025

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.
Awaits results of the budget consultation for 2024-2025

10. Monitoring and Review

How will the implementation and the impact of the proposal be monitored, including implementation of any amendments?	Periodic budget reports to Scrutiny Committees and Cabinet throughout the year and the annual outturn report. In addition, through the Directorate and Corporate Performance Assessments and the annual Self-assessment.
What are the practical arrangements for monitoring?	Relevant Scrutiny, Governance and Audit Committee and Cabinet.
How will the results of the monitoring be used to develop future proposals?	Relevant Scrutiny, Governance and Audit Committee and Cabinet.
When is the proposal due to be reviewed?	Ongoing throughout the year. Service adjustment as required.
Who is responsible for ensuring this happens?	Corporate Management and Leadership Teams

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).

Awaits results of the budget consultation for 2024-2025.

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
1	Kathryn Peters		

Integrated Impact Assessment Author

Name:	Kathryn Peters
Job Title:	Service Improvement and Partnerships Manager
Date:	5.1.24

Head of Service Approval

Name:	Stephen Harris
Job Title:	Head of Financial Services and Section 151 Officer
Date:	5.1.24
Signature	S Harris