

Cyngor Sir CEREDIGION County Council

REPORT TO: Healthier Communities Overview and Scrutiny Committee

DATE: 22nd September 2021

LOCATION: Via Zoom

TITLE: Update - Wellbeing Centres Service

PURPOSE OF REPORT: To provide an update on the Wellbeing Centres Service and developments in Lampeter Wellbeing Centre

REASON SCRUTINY HAVE REQUESTED THE INFORMATION: Requested by officers

BACKGROUND:

Replacement for the “Sport and Recreational Activity Strategy 2014-2020”

Over the past few months officers of the council’s Wellbeing Centre Service have been reviewing progress made against the Ceredigion “*Sport and Recreational Activity Strategy 2014-2020*” in preparation for the development of a new plan (Appendix A). Due to the Coronavirus pandemic, it was decided to extend the timescale of the strategy through to the end of 2021. The intention is for the new plan to operate from 2022-2027.

In line with the council’s Engagement Policy an initial public engagement exercise has started which consists of an on line questionnaire (other versions are available upon request). The questionnaire will be open until 17th October 2021.

The responses to this initial engagement exercise will be considered and used to inform the development of the draft development plan, which will form the basis of the next stage of the engagement / consultation process intended for November/December 2021.

As part of the next stage of the engagement / consultation process we will be looking at bringing together some focus groups for facilitated discussions.

A link to the designated page of the council’s website is provided here: [Have your say on how - Ceredigion County Council](#)

The new plan will have clear links to the new “Through-Age and Wellbeing & Prevention Strategy” that the council has developed, to transform how the wellbeing and safety of the people of Ceredigion is supported. The plan will also consider the findings of the assessment of local wellbeing currently being undertaken.

Lampeter Wellbeing Centre

At a meeting held on 01/12/2020, Cabinet agreed for Lampeter Leisure Centre to become the location of the council's first Wellbeing Centre. Following this decision, work has been ongoing to ensure that the facility can effectively service the Through-Age and Wellbeing (TAW) Programme and maximise its contribution to delivering the TAW Vision.

The project has been presented to the council's Corporate Project Management Panel (CPMP) and meetings have been held with several council services including Health & Safety, Transport Services, Active Travel and the Headteacher of Ysgol Bro Pedr to raise awareness of the project and to identify any areas that needed to be taken into consideration during its development.

The project is also a focus area for The Co-location and Service Integration Subgroup of the Public Service Board and updates are provided at each meeting.

One of the main undertakings has been a consultation with all the services within the TAW programme to understand their potential use of Lampeter Wellbeing Centre and to identify the facilities they'd require in order to be able to deliver services from this facility. This then resulted in two operational sub groups being created, a "Construction Sub Group" and a "Services Sub Group" to support the development of the project.

The information gathered has been considered alongside the Welsh Governments grant requirements, resulting in a proposed layout of Lampeter Wellbeing Centre being produced. (Appendix B,C,D)

The proposed layout represents a transformational reconfiguration of the existing facility to provide a Wellbeing Centre that can provide an enhanced range of Through Age Services to the residents of Lampeter and the mid of the county. Encouragingly most of the facility requests received have been accommodated and will enable services from across the TAW programme to be delivered and daytime school use to be preserved.

Indicative costings provided by property services based on the proposed layout have estimated that construction costs should be covered by the grant awarded although confirmed costings will not be known until a tendering process has been undertaken. These costings do not include any external improvements to the facility façade or improvements to ensure safe access for school pupils. Prices for fixtures, fittings, equipment and loose furniture will be added later. Further investigation will also be undertaken to establish the condition and lifespan of the current boiler and lighting systems.

CURRENT SITUATION:

Following a tender process Quattro Design Architects have been appointed to oversee the project and having undertaken a site visit will now finalise the proposed layout in preparation for tendering of the works for the construction element of the project.

The project is currently operating to the following estimated timescales (awaiting confirmation from Quattro Design):

Milestone	Timescale
Appoint Architects	July 2021
Finalise Design	By end of September 2021
Tender for building work	October 2021
Start site works	January 2022
Building works completed	June / July 2022

Lampeter Leisure Centre will be closed during the building works and positive discussions have been had with The University of Wales Trinity St David's about the joint use of their sporting facilities on the Lampeter Campus for the duration of the building works.

WELLBEING OF FUTURE GENERATIONS:

Has an Integrated Impact Assessment been completed? Yes

for both projects Appendices E & F

Summary:

Long term:

Balancing short term need with long term planning for the future

Integration:

Positively impacting on people, economy, environment and culture and trying to benefit all three

Collaboration:

Working together with other partners to deliver services

Involvement:

Involving those with an interest and seeking their views; stakeholder engagement and consultation

Prevention:

Putting resources into preventing problems occurring or getting worse

RECOMMENDATION (S):

To share information and receive the views of the Healthier Communities Overview and Scrutiny Committee

REASON FOR RECOMMENDATION (S):

Contact Name: Elen James / Carwyn Young
Designation: CLO – Porth Cymorth Cynnar / Corporate Manager – Wellbeing Centres
Date of Report: 23.08.2021
Acronyms: Throughage and Wellbeing (TAW)
 Lampeter Wellbeing Centre (LWBC)

Appendices:

- (A) CCC Officer review of progress against current strategy
- (B) Current Floorplan Lampeter LC
- (C) Proposed Ground Floor LWBC
- (D) Proposed First Floor LWBC
- (E) IIA Physical Activity Strategic Plan
- (F) IIA Lampeter WBC

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 Appendix A - CCC Officer Review of Progress
 - 
 Appendix B Current Floor Plan Lampeter LC
 - 
 Appendix C Proposed Ground Floor LWBC.p
 - 
 Appendix D Proposed First Floor LWBC.pdf
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 Appendix E Physical Activity Dev Plan IIA (
- 
 Appendix F IIA Lampeter WBC v1.0.p

CCC Officers Review of Ceredigion Sport and Recreational Activity Strategy 2014-2020

Summary

The lifespan of this strategy has coincided with a significant period of change at both national and local levels predominantly through the introduction of The Wellbeing of Future Generations Act (Wales) 2015. This may have contributed to the prominence of the strategy diminishing in recent years as other strategic agendas came to the fore.

Despite this, significant progress has been made in several areas during the lifespan of the strategy which should be recognised and celebrated, in particular:

- Growth in participation amongst Primary Age children
- Partnership working at the Early Years Age Group
- Development and provision of inclusive provision
- Development of the Young Ambassador movement
- Growth of the National Exercise Referral Scheme
- Identification of the need to invest to ensure that Leisure Facilities are fit for the future

This means that a sound foundation exists for a new strategic plan to build upon.

It will therefore not be developed as a stand-alone strategy but as a strategic action plan that dovetails and contributes to the delivery of the objectives of the:

- Ceredigion Local Wellbeing Plan
- Ceredigion County Council Corporate Plan & Wellbeing Objectives
- Ceredigion Tackling Hardship Strategy
- Ceredigion Throughage and Wellbeing Strategy
- West Wales Social Care Plan

During this review process by council officers, the following **Areas of Improvement** have been identified and should be addressed in the new strategic plan

- Long term Vision supported by Shorter Term Strategic Action Plans 3-4 years
- Improved data capture (qualitative and quantitative) to evidence impact
- Embedding the 5 Ways of Working
- Improved ownership and accountability
- Regular Monitoring of progress

CCC Officers Review of Ceredigion Sport and Recreational Activity Strategy 2014-2020

Performance against Strategic Objectives

Objective: To be leaders in improving the Health and Wellbeing of people in Ceredigion.	
What we aimed to do	What we did
1. Develop strong partnerships and networks, on both a local and regional level.	<ul style="list-style-type: none"> • Engaged with several subgroups including: <ul style="list-style-type: none"> ○ Ceredigion Bilingual Futures forum ○ Ceredigion County Council Poverty Subgroup ○ Children & Young People Providers Form • Continued to engage with the other Mid & West Local Authority Leisure Services • Continued to support Ceredigion Local Sports Council • Engaged with Sport Wales Regional Sports Partnership Programme
2. Further develop a more integrated approach to the provision of all our services especially with those in the health sector.	<ul style="list-style-type: none"> • Created a partnership with Families First and Flying Start to introduce Activity sessions into the nursery and family centre settings. • Engaged with Physiotherapists and Cardiac and Diabetic Nurses to widen the National Exercise Referral Scheme (NERS) network • Worked with the LA Youth Service to deliver a targeted summer programme of activity
3. Expand the range of health related programmes and interventions for all sectors of our communities. Targeting those at greatest risk.	<ul style="list-style-type: none"> • Increased provision for our National Exercise Referral Scheme (NERS) from 21 weekly session in 2014 to 75 a week in 2020 • Introduced a Walking for Wellbeing Programme in 2020 • Introduced an Exercise Buddies Programme for Adults with a Learning Disability in 2020 • Secured investment from Hywel Dda Local Health Board to undertake: <ul style="list-style-type: none"> ○ Fall Prevention classes with frailer, older people. ○ ESCAPE – Pilot project dealing with clients with long term joint pain. ○ Back into Sport – post 16-week clients introduced in local sports clubs for social and recreational activities e.g., Try Golf, Walking Football, Kayaking...
Reflection & Learning Whilst the strategy intended to act as a Ceredigion wide strategy it predominantly remained a local authority strategic document. No formal buy in from key strategic partners was obtained, there was also no agreed mechanism in place to accurately capture the contribution of partners to the strategy. Encouraging progress has been made in broadening partnerships within the local authority and the local health board during the lifespan of this strategy, more work remains to increase awareness of the work of the Wellbeing Centres service.	

CCC Officers Review of Ceredigion Sport and Recreational Activity Strategy 2014-2020

Objective: Provide opportunities for all people to develop their physical, intellectual and social skills and ensure that they are inspired to lead active and healthy lives.	
What we aimed to do	What we did
1. Ensure we meet the needs of all within our communities.	<ul style="list-style-type: none"> • We used data and Insight to target local authority resources to where they were needed • Worked in partnership with Community Trust Facility providers • Worked with Ceredigion Youth Service to deliver Targeted Summer Programmes • Put an emphasis on providing Inclusive opportunities, particularly for our Young People
2. Ensure that schools become an integral part of the provision of sport and physical activity and that they are strong partners in the delivery of services.	<ul style="list-style-type: none"> • Introduced a complete Young Ambassador (YAs) Pathway in the county with Bronze YAs in every Primary School and Silver YAs in every Secondary School • Utilised technology (QR Codes, Videos) to provide online bank of resource that schools can access to improve their activity provision. • Continued to provide Learn to Swim opportunities for every school in the county
3. Put in place actions to encourage and increase regular participation in sport and physical activity. Seeking to achieve 5x60 and 5x30 minutes of activity every week.	<ul style="list-style-type: none"> • Established a Ceredigion Actif YouTube Channel to host video resources • Introduced into the school environment initiatives such as: <ul style="list-style-type: none"> ○ Fit in 5 ○ Play Unified ○ Skills for Sport • Developed the provision in the county for: <ul style="list-style-type: none"> ○ Indoor Rowing ○ Cycling • Introduced new Ceredigion Actif Membership Packages for the use of council leisure facilities
4. Work with and support local sports groups and clubs to develop and expand their ability to deliver to their communities.	Over £750k of grant aid from Sport Wales has been attracted to develop local sport groups and clubs
5. Continue to increase opportunities for people with disabilities.	<ul style="list-style-type: none"> • Achieved Insport Silver Accreditation from Disability Sport Wales and committed to achieving Gold Accreditation • Supported Aberystwyth Basketball Club become only the 3rd club in Wales to achieve Insport Gold Accreditation • Included Disability Inclusion Training in our Young Leaders Programme • Introduced Play Unified into all Special Educational Needs Units
6. Implement an effective sports partnership within Ceredigion that will provide a network for the support and delivery of sporting pathways to include; <ol style="list-style-type: none"> i. Opportunities for participation ii. Coach and volunteer education and development iii. The promotion of sporting excellence 	<ul style="list-style-type: none"> • Ceredigion Local Sport Council has provided an annual programme of 1st Aid and Safeguarding training for its members • Ceredigion Local Sports Council Awards celebrates the following achievement and contributions on an annual basis: <ul style="list-style-type: none"> ○ Internationals Awards ○ Coach of the Year ○ Unsung Hero

CCC Officers Review of Ceredigion Sport and Recreational Activity Strategy 2014-2020

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| | <ul style="list-style-type: none">○ Talented Sporting Junior Awards○ DSW Award for Services to Disabled Sport○ Insport Club Award○ Young Volunteer of the Year○ Young Ambassador of the Year & Bronze Young Ambassador of the Year |
|--|--|

Reflection & Learning

Over the lifespan of the strategy the local authority became more focussed in its approach which resulted in some noticeable achievements particularly in the areas of Early Years, Young Volunteers and Inclusion.

Limited capacity has existed to provide extensive support to local sports groups in their development therefore supporting them to attain grant aid to finance their development was prioritised

Improved mapping of provision and need is required identify gaps in participation and opportunity amongst population groups to inform positive action

CCC Officers Review of Ceredigion Sport and Recreational Activity Strategy 2014-2020

Objective: To ensure that individuals and communities are able to access opportunities that will enable them to lead happy, active and healthy lifestyles.	
What we aimed to Do	What we did
<p>1. Develop a strategic approach to the provision of facilities, services and opportunities and work with all sectors to ensure that appropriate opportunities are available to our communities.</p> <p>This will include;</p> <ul style="list-style-type: none"> i. Exploring new ways of delivering services that will be appropriate for communities and delivered in an effective and cost efficient manner that meets community needs. ii. Reconfiguring facilities across Ceredigion to secure sustainability and improve quality of offer. 	<ul style="list-style-type: none"> • Responsibility for the operation of Leisure Facilities at Llandysul and Tregaron transferred from the local authority to the local community • Established a forum with Community Trust facility providers in the county • Undertook a review of the local authority Leisure Services provision in 2018 • Secured funding from the Welsh Government 21st Century Schools & Colleges Programme to create a Wellbeing Centre at Lampeter Leisure Centre
<p>2. Work in partnership. Local authority, governing bodies and clubs to develop and improve the quality and variety of sporting and physical activity opportunities.</p>	<ul style="list-style-type: none"> • Proactive Partnerships were developed with Disability Sport Wales, The Urdd and Welsh Rowing to develop provision in the county.
<p>3. Develop a network of hubs that support participation in activities that are beneficial to health and wellbeing.</p>	<ul style="list-style-type: none"> • Ceredigion County Council plans to create 3 Wellbeing Hubs (North/Mid/South) as part of its Through Age Wellbeing Programme
<p>4. Develop strong sporting pathways.</p>	<ul style="list-style-type: none"> • Developed community opportunities at the start of the sporting pathway by supporting local organisation access grant aid
<p>5. Make maximum use of the natural environment</p>	<ul style="list-style-type: none"> • Currently 60% of the Rights of Way in the County are included in the Primary Path Network (PPN), which means that some 1500km are open and available. • Ceredigion is part of the West Wales lets Walk programme led by Pembrokeshire National Park Authority • Walking and Cycling Maps have been produced for Aberystwyth, Cardigan and Lampeter • There has been over 2,000m of new shared use routes (walking & cycling) created since 2017/18
<p>Reflection & Learning</p> <p>Evidence to support increased levels of opportunity is anecdotal and limited engagement with individuals has taken place to capture opinions</p> <p>There has been a noticeable decrease in NGB engagement in the county</p> <p>The Just Solution review identified a real need for investment in local authority leisure facilities. New providers have entered the marketplace during this time.</p>	

CCC Officers Review of Ceredigion Sport and Recreational Activity Strategy 2014-2020

STRATEGIC PERFORMANCE MEASURES

Measure	Ceredigion	Wales Average	Ceredigion	Wales Average	Ceredigion	Wales Average	Source
Percentage of children participating in extra-curricular sport more than 3 times per week.	40% (2013)	40% (2013)	49% (2015)	48% (2015)	53% (2018)	48% (2018)	Sport Wales School Sport Survey
Percentage of pupils achieving the Key Stage 2 Swimming Test.	89% (2012/13)		88% (2014/15)		87% (2017/18)		Ceredigion County Council Data
Percentage of children that are members of sports clubs and participate in sport.	56% (2013)	53% (2013)	62% (2015)	57% (2015)	64% (2018)	59.5% (2018)	Sport Wales School Sport Survey
Percentage of pupils achieving Level 5+ in PE at the end of Key Stage 3.	96.7% (2014/15)	89.4% (2014)	96.6% (2016/17)	93.3% (2017)	94.9% (2018/19)	92.8% (2019)	National teacher assessment data collection, Welsh Government
Percentage of adults participating in 30 minutes of sport on more than 5 occasions per week. (Not possible to measure this from 2014 onwards due to a change in the data collection. 2019/20 relates to 3 times or more a week)	45% (2012)		46% (2014)		34% (2019-20)	32% (2019-20)	2012 & 2014 Sport Wales Active Adults Survey 2019-20 National Survey for Wales (Not possible to compare data)
Percentage of adults who are member of sports clubs and participate in sport.	Data not available						

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Notes:

No.	Amendment	Date



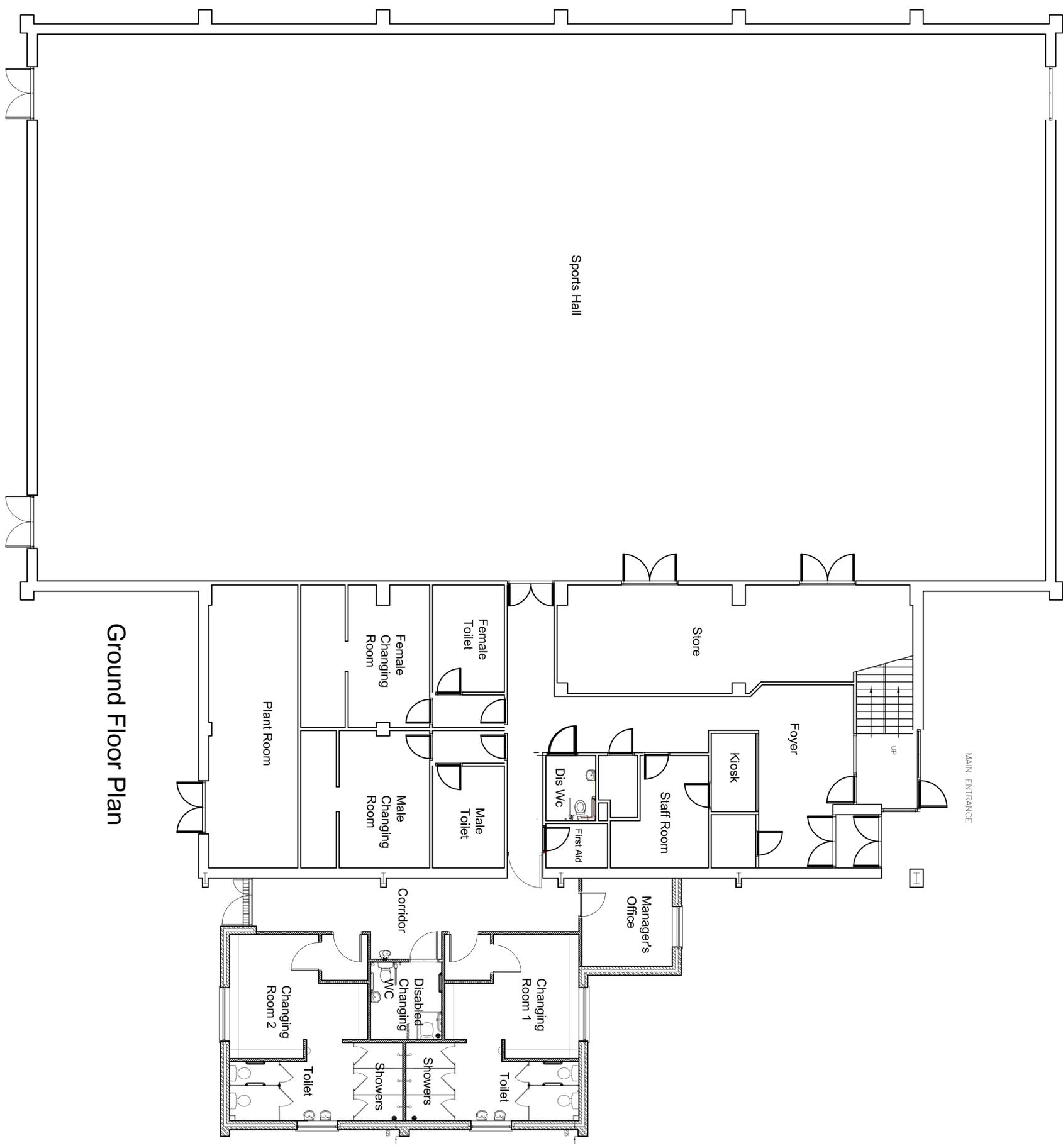
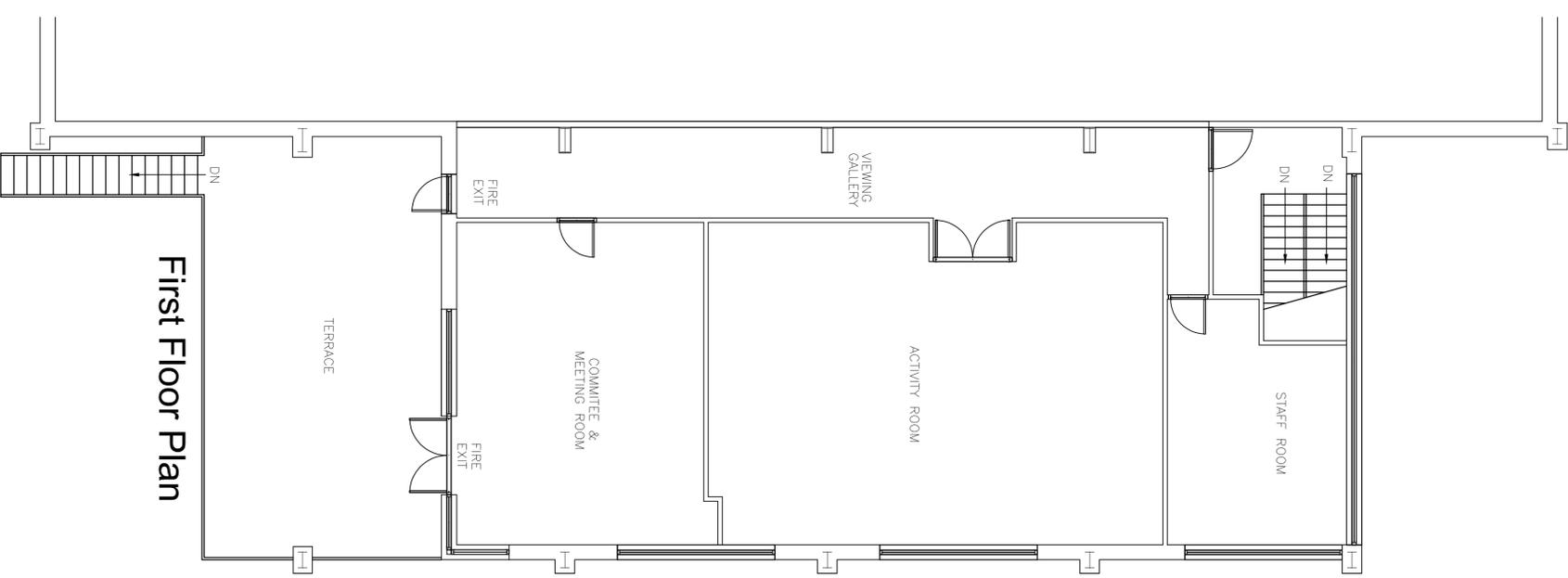
Economy and Regeneration
 Project Management Section
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 Tel: 01970 617911
 Group Manager: Lyndon Griffiths MCM

Job Title
 Lampeter 3 - 19 Initiative
 Lampeter Secondary School
 Proposed External Changing Facilities

Drawing Title
 Floor Plan

Scale 1:75 @ A1
 Checked by DB
 Drawn by NJJ
 Date January 2012

Disc. Job No. 1615 Dwg. No. 03 Rev.



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Notes:

No.	Amendment	Date



Economy and Regeneration
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Job Title
**Lampeter Leisure Centre
 Proposed Wellbeing Hub**

Drawing Title
**Wellbeing Hub Plan Option
 Ground Floor Plan**

Scale	1:75 @ A1	Checked by	DE
Drawn by	pl	Date	February 2021

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Ground Floor Plan
 1:75

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Notes:

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Economy and Regeneration
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 Group Manager: Lyndon Griffiths MCM

Job Title
**Lampeter Leisure Centre
 Proposed Wellbeing Hub**

Drawing Title
**Wellbeing Hub Plan Option
 First Floor Plan**

Scale
 1:75 @ A1
 Checked by
 DE

Disc. Job No. DWG No. Rev.
 PM 1854 03 C



First Floor Plan
 1:75

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



This **Integrated Impact Assessment tool** incorporates the principles of the Well-being of Future Generations (Wales) Act 2015 and the Sustainable Development Principles, the Equality Act 2010 and the Welsh Language Measure 2011 (Welsh Language Standards requirements) and Risk Management in order to inform effective decision making and ensuring compliance with respective legislation.

1. PROPOSAL DETAILS: (Policy/Change Objective/Budget saving)

Proposal Title	Ceredigion County Council Physical Activity Strategic Plan
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Service Area	Porth Cymorth Cynnar	Head of Service	Elen James	Strategic Director	Caroline Lewis
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Name of Officer completing the IIA	Carwyn Young	E-mail	Carwyn.young@ceredigion.gov.uk	Phone no	07812 487800
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Please give a brief description of the purpose of the proposal

Development of a new strategic plan to replace the current "Sport and Recreational Activity Strategy 2014-2020" it's primary aim will be to increase physical activity levels within the county as a contributor to promoting positive health and wellbeing for the county citizens.

Who will be directly affected by this proposal? (e.g. The general public, specific sections of the public such as youth groups, carers, road users, people using country parks, people on benefits, staff members or those who fall under the protected characteristics groups as defined by the Equality Act and for whom the authority must have due regard).

All the residents of Ceredigion

VERSION CONTROL: The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development, Welsh language and equality considerations wherever possible.

Author	Decision making stage	Version number	Date considered	Brief description of any amendments made following consideration
Carwyn Young	<i>Tbc – Scrutiny? Healthier Communities Committees</i>	1		<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal. Have you considered and applied the sustainable development principle and Well-being Goals?</i>

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

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COUNCIL STRATEGIC OBJECTIVES: Which of the Council's Strategic Objectives does the proposal address and how?	
Boosting the Economy	Promotion of the county's natural environment to be physically active can boost tourism in the county. The Wellbeing Centres service of the council is income generating and also employs a significant number of staff on a full and part time basis. The capital expenditure to create the Wellbeing Centres could also benefit local businesses if they are awarded the contract.
Investing in People's Future	The strategic plan will support and identify how we intend to support and develop both community volunteers and the paid workforce that support others to be physically active
Enabling Individual and Family Resilience	The strategic plan will identify how we plan to increase the levels of physical activity in a through age approach amongst the citizens of Ceredigion in order to derive the various benefits to an individual's health and wellbeing.
Promoting Environmental and Community Resilience	The strategic plan will identify how we plan to support community organisations to develop their provision of opportunities for people to be physically active and to ensure that they are able to sustain their provision into the future

NOTE: As you complete this tool you will be asked for **evidence to support your views**. These need to include your baseline position, measures and studies that have informed your thinking and the judgement you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation will have a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people's perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data from the census figures (such as Ceredigion Welsh language Profile and Ceredigion Demographic Equality data)*
- *National Household survey data*
- *Service User data*
- *Feedback from consultation and engagement campaigns*
- *Recommendations from Scrutiny*
- *Comparisons with similar policies in other authorities*
- *Academic publications, research reports, consultants' reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors, 'Is Wales Fairer' document.*
- *Welsh Language skills data for Council staff*

2. SUSTAINABLE DEVELOPMENT PRINCIPLES: How has your proposal embedded and prioritised the five sustainable development principles, as outlined in the Well-being of Future Generations (Wales) Act 2015, in its development?			
Sustainable Development Principle	Does the proposal demonstrate you have met this principle? If yes, describe how. If not, explain why.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the principle?
Long Term Balancing short term need with long term and planning for the future.	Our intention is to agree a long term Aim for Physical Activity in Ceredigion underpinned by a series of Strategic Key Areas and Objectives	It follows an accepted approach to strategic planning that enables delivery to adapt to changes in policy and society	Ensure a formal review of progress is undertaken midway through the duration of the strategic plan to ensure that it's content remains relevant and appropriate.

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

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	that will be delivered by short term actions which will feature in L2 & L3 Business Plans	without losing sight of long term Objectives	
<p>Collaboration Working together with other partners to deliver.</p>	<p>The strategic plan will certainly act as a driver for increased collaboration across the council as services recognise the contribution that they are able to make to getting people physically active.</p> <p>The strategic plan will also direct the council's future work with Community Managed Leisure facilities in Aberaeron, Cardigan, Llandysul and Tregaron and also with Aberystwyth University as we seek to maximise the contribution that they can make within the county.</p> <p>Community organisations provide a considerable amount of opportunities for people to be physically active and the strategic plan will direct our engagement with them.</p> <p>The strategic plan will contribute to the local Wellbeing plan and will be reported to the Public Service Board (PSB) via the Integration and Co-location of Services Sub Group. This, it is hoped, will influence the work of other PSB members i.e. Aberystwyth University, Natural Resources Wales and Hywel Dda Local Health Board and encourage them to explore new delivery partnerships with the council.</p>	<p>The delivery and development of Physical Activity cannot be the sole responsibility of the council.</p> <p>The council does not operate facilities within all the communities in the county therefore is dependent on other providers.</p> <p>The approach is intended to avoid unnecessary competition and duplication of effort, maximising effectiveness and efficiency.</p>	<p>Ensure consistent and frequent engagement with key partners which incorporates the reporting of progress against the Strategic Plan.</p>
<p>Involvement Involving those with an interest and seeking their views.</p>	<p>We will look to follow the Gunning Principles in developing the strategic plan starting with an online engagement exercise which outlines the challenges the council / county is facing in relation to the Development of Physical Activity and ask some set questions to gauge the opinion of the county's citizens.</p> <p>These responses will then be used to develop the Strategic Objectives which will be consulted on. During this consultation the opportunity will</p>	<p>It supports the approaches identified in the new Ceredigion County Council engagement strategy.</p>	<p>We need to monitor the effectiveness of our consultation approaches to ensure that we are getting a response that reflects the diversity of our county's citizens.</p> <p>We also need to ensure that due consideration is giving to the responses received and any pre conceived ideas avoided.</p>

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



	<p>also be sought to prioritise actions and inform delivery.</p> <p>We will also take into account the responses received to the review of the Assessment of Local Wellbeing planned for this year.</p> <p>The format of the second phase of consultations onwards will be determined by the covid regulations at that time and whether facilitated sessions and focus groups are possible at that time.</p> <p>We have also started to facilitate numerous internal discussion within the council to initially review the progress made against the current strategy as well as identifying future priorities.</p> <p>Following the review of the Assessment of Local Wellbeing, our intention is to hold a number of focus groups to seek feedback on the proposed <i>Framework</i> of the Strategic Plan and to start to identify the delivery priorities for the residents of the county. We will work with CAVO and other council departments to ensure that our engagement is as broad as possible and includes people with protected characteristics.</p> <p>We are also looking to improve our Customer Relationship Management capabilities within the Wellbeing Centre service which will enable us to proactively engage with users, gauge their satisfaction with the Service being provided and identify ways to improve.</p>		
<p>Prevention Putting resources into preventing problems occurring or getting worse.</p>	<p>For every £1 in sport in Wales there is a return of £2.88, according to the Sport Wales Social Return on Investment in sport report</p>	<p>UK Chief Medical Officers Physical Activity Guidelines (2019)</p> <p>Sport Wales Social Return on Investment in Sport Report</p>	<p>Ensure we keep up to date with the latest research and insight</p>



	<p>£3,428m of benefits for Welsh communities was generated from participating and volunteering in sport in 2016/17</p> <p>A breakdown of the overall figure shows the social value of enhanced social capital is £651.47m; enhanced education is £91.15m; and reduced crime is £2.17m. The social value of improved health is £295.17m.</p> <p>Subjective wellbeing accounts for a significant proportion of the social value generated in Wales (60.6%).</p> <p>The <i>Healthy Weight Healthy Wales</i> Strategy aims to address the growing obesity problem that exists in Wales. Physical Activity is a contributor to tackling obesity</p> <p>Prevention and Early Intervention is one of the fundamental principles of the Social Services and Wellbeing (Wales) Act 2014. The aim is to increase preventative services within the Community to minimise the escalation of critical need.</p> <p>Physical inactivity can result and escalate numerous health conditions amongst individuals.</p> <p>Evidence show's that being physically active can make a positive contribution to people living healthier and longer lives</p> <p>The purpose of this strategic plan is to ensure that all the residents of Ceredigion have the opportunity and confidence to be physically active, by addressing the barriers that currently exist for people to be active through an activity of their choice.</p>	<p>The Wales SROI model estimates the value of the following outcomes:</p> <ul style="list-style-type: none"> • Health (reduced risk of coronary heart disease and stroke; breast cancer; colon cancer; Type 2 diabetes; dementia, clinical depression and improved good health for participants) • Subjective well-being (improved subjective well-being for participants and volunteers) • Social capital (improved social capital for communities) • Education (improved educational attainment and enhanced human capital); • Crime (reduced criminal incidences) • Non-market benefits acquired by sports organisations utilising volunteers <p>Healthy Weight Healthy Wales Strategy and Action Plan</p> <p>Social Services and Wellbeing (Wales) Act 2014</p> <p>Ceredigion County Council Throughage and Wellbeing Strategy</p>	
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<p>Integration Positively impacting on people, economy, environment and culture and trying to benefit all three.</p>	<p>This strategic plan aims to strengthen the relationship and contribution that physical activity makes to wider corporate agendas and day to day life in Ceredigion.</p> <p>By prioritising the focus of council services it will enable other physical activity providers to identify where they can make the greatest contribution to this agenda.</p> <p>The Wellbeing Centres Service within Porth Cymorth Cynnar is the council's primary service for the development and delivery of physical activity and it will seek to increase it's contribution to the delivery of other council service areas.</p> <p>The council's leisure facilities are currently amongst the most energy inefficient buildings in the council's portfolio and investment in improving their energy efficiency will have a positive impact on the environment.</p> <p>The county is blessed with an outstanding natural environment and increasing the amount of walking and cycling that takes place will have a positive impact on the environment.</p> <p>Evidence show's that young people who are welsh speaking have higher participation rates than non welsh speakers therefore the opportunity exists to increase the range of opportunities available to be active through the medium of the welsh language.</p> <p>Ceredigion has an above average number of self employed individuals however this has not translated to individuals in the physical activity field, there is an opportunity to increase physical activity as a viable means of self employment.</p>	<p>Ceredigion County Council Business Plans and annual reports Sport Wales School Sport Survey results</p> <p>Evidence via Ceredigion County Council's Net Zero Carbon Programme and procurement data.</p>	<p>Monitor and improve reporting mechanisms to effectively evidence this principle.</p>
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3. WELL-BEING GOALS: Does your proposal deliver any of the seven National Well-being Goals for Wales as outlined on the Well-being of Future Generations (Wales) Act 2015? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. We need to ensure that the steps we take to meet one of the goals aren't detrimental to meeting another.			
Well-being Goal	Does the proposal contribute to this goal? Describe the positive or negative impacts-	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the goal?
3.1. A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs.	<p>Promoting physical, social and mental health and wellbeing means that more people will be economically active, healthy and that there will be greater productivity.</p> <p>Increased health and wellbeing also means that people would also have reduced carer responsibilities for family and friends.</p> <p>Council services linked to the development and delivery of physical activity employ a significant number of full time staff whilst also providing a number of casual and part time employment opportunities.</p> <p>The Wellbeing Centres intend to create apprenticeship opportunities to introduce people to the industry.</p>	<p>UK Chief Medical Officers Physical Activity Guidelines (2019)</p> <p>Sport Wales Social Return on Investment in Sport Report</p> <p>Healthy Weight Healthy Wales Strategy and Action Plan</p> <p>Social Services and Wellbeing (Wales) Act 2014</p> <p>Ceredigion County Council Throughage and Wellbeing Strategy</p>	<p>Ensure we keep up to date with the latest research and insight</p> <p>Monitor and improve reporting mechanisms to effectively evidence this principle.</p>
3.2. A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change).	<p>The natural environment provide significant opportunities to encourage people to be physically active including green prescribing initiatives</p> <p>Active travel provides opportunities to increase physical activity and reduce carbon emissions through reduced car use.</p>	<p>Healthy Weight Healthy Wales Strategy and Action Plan</p> <p>Environment England: "Links between natural environments and physical activity: evidence briefing"</p> <p>Evidence via Ceredigion County Council's Net Zero Carbon</p>	<p>Ensure we keep up to date with the latest research and insight</p> <p>Monitor and improve reporting mechanisms to effectively evidence this principle.</p>

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	<p>The council can invest in it's Leisure facility infrastructure in order to improve their energy efficiency</p>	<p>Programme and procurement data.</p>	
<p>3.3. A healthier Wales People's physical and mental wellbeing is maximised and health impacts are understood.</p>	<p>This will be the main driver of the Strategic Plan as we seek to maximise the benefits of being Physcially Active amongst the citizens of Ceredigion.</p> <p>The strategic plan will identify the council's approach and will consider the need of providing both universal and focussed delivery of services.</p>	<p>UK Chief Medical Officers Physical Activity Guidelines (2019)</p> <p>Sport Wales Social Return on Investment in Sport Report</p> <p>Healthy Weight Healthy Wales Strategy and Action Plan</p> <p>Social Services and Wellbeing (Wales) Act 2014</p> <p>Ceredigion County Council Throughage and Wellbeing Strategy</p> <p>53% of Ceredigion's Children are active at least 3 times a week (60% Primary Age & 47% Secondary Age) 24% are reported as not being active and 11% active once a week (Sport Wales School Sport Survey 2018)</p> <p>34% of Adults in Ceredigion participate in sporting activities 3 or more times a week</p> <p>52% of adults expressed a latent demand for activity (National Survey for Wales 2019-20)</p>	<p>Ensure we keep up to date with the latest research and insight</p> <p>Monitor and improve reporting mechanisms to effectively evidence this principle</p>

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<p>3.4. A Wales of cohesive communities Communities are attractive, viable, safe and well connected.</p>	<p>Community organisations make a significant contribution to people being physically active whilst also playing a prominent wider role in Community life.</p> <p>The strategic plan will aim to ensure that these Community organisations are inclusive and sustainable and given the Support to develop their provision.</p> <p>Community cohesion is about building social capital by increasing social connectivity between people.</p> <p>Social interaction is a key element of being Physical Active through opportunities offered at Leisure facilities and Community organisations</p> <p>Physical activity also supports a Through Age approach providing the opportunity for multiple generations to be active together.</p>	<p>Ceredigion County Council Throughage and Wellbeing Strategy</p> <p>Social Services and Wellbeing (Wales) Act 2014</p>	
<p>3.5. A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	<p>By fostering good relations and building community cohesion, communities will have greater connectivity and potentially greater understanding of global citizenship.</p> <p>The UK has agreed to follow a range of UN Treaties. Ceredigion County Council has a role to play as a globally responsible local leader. Relevant UN Conventions include:</p> <p>The International Covenant of Economic, Social and Cultural Rights, (ICESR), and in particular the right to the highest attainable standards of health.</p> <p>The Convention on the Rights of Persons with Disabilities (CRPD).</p>	<p>Community Cohesion Theory – for example the concept of parallel lives by Ted Cattle.</p> <p>To include the assessment of relevant UN Treaties in the impact assessments of policies, strategies and service delivery plans that sit under the model of the Through Age Wellbeing Programme.</p>	<p>Seek to enhance opportunities for positive interactions. De-escalate community tensions.</p> <p>Take note of recommendations from the UN to the UK Government and to Welsh Government.</p> <p>For example providing sufficient resources for the mental health sector to ensure the accessibility, availability and quality of mental health care.</p>

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	<p>The Convention of the Rights of the Child (CRC).</p> <p>The International Convention on the Elimination of all forms of Racial Discrimination (CERD)</p> <p>Convention on the Elimination of Discrimination of Against Women (CEDAW).</p>		
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<p>3.6. A more equal Wales People can fulfil their potential no matter what their background or circumstances.</p> <p><i>In this section you need to consider the impact on equality groups, the evidence and any action you are taking for improvement.</i> <i>You need to consider how might the proposal impact on equality protected groups in accordance with the Equality Act 2010?</i> <i>These include the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or beliefs, gender, sexual orientation.</i> Please also consider the following guide:: Equality Human Rights - Assessing Impact & Equality Duty</p>	<p>Describe why it will have a positive/negative or negligible impact.</p> <p><i>Using your evidence consider the impact for each of the protected groups. You will need to consider do these groups have equal access to the service, or do they need to receive the service in a different way from other people because of their protected characteristics. It is not acceptable to state simply that a proposal will universally benefit/disadvantage everyone. You should demonstrate that you have considered all the available evidence and address any gaps or disparities revealed.</i></p>	<p>What evidence do you have to support this view?</p> <p><i>Gathering Equality data and evidence is vital for an IIA. You should consider who uses or is likely to use the service. Failure to use <u>data</u> or <u>engage</u> where change is planned can leave decisions open to legal challenge. Please link to involvement box within this template. Please also consider the general guidance.</i></p>	<p>What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?</p> <p><i>These actions can include a range of positive actions which allows the organisation to treat individuals according to their needs, even when that might mean treating some more favourably than others, in order for them to have a good outcome. You may also have actions to identify any gaps in data or an action to engage with those who will/likely to be effected by the proposal. These actions need to link to Section 4 of this template.</i></p>																
<p>Age Do you think this proposal will have a positive or a negative impact on people because of their age? (Please tick ✓)</p> <table border="1" data-bbox="76 994 786 1426"> <thead> <tr> <th></th> <th>Positive</th> <th>Negative</th> <th>None/ Negligible</th> </tr> </thead> <tbody> <tr> <td>Children and Young People up to 18</td> <td style="text-align: center;">✓</td> <td></td> <td></td> </tr> <tr> <td>People 18-50</td> <td style="text-align: center;">✓</td> <td></td> <td></td> </tr> <tr> <td>Older People 50+</td> <td style="text-align: center;">✓</td> <td></td> <td></td> </tr> </tbody> </table>		Positive	Negative	None/ Negligible	Children and Young People up to 18	✓			People 18-50	✓			Older People 50+	✓			<p>Through the strategic plan all the county's residents should have the opportunity to be physically active.</p> <p>However evidence shows us that certain age groups have lower participation rates than others e.g. teenage girls and that proactive interventions are required to address this.</p> <p>The county has an ageing demographic and considerable benefits exist to being physically active in later life.</p> <p>The strategic plan will also need to recognise the accessibility of opportunities and aim to ensure that</p>	<p>The Through Age Wellbeing Model which is where the Physical Activity Strategic Plan will reside includes support and services for all people, including people with protected characteristics.</p> <p>53% of Ceredigion's Children are active at least 3 times a week (60% Primary Age & 47% Secondary Age) 24% are reported as not being active and 11% active once a week (Sport Wales School Sport Survey 2018)</p> <p>34% of Adults in Ceredigion participate in sporting activities 3 or more times a week</p>	<p>Improve the data capture on citizens that use council operated facilities and attend council delivered opportunities</p>
	Positive	Negative	None/ Negligible																
Children and Young People up to 18	✓																		
People 18-50	✓																		
Older People 50+	✓																		

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				citizens are not disadvantaged by where they live in the county.	52% of adults expressed a latent demand for activity (National Survey for Wales 2019-20)	
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Disability Do you think this proposal will have a positive or a negative impact on people because of their disability? (Please tick ✓)				The strategic plan will aim to ensure that the inclusive provision of physical activity is embedded throughout the county. Ceredigion County Council has achieved Disability Sport Wales Insport Silver accreditation and has made a commitment to achieve Insport Gold Any infrastructure developments will ensure that facilities are accessible for all disability groups.	The Through Age Wellbeing Model which is where the Physical Activity Strategic Plan will reside includes support and services for all people, including people with protected characteristics. 68% of Primary & 51.5% of Secondary Pupils with any Disability or Impairment participate in extra-curricular sport more than 3 times per week. 21% of people in the county have a long term illness or are disabled The Social Model of Disability states that people are disabled by barriers in society, not by their impairment or difference. The Social Model of Disability also includes removing barriers to information and contact services as well as physical barriers.	Improve the data capture on citizens that use council operated facilities and attend council delivered opportunities
Hearing Impairment	Positive ✓	Negative	None/ Negligible			
Physical Impairment	Positive ✓	Negative	None/ Negligible			
Visual Impairment	Positive ✓	Negative	None/ Negligible			
Learning Disability	Positive ✓	Negative	None/ Negligible			
Long Standing Illness	Positive ✓	Negative	None/ Negligible			
Mental Health	Positive ✓	Negative	None/ Negligible			
Other	Positive ✓	Negative	None/ Negligible			

Transgender Do you think this proposal will have a positive or a negative impact on transgender people? (Please tick ✓)				The strategic plan aims to cater for all the citizens of Ceredigion including people with the protected characteristics	The Through Age Wellbeing Model which is where the Physical Activity Strategic Plan will reside includes support and services for all people, including people with protected characteristics.	Signposting to specialist services, via health in order to address needs and specific positive and negative impacts, for example to the Gender Identity Clinic in London or the
Transgender	Positive	Negative	None/			

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			Negligible			proposed specialist identity service in Wales.
	✓					
Marriage or Civil Partnership Do you think this proposal will have a positive or a negative impact on marriage or Civil partnership? (Please tick ✓)				The strategic plan aims to cater for all the citizens of Ceredigion including people with the protected characteristics	The Through Age Wellbeing Model which is where the Physical Activity Strategic Plan will reside includes support and services for all people, including people with protected characteristics.	
Marriage	Positive	Negative	None/ Negligible			
	✓					
Civil partnership	Positive	Negative	None/ Negligible			
	✓					
Pregnancy or Maternity Do you think this proposal will have a positive or a negative impact on pregnancy or maternity? (Please tick ✓)				The strategic plan aims to cater for all the citizens of Ceredigion including people with the protected characteristics	The Through Age Wellbeing Model which is where the Physical Activity Strategic Plan will reside includes support and services for all people, including people with protected characteristics.	
Pregnancy	Positive	Negative	None/ Negligible			
	✓					
Maternity	Positive	Negative	None/ Negligible			
	✓					
Race Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				The strategic plan aims to cater for all the citizens of Ceredigion including people with the protected characteristics Race is currently one of the protected characteristics that participation data exists for via Sport Wales surveys which will inform Service delivery	The Through Age Wellbeing Model which is where the Physical Activity Strategic Plan will reside includes support and services for all people, including people with protected characteristics.	
White	Positive	Negative	None/ Negligible			
	✓					
Mixed/Multiple Ethnic Groups	Positive	Negative	None/ Negligible			
	✓					

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Asian / Asian British	Positive	Negative	None/ Negligible			
	✓					
Black / African / Caribbean / Black British	Positive	Negative	None/ Negligible			
	✓					
Other Ethnic Groups	Positive	Negative	None/ Negligible			
	✓					

Religion or non-beliefs Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs or non-beliefs? (Please tick ✓)				The strategic plan aims to cater for all the citizens of Ceredigion including people with the protected characteristics	The Through Age Wellbeing Model which is where the Physical Activity Strategic Plan will reside includes support and services for all people, including people with protected characteristics. In the 2011 Census, 58% of people in Ceredigion said that they were Christian, 2% other religions, 31% no religion and 9% preferred not to say	
Christian	Positive	Negative	None/ Negligible			
	✓					
Buddhist	Positive	Negative	None/ Negligible			
	✓					
Hindu	Positive	Negative	None/ Negligible			
	✓					
Humanist	Positive	Negative	None/ Negligible			
	✓					
Jewish	Positive	Negative	None/ Negligible			
	✓					
Muslim	Positive	Negative	None/ Negligible			
	✓					
Sikh	Positive	Negative	None/ Negligible			

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	✓					
Non-belief	Positive	Negative	None/ Negligible			
	✓					
Other	Positive	Negative	None/ Negligible			
	✓					

Sex Do you think this proposal will have a positive or a negative impact on men and/or women? (Please tick ✓)				The strategic plan aims to cater for all the citizens of Ceredigion including people with the protected characteristics	The Through Age Wellbeing Model which is where the Physical Activity Strategic Plan will reside includes support and services for all people, including people with protected characteristics.	
Men	Positive	Negative	None/ Negligible			
	✓					
Women	Positive	Negative	None/ Negligible			
	✓			Whilst the provision of Physical Activity opportunities will predominantly be delivered as gender neutral, there will be instances where single gender activities will be provided. This approach will be adopted when a lack of confidence has been identified as a barrier to individuals being physically active and will be recognised in the strategic plan	50% of people in Ceredigion are male and 50% are female, (2011 Census).	

Sexual Orientation Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Please tick ✓)				The strategic plan aims to cater for all the citizens of Ceredigion including people with the protected characteristics	The Through Age Wellbeing Model which is where the Physical Activity Strategic Plan will reside includes support and services for all people, including people with protected characteristics.	
Bisexual	Positive	Negative	None/ Negligible			
	✓					
Gay Men	Positive	Negative	None/ Negligible			
	✓				Between 5 to 7% of people in Wales are lesbian, gay or bisexual, (Stonewall Cymru).	
Gay Women / Lesbian	Positive	Negative	None/ Negligible			



	✓					
Heterosexual / Straight	Positive	Negative	None/ Negligible			
	✓					

Having due regards in relation to the three aims of the Equality Duty - determine whether the proposal will assist or inhibit your ability to eliminate discrimination; advance equality and foster good relations.

3.6.2. How could/does the proposal help advance/promote equality of opportunity?

You should consider whether the proposal will help you to: ● Remove or minimise disadvantage ● To meet the needs of people with certain characteristics ● Encourage increased participation of people with particular characteristics

The Physical Activity strategic plan will aim to benefit all the citizens of the county and seek increase the opportunities they have to be physically active. It will also recognise that certain groups of people do not take advantage of current opportunities to be physically active and will identify the need for proactive intervention to address the barriers that exist for these groups.

3.6.3. How could/does the proposal/decision help to eliminate unlawful discrimination, harassment, or victimisation?

You should consider whether there is evidence to indicate that: ● The proposal may result in less favourable treatment for people with certain characteristics ● The proposal may give rise to indirect discrimination ● The proposal is more likely to assist or impeded you in making reasonable adjustments

It is not anticipated that the proposal will have any negative impacts resulting in unlawful discrimination, harassment or victimisation. The programme addresses impacts across the Protected Characteristics.

3.6.4. How could/does the proposal impact on advancing/promoting good relations and wider community cohesion?

You should consider whether the proposal with help you to: ● Tackle prejudice ● Promote understanding

Community cohesion is about building social capital by facilitating positive social interactions and connectivity, physical activity is one activity that can contribute to this. The strategic plan will promote the benefits of increasing physical activity levels within the county and will recognise the contribution that organisations from all sectors can make to its achieving its objectives.

Having due regard of the Socio-Economic Duty of the Equality Act 2010.

Socio-Economic Disadvantage is living in less favourable social and economic circumstances than others in the same society.

As a listed public body, Ceredigion County Council is required to have due regard to the Socio-Economic Duty of the Equality Act 2010. Effectively this means carrying out a poverty impact assessment. The duty covers all people who suffer socio-economic disadvantage, including people with protected characteristics.

3.6.5 What evidence do you have about socio-economic disadvantage and inequalities of outcome in relation to the proposal?

Describe why it will have a positive/negative or negligible impact.

Data shows that young people from lower socio-economic backgrounds have lower participation rates in sport and physical activity than young people from higher socio-economic backgrounds. Lower rates of physical activity can have a negative impact on an individual Health and Wellbeing. The proposal will seek to have a positive impact on addressing these current inequalities through positive focussed interventions.



Ceredigion School Pupils – Participation at least 3 times per week	Primary	Secondary
	59.9	46.7
Free School Meal (FSM) quartile		
FSM 1 - (low level of free school meal eligibility)	63.5	54.0
FSM 2	61.2	43.6
FSM 3	52.6	
FSM 4 - (high level of free school meal eligibility)	51.0	

What evidence do you have to support this view?

Sport Wales School Sport Survey Data 2018
StreetGames reports

What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?

Improved use of insight to inform decision making
Ensuring the responses to Public engagement and consultation is reflective of the entire population of Ceredigion
Focuses interventions on a geographical or demographic basis
Reviewing the council fees and charges structure for council operated Leisure facilities

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3.7. A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh Language are promoted and protected. <i>In this section you need to consider the impact, the evidence and any action you are taking for improvement. This in order to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language Measure 2011.</i>				Describe why it will have a positive/negative or negligible impact.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Will the proposal be delivered bilingually (Welsh & English)?	Positive	Negative	None/ Negligible	The strategic plan will be developed bilingually and people will be able to contribute to its development through the Welsh language	The strategic plan will be developed bilingually and people will be able to contribute to its development through the Welsh language	
	✓					
Will the proposal have an effect on opportunities for persons to use the Welsh language?	Positive	Negative	None/ Negligible	The strategic plan will recognise the contribution that physical activity opportunities provide for the use of the Welsh language and will aim to increase the opportunities for people to use the Welsh language whilst being physically active in any setting. The strategic plan will set out our intention to increase people's confidence to use the Welsh language whilst delivering physical activity opportunities.	68.7 % of Primary & 56.7% of Secondary Pupils who are fluent in welsh participate in sport at least 3 times per week The data for all 53% of Ceredigion's Children are active at least 3 times a week (60% Primary Age & 47% Secondary Age) 24% are reported as not being active and 11% active once a week (Sport Wales School Sport Survey 2018)	
	✓					
Will the proposal increase or reduce the opportunity for persons to	Positive	Negative	None/ Negligible	The strategic plan will aim to increase the opportunities for people to use the Welsh	68.7 % of Primary & 56.7% of Secondary Pupils who are fluent in welsh participate in sport at least 3 times per week	
	✓					

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access services through the medium of Welsh?				language whilst being physically active in any setting The strategic plan will set out our intention to increase people's confidence to use the Welsh language whilst delivering physical activity opportunities.	The data for all 53% of Ceredigion's Children are active at least 3 times a week (60% Primary Age & 47% Secondary Age) 24% are reported as not being active and 11% active once a week (Sport Wales School Sport Survey 2018)	
How will the proposal treat the Welsh language no less favourably than the English language?	Positive	Negative	None/ Negligible	The strategic plan will recognise the contribution that sport and physical activity provide for the use of the Welsh language and will aim to ensure that the same opportunities exist for people to use the Welsh language whilst being physically active in any setting. All documentation and consultation undertaken in the development of the strategic plan will be provided bilingually.	All documentation and consultation undertaken in the development of the strategic plan will be provided bilingually.	
	✓					
Will it preserve promote and enhance local culture and heritage?	Positive	Negative	None/ Negligible	The strategic plan will recognise the contribution that sport and physical activity and the Welsh language play in the culture of the Ceredigion and the close relationship that exists between them. The strategic plan will also identify the benefits that are to be gained by increasing the provision of physical activity		



				opportunities through the welsh language.		
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4. STRENGTHENING THE PROPOSAL: If the proposal is likely to have a negative impact on any of the above (including any of the protected characteristics), what practical changes/actions could help reduce or remove any negative impacts as identified in sections 2 and 3?

4.1 Actions.

What are you going to do?	When are you going to do it?	Who is responsible?	Progress
Consult with the citizens of Ceredigion to gain their perspective and opinions on physical activity in the county presently and what they would like the future to look like	2021 When exactly tbc	Carwyn Young	
Consult with the citizens of Ceredigion to gain their feedback on the Council's Aims and Objectives for the development of Physical Activity in order to develop activities that will achieve the objectives.	2021 When exactly tbc	Carwyn Young	

4.2. If no action is to be taken to remove or mitigate negative impacts please justify why.

(Please remember that if you have identified unlawful discrimination, immediate and potential, as a result of this proposal, the proposal must be changed or revised).

4.3. Monitoring, evaluating and reviewing.

How will you monitor the impact and effectiveness of the proposal?

Success measures will be developed for each of the strategic plans objectives and progress will be monitored on an annual basis and reported to the Collaboration and Service Integration Sub Group of the Public Service Board and the Healthier Communities Scrutiny Committee of the council.

A formal review of the strategic plan undertaken every 3 years to ensure that it remains is reflective of the needs of the county.

5. RISK: What is the risk associated with this proposal?

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Impact Criteria	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very High
Likelihood Criteria	1 - Unlikely to occur	2 - Lower than average chance of occurrence	3 - Even chance of occurrence	4 - Higher than average chance of occurrence	5 - Expected to occur
Risk Description	Impact (severity)		Probability (deliverability)		Risk Score
Citizens do not engage with the consultation	3		3		9
Consultation responses are not given due consideration	3		2		6
The Physical Strategic Plan does not get adopted and does not influence future service delivery across CCC	4		3		12
Does your proposal have a potential impact on another Service area?					
Yes – The Physical Activity Strategic Plan is a council wide document and not only for the Wellbeing Centres Service					

6. SIGN OFF

Position	Name	Signature	Date
Service Manager	Carwyn Young		11.06.2021
Corporate Lead Officer	Elen James		11.06.2021
Corporate Director	Caroline Lewis		25.06.2021
Portfolio Holder	Cllr Catherine Hughes		09.07.2021

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This **Integrated Impact Assessment tool** incorporates the principles of the Well-being of Future Generations (Wales) Act 2015 and the Sustainable Development Principles, the Equality Act 2010 and the Welsh Language Measure 2011 (Welsh Language Standards requirements) and Risk Management in order to inform effective decision making and ensuring compliance with respective legislation.

1. PROPOSAL DETAILS: (Policy/Change Objective/Budget saving)

Proposal Title	Wellbeing Centre in Lampeter				
Service Areas	Porth Cymorth Cynnar – Community Wellbeing and Learning.	Corporate Lead Officers	Elen James	Strategic Director	Barry Rees
Name of Officer completing the IIA	Carwyn Young / Alwyn Davies	E-mail	Carwyn.young@ceredigion.gov.uk / Alwyn.davies@ceredigion.gov.uk		Phone no 07812487800

Please give a brief description of the purpose of the proposal

As part of its commitment to form a Through Age Wellbeing Programme CCC plan to establish Wellbeing Hubs in North, Mid and South Ceredigion. Each Wellbeing Hub (the area) will host a 'Wellbeing Centre' - a facility that enhances its core Physical Activity and Leisure offer with meeting, consultation and treatment spaces. The Wellbeing Centre will incorporate services that consider and improve the Physical, Mental and Social aspects of an individual's wellbeing and contribute to them achieving their full potential.

These will include health and wellbeing services (inc. mental health support), skills and employment advice, hardship and housing support, services for young people and also support for carers. There will be new and immediate factors that will need to be considered in light of the Covid-19 pandemic that were perhaps not at the top of the agenda 12 months ago.

The Hub will be enhanced through a network of other venues and outreach provision to provide an integrated delivery of Wellbeing Services to Ceredigion's residents.

This IIA relates to the creation of the first Wellbeing Centre in the county which it is proposed will be created at Lampeter Leisure Centre. The Porth Cymorth Cynnar service of the Through-Age Wellbeing Programme will lead on this development.

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Who will be directly affected by this proposal? (e.g. The general public, specific sections of the public such as youth groups, carers, road users, people using country parks, people on benefits, staff members or those who fall under the protected characteristics groups as defined by the Equality Act and for whom the authority must have due regard).

The proposals affect everyone who lives in and visits Ceredigion, including the staff of the County Council. This includes the most vulnerable in our society and people with Protected Characteristics under the Equality Act 2010.

- Age
- Gender reassignment
- Sex
- Race – including ethnic or national origin and nationality
- Disability
- Pregnancy and maternity
- Sexual orientation
- Religion or belief
- Marriage or civil partnership, but only in the respect of the requirement to have due regard to the need to eliminate discrimination

VERSION CONTROL: The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development, Welsh language and equality considerations wherever possible.

Author	Decision making stage	Version number	Date considered	Brief description of any amendments made following consideration
Carwyn Young	Cabinet	1.0	01/12/20	Original Version
Alwyn Davies				

COUNCIL STRATEGIC OBJECTIVES: Which of the Council's Strategic Objectives does the proposal address and how?

Boosting the Economy	The Wellbeing Centre will promote health and wellbeing through the provision of services and opportunities for people of all ages. Ranging from mother and toddler groups, pre-school intervention, early years physical literacy opportunities, support sessions to meet service users needs, clubs for keeping fit and healthy, and day and evening opportunities. CCC, other statutory services and the Third Sector will offer services for universal, focused and target groups, which will have a positive impact on the economy, through ensuring that Cerdigion has both a fit and healthy community and workforce. The wellbeing Centre will also provide employment opportunities through part time and full time posts.
Investing in People's Future	Many Physical Literacy programmes will impact early years and will have a life-long positive influence on people's lives. Programmes will target social, mental and physical wellbeing. Intervention programmes

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	such as the National Exercise Referral Scheme and the 'Over 60s Offer' show a clear investment in people's long term health and wellbeing. The Hub will also offer through-age support in order to meet the needs of the residents in Ceredigion
Enabling Individual and Family Resilience	<p>Individual and family resilience will be increased by focussing on universal and targeted early years services. Collaboration between Flying Start and Families First will enable universal access to a central accessible location while specialist services within the Through-Age Wellbeing Programme would provide intervention and prevention strategies. This will include multi-agency working and specialist through age services for those who may be vulnerable and need further support. This will be delivered via the following service areas.</p> <p>Porth Cymorth Cynnar: Community Wellbeing and Learning. Porth Gofal: Multi-agency decision-making to determine level of needs and best outcomes including targeted intervention. Porth Cynnal: Specialist through age services.</p>
Promoting Environmental and Community Resilience	<p>Porth Cymorth Cynnar will promote lifelong learning and skills services through the Wellbeing Centre. This will bring localised qualifications and training to Mid Ceredigion and increase people's participation in society, building social connectivity and increasing social capital and community cohesion.</p> <p>Environmental resilience will be promoted via the implementation of the programme which will take into account Ceredigion County Council's net zero carbon ambition and environmentally friendly procurement.</p>

NOTE: As you complete this tool you will be asked for **evidence to support your views**. These need to include your baseline position, measures and studies that have informed your thinking and the judgement you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation will have a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people's perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data from the census figures (such as Ceredigion Welsh language Profile and Ceredigion Demographic Equality data)*
- *National Household survey data*
- *Service User data*
- *Feedback from consultation and engagement campaigns*
- *Recommendations from Scrutiny*
- *Comparisons with similar policies in other authorities*
- *Academic publications, research reports, consultants' reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors, 'Is Wales Fairer' document.*
- *Welsh Language skills data for Council staff*

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2. SUSTAINABLE DEVELOPMENT PRINCIPLES: How has your proposal embedded and prioritised the five sustainable development principles, as outlined in the Well-being of Future Generations (Wales) Act 2015, in its development?			
Sustainable Development Principle	Does the proposal demonstrate you have met this principle? If yes, describe how. If not, explain why.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the principle?
<p>Long Term Balancing short term need with long term and planning for the future.</p>	<p>The creation of a Wellbeing Centre in Lampeter starts to address the findings of the review of Leisure Services which identified:</p> <ul style="list-style-type: none"> a) The urgent need for investment in LA leisure facilities both in terms of equipment and buildings. The lack of significant investment has undoubtedly contributed to a fall in usage and consequential financial loss. b) It was evident in the review that the current operating model is not a viable long term option. <p>Wellbeing Centres will increase the range of services available with an aim of improving an individual's Physical, Social and Mental Wellbeing, making the facilities more viable than solely operating as Leisure Centres.</p> <p>Wellbeing Centres are a key contributor to Early intervention via Porth Cymorth Cynnar which can help to prevent long term needs and illnesses developing. For example exercise classes and adult learning can contribute to tackling social</p>	<p>Just Solutions Review of Leisure Services in 2018/2019</p>	<p>Improved use of data to identify needs.</p> <p>Citizen engagement to ensure the services provided meet the identified need.</p> <p>Customer satisfaction surveys completed by the users of the wellbeing centres</p> <p>Collaboration across all of the Through Age Wellbeing Programme to ensure the contribution of Wellbeing Centres is being maximised.</p>

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	isolation which can prevent long term health issues developing.		
<p>Collaboration Working together with other partners to deliver.</p>	<p>Collaboration with partner agencies is embedded into the model. This includes multi-agency working via the Wellbeing Centres.</p> <p>The Wellbeing Centre aims to improve the access to services for the citizens of Lampeter and the surrounding areas.</p> <p>Wellbeing Centres feature prominently in the discussions of the Co-location and Integration of Frontline Services Sub Group of the Ceredigion Public Services Board</p>	<p>Evidence can be seen in the multi-agency and partnership working with the delivery of the model. The proposed list of partners that will be engaged in developing the design of the Wellbeing Centre</p> <p>Evidence of collaboration at a strategic level exists with buy-in from Ceredigion Public Service Board</p>	<p>We will take a strategic approach on collaboration with partner agencies to mitigate negative impacts and to enhance positive impacts via the Through Age Wellbeing Programme Project Board and the Co-location and Integration of Frontline Services Sub Group of the Ceredigion Public Services Board</p>
<p>Involvement Involving those with an interest and seeking their views.</p>	<p>Service Providers will have the opportunity to influence the design of the Wellbeing Centre to ensure that it can accommodate their desired delivery model.</p> <p>Citizen engagement is also planned to ensure the Wellbeing Centre meets their needs, this will include current users of the facility and members of the wider community</p> <p>Engagement and involvement will be via surveys, user groups and forums. We will seek involvement with people with Protected Characteristics from the Equality Act.</p>	<p>Reports will be produced in the wake of surveys, consultations and engagement with user groups.</p>	<p>Needs and issues identified from involvement and engagement with service users will be used to drive improvements and excellence.</p> <p>There is an opportunity to carry out engagement and involvement on the programme with the public via Engagement HQ. This is an innovative and attractive digital engagement platform currently being trialled by Ceredigion County Council.</p>

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	<p>Staff involvement and engagement will also take place. This will include formal staff consultation on the restructuring of the Wellbeing Centre Service.</p>		
<p>Prevention Putting resources into preventing problems occurring or getting worse.</p>	<p>For every £1 in sport in Wales there is a return of £2.88, according to the Sport Wales Social Return on Investment in sport report</p> <p>£3,428m of benefits for Welsh communities was generated from participating and volunteering in sport in 2016/17</p> <p>A breakdown of the overall figure shows the social value of enhanced social capital is £651.47m; enhanced education is £91.15m; and reduced crime is £2.17m. The social value of improved health is £295.17m.</p> <p>Subjective wellbeing accounts for a significant proportion of the social value generated in Wales (60.6%).</p> <p>Prevention and Early Intervention is one of the fundamental principles of the Social Services and Wellbeing (Wales) Act 2014. The aim is to increase preventative services within the community to minimise the escalation of critical need.</p>	<p>Sport Wales Social Return on Investment in Sport Report (2018)</p> <p>The Wales SROI model estimates the value of the following outcomes:</p> <ul style="list-style-type: none"> • Health (reduced risk of coronary heart disease and stroke; breast cancer; colon cancer; Type 2 diabetes; dementia, clinical depression and improved good health for participants) • Subjective well-being (improved subjective well-being for participants and volunteers) • Social capital (improved social capital for communities) • Education (improved educational attainment and enhanced human capital); • Crime (reduced criminal incidences) 	<p>Develop and implement policies and strategies at the Porth Cymorth Cynnar stage to prevent needs and health issues developing. This will include upstream and preventative early interventions via Wellbeing Centres, Lifelong Learning and Skills, Early Intervention and Support and Prevention.</p>

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		<ul style="list-style-type: none"> • Non-market benefits acquired by sports organisations utilising volunteers <p>We will monitor and gather evidence on the implementation and the delivery of the Through Age Wellbeing Programme.</p>	
<p>Integration Positively impacting on people, economy, environment and culture and trying to benefit all three.</p>	<p>The Wellbeing Centres provides an opportunity to integrate services across the entire Through Age Wellbeing Programme. Although sitting as part of Porth Cymorth Cynnar, services from across the programme will be provided at The Wellbeing Centre. This integration allows for early intervention and prevention measures to take place. Supporting the people of Ceredigion's wellbeing and health integrates across boosting a range of socio-economic factors including the economy and community cohesion. Potential exists to integrate with the environment by green prescribing for wellbeing and health via the Wellbeing Centres.</p>	<p>Integration across services and between staff is evidenced in the Through Age Wellbeing Programme.</p>	<p>We will aim to capture and evidence the wider benefits that the Wellbeing Centre brings to the community through exploring Social Return on Investment Models We will also aim to capture qualitative examples of the difference made to users through accessing the various services available at the wellbeing centre</p>

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3. WELL-BEING GOALS: Does your proposal deliver any of the seven National Well-being Goals for Wales as outlined on the Well-being of Future Generations (Wales) Act 2015? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. We need to ensure that the steps we take to meet one of the goals aren't detrimental to meeting another.

Well-being Goal	Does the proposal contribute to this goal? Describe the positive or negative impacts-	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the goal?
<p>3.1. A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs.</p>	<p>Promoting physical, social and mental health and wellbeing means that more people will be economically active, healthy and that there will be greater productivity. Increased health and wellbeing also means that people would also have reduced carer responsibilities for family and friends.</p> <p>Porth Cymorth Cynnar will promote lifelong learning and skills services through the Wellbeing Centre</p> <p>This will have a positive impact on prosperity.</p>	<p>Lampeter and its immediate catchment area, has a population of just over 3,000 Lampeter also has a growing population; increasing by 2.6% since the last census In Lampeter a fifth (20%) are aged 65+ (lower than average for the county 25%) and the top 3 industries of employment are: education (19.2% of jobs), wholesale and retail trade; repair of motor vehicles and motor cycles (18.5%) and human health and social work activities (10.4%). Lampeter is also home to 360 students at the University of Wales</p>	<p>Ongoing monitoring of the implementation of the Wellbeing Hubs to tackle any negative impacts and enhance any positive impacts as they arise. Close monitoring of data and indicators on the CCC Hardship Strategy and collaboration with Co-location and Integration Services of the PSB to raise any issues that may adversely affect the Wellbeing Centre and Hub.</p>

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		<p>Trinity St. David's Campus during term time.</p> <p>Lampeter has a more balanced mix of ages, both young and old, and a larger working-age population who might be affected by the financial implications of Covid-19 and the lockdown, such as reduced income or redundancy.</p>	
<p>3.2. A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change).</p>	<p>Environmental resilience will be promoted via the implementation of the programme which will take into account Ceredigion County Council's net zero carbon ambition and environmentally friendly procurement.</p> <p>Potential exists to integrate with the environment by green prescribing for wellbeing and health at the Wellbeing Centres.</p> <p>The Walking for Wellbeing programme is a small example of getting Ceredigion residents active in their work and home lives while immediately affecting positive health and wellbeing.</p>	<p>Evidence via Ceredigion County Council's Net Zero Carbon Programme and procurement data.</p>	<p>Ensure that net zero carbon steps, environmentally friendly procurement and green prescribing are mainstreamed in the Through Age Wellbeing Programme.</p>
<p>3.3. A healthier Wales People's physical and mental wellbeing is maximised and health impacts are understood.</p>	<p>Wellbeing Hubs will consist of a Wellbeing Centre - a facility that enhances the core Physical Activity and Leisure offer with meeting, consultation and treatment spaces.</p>	<p>53% of Ceredigion's Children are active at least 3 times a week (60% Primary Age & 47% Secondary Age) 24% are reported as not being</p>	<p>Improve data capture to demonstrate the benefits of being physically active on wider issues such as mental health, loneliness and social isolation etc.</p>

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	<p>They will incorporate services that consider and improve the Physical, Mental and Social aspects of an individual's Wellbeing and contribute to them achieving their full potential. The Hubs will be enhanced by a network of other venues and outreach provision to ensure the integrated delivery of Wellbeing services for the citizens of Ceredigion.</p> <p>Early intervention via Porth Cymorth Cynnar can help to prevent long term needs and illnesses developing. By working with other PCC services such as Lifelong Learning and Skills, Early Intervention and Support and Prevention, the Wellbeing Centre will provide all types of opportunities to positively impact health.</p> <p>Further collaboration with statutory services, third sector organisation will form an integrated approach to maximise health benefits.</p> <p>Specialist intervention through Porth Gofal and Primary Care will provide a long term approach where ongoing care and support is needed and people's health and wellbeing needs are met.</p>	<p>active and 11% active once a week</p> <p>(Sport Wales School Sport Survey 2018)</p> <p>34% of Adults in Ceredigion participate in sporting activities 3 or more times a week</p> <p>52% of adults expressed a latent demand for activity</p> <p>(National Survey for Wales 2019-20)</p>	
<p>3.4. A Wales of cohesive communities Communities are attractive, viable, safe and well connected.</p>	<p>Community cohesion is about building social capital by increasing social connectivity between people. Social interaction will be a key element of the Physical Activity offer at the</p>	<p>Community Cohesion Theory – for example the concept of parallel lives by Ted Cattle.</p>	<p>Continue to build on spaces and opportunities for positive social interactions, especially via Porth Cymorth Cynnar.</p>

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	<p>wellbeing centres through classes and buddy systems. There will also be a social area provided in the building design of the wellbeing centre There will be a Through Age provision of services enabling multiple generations to experience the wellbeing centre</p>	<p>National Survey for Wales Community Cohesion Indicators. Information from the Mid and West Wales Community Cohesion Team. CCC Youth Service held consultations with Lampeter Neighbourhood Policing Team, local residents, town councillors, schools, the Family Centre and other voluntary partners to discuss what opportunities were available. They reported; Regularly, a group of 10-15 young people from the ages of 10-22 were putting themselves at risk e.g. being out late at night, causing community distress, being involved in drugs and alcohol, gangs and potential county lines activity; Young people felt there was a lack of suitable venues or safe spaces where they can relax,</p>	
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		<p>socialise, access WIFI and not be bothered by adults; A PCSO expressed that “In Lampeter, there’s a lack of suitable venues for young people to enjoy and feel safe. This could act as a great tool for early intervention and prevent risky behaviours.”</p>	
<p>3.5. A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	<p>By fostering good relations and building community cohesion, communities will have greater connectivity and potentially greater understanding of global citizenship. The UK has agreed to follow a range of UN Treaties. Ceredigion County Council has a role to play as a globally responsible local leader. Relevant UN Conventions include: The International Covenant of Economic, Social and Cultural Rights, (ICESR), and in particular the right to the highest attainable standards of health. The Convention on the Rights of Persons with Disabilities (CRPD). The Convention of the Rights of the Child (CRC). The International Convention on the Elimination of all forms of Racial Discrimination (CERD) Convention on the Elimination of Discrimination of Against Women (CEDAW).</p>	<p>Community Cohesion Theory – for example the concept of parallel lives by Ted Cattle. To include the assessment of relevant UN Treaties in the impact assessments of policies, strategies and service delivery plans that sit under the model of the Through Age Wellbeing Programme. Lampeter is also strongly situated to cater to a more diverse range of communities. For example, it has the largest concentration of EU nationals outside of central Aberystwyth, who may require additional support in the wake of the coronavirus pandemic and</p>	<p>Seek to enhance opportunities for positive interactions. De-escalate community tensions. Take note of recommendations from the UN to the UK Government and to Welsh Government. For example providing sufficient resources for the mental health sector to ensure the accessibility, availability and quality of mental health care.</p>

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		<p>the impending implications of Brexit; (6.9% are EU nationals in Lampeter, The area is also home to a small Chinese community who make up 1.1% of the population. Lampeter's Black and Minority Ethnic (BAME) population is 7.2%, (2011 Census)</p>	
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<p>3.6. A more equal Wales People can fulfil their potential no matter what their background or circumstances.</p> <p><i>In this section you need to consider the impact on equality groups, the evidence and any action you are taking for improvement.</i> You need to consider how might the proposal impact on equality protected groups in accordance with the Equality Act 2010? These include the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or beliefs, gender, sexual orientation.</p> <p>Please also consider the following guide:: Equality Human Rights - Assessing Impact & Equality Duty</p>	<p>Describe why it will have a positive/negative or negligible impact.</p> <p><i>Using your evidence consider the impact for each of the protected groups. You will need to consider do these groups have equal access to the service, or do they need to receive the service in a different way from other people because of their protected characteristics. It is not acceptable to state simply that a proposal will universally benefit/disadvantage everyone. You should demonstrate that you have considered all the available evidence and address any gaps or disparities revealed.</i></p>	<p>What evidence do you have to support this view?</p> <p><i>Gathering Equality data and evidence is vital for an IIA. You should consider who uses or is likely to use the service. Failure to use <u>data</u> or <u>engage</u> where change is planned can leave decisions open to legal challenge. Please link to involvement box within this template. Please also consider the general guidance.</i></p>	<p>What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?</p> <p><i>These actions can include a range of positive actions which allows the organisation to treat individuals according to their needs, even when that might mean treating some more favourably than others, in order for them to have a good outcome. You may also have actions to identify any gaps in data or an action to engage with those who will/likely to be effected by the proposal. These actions need to link to Section 4 of this template.</i></p>
<p>Age</p>			

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Do you think this proposal will have a positive or a negative impact on people because of their age? (Please tick ✓)				Lampeter Wellbeing Centre will provide a range of Through Age services to improve the Physical, Social and Mental wellbeing of individuals in it's communities. This through age approach directly takes into account the protected characteristic of age. The design of the wellbeing centre will ensure physical access to services for older people and people with a disability.	Lampeter has a more balanced mix of ages, both young and old, and a larger working-age population who might be affected by the financial implications of Covid-19 and the lockdown, such as reduced income or redundancy. <ul style="list-style-type: none"> • 0-17 year olds: 20% • 18-64 year olds: 60% • 65+ year olds: 20% • Disabled: 9.2% (2011 Census)
Children and Young People up to 18	Positive	Negative	None/ Negligible		
	✓				
People 18-50	Positive	Negative	None/ Negligible		
	✓				
Older People 50+	Positive	Negative	None/ Negligible		
	✓				

Disability Do you think this proposal will have a positive or a negative impact on people because of their disability? (Please tick ✓)				The Wellbeing Centre in Lampeter will build upon the successful National Exercise Referral Scheme (NERS) and seek to increase the number of focus population it engages with.	9.2% of the Lampeter population has a disability. (2011 Census) The Mid and West Wales Equality Survey 2019 records that the top three groups that were rated as having	Early intervention and prevention via Porth Cymorth Cynnar will reduce pressure on services via Porth Gofal and Porth Cynnal.
Hearing Impairment	Positive	Negative	None/ Negligible			
	✓					

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Physical Impairment	Positive	Negative	None/ Negligible	Ceredigion County Council has achieved Insport Silver accreditation from Disability Sport Wales and has made a commitment to achieve Insport Gold. Physical access to services for disabled people will be incorporated into the design of the facility.	relatively worse experiences of accessing social care were disabled people, older people and younger people. The Social Model of Disability states that people are disabled by barriers in society, not by their impairment or difference. The Social Model of Disability also includes removing barriers to information and contact services as well as physical barriers.	We will carry out access audits in the development and implementation of services and remove any barriers. For example access to the Wellbeing Centres will need to be assessed. The proposed Wellbeing Centre in Lampeter Leisure Centre is on a mezzanine floor. The main access is via a stairway, however, suitable alternative access will also need to be installed, for example a lift. Contact can be via the telephone or face to face in a contact centre or in a library. Our website is AA compliant. Ceredigion County Council has an accessibility policy and will offer alternative formats on request, for example Easy Read or Large Print.
	✓					
Visual Impairment	Positive	Negative	None/ Negligible			
	✓					
Learning Disability	Positive	Negative	None/ Negligible			
	✓					
Long Standing Illness	Positive	Negative	None/ Negligible			
	✓					
Mental Health	Positive	Negative	None/ Negligible			
	✓					
Other	Positive	Negative	None/ Negligible			
	✓					

Transgender Do you think this proposal will have a positive or a negative impact on transgender people? (Please tick ✓)				The services available at Lampeter Wellbeing Centre will support all people, including people with the protected characteristic of transgender. The design of the facility will also take this into	The Through Age Wellbeing Model includes support and services for all people, including people with protected characteristics.	Signposting to specialist services, via health in order to address needs and specific positive and negative impacts, for example to the Gender Identity Clinic in London or the proposed specialist identity service in Wales.
Transgender	Positive	Negative	None/ Negligible			
	✓					

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				consideration e.g. Unisex Changing Cubicles / Villages rather than designated sex changing rooms.		
Marriage or Civil Partnership Do you think this proposal will have a positive or a negative impact on marriage or Civil partnership? (Please tick ✓)				The services available at Lampeter Wellbeing Centre will support all people, including people with protected characteristics.	The Through Age Wellbeing Model includes support and services for all people, including people with protected characteristics.	Early intervention and prevention via Porth Cymorth Cynnar will reduce pressure on services via Porth Gofal and Porth Cynnal.
Marriage	Positive	Negative	None/ Negligible			
	✓					
Civil partnership	Positive	Negative	None/ Negligible			
	✓					
Pregnancy or Maternity Do you think this proposal will have a positive or a negative impact on pregnancy or maternity? (Please tick ✓)				The services available at Lampeter Wellbeing Centre will support all people, including people with the protected characteristic of pregnancy or maternity.	The Through Age Wellbeing Model includes support and services for all people, including people with protected characteristics.	Early intervention and prevention via Porth Cymorth Cynnar will reduce pressure on services via Porth Gofal and Porth Cynnal.
Pregnancy	Positive	Negative	None/ Negligible			
	✓					
Maternity	Positive	Negative	None/ Negligible			
	✓			The opportunity to provide a focussed provision of physical and learning opportunities will be explored.		
Race Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				The services available at Lampeter Wellbeing Centre will support all people, including people with the protected characteristic of race.	The Through Age Wellbeing Model includes support and services for all people, including people with protected characteristics.	Early intervention and prevention via Porth Cymorth Cynnar will reduce pressure on services via Porth Gofal and Porth Cynnal.
White	Positive	Negative	None/ Negligible			
	✓					
Mixed/Multiple Ethnic Groups	Positive	Negative	None/ Negligible			
				Race includes nationality, ethnicity and culture.	Ceredigion County Council has a contract with WITS for	

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	✓			<p>The provision of Physical Activity opportunities popular with BAME groups will be provided to encourage them to use the wider services available at the wellbeing centre.</p> <p>Information, initial contact and service delivery needs to be available for people who speak languages other than Welsh or English.</p>	<p>Lampeter's Black and Minority Ethnic (BAME) population is 7.2%</p> <p>6.9% are EU nationals in Lampeter, it has the largest concentration of EU nationals outside of central Aberystwyth</p> <p>Gypsies and Travellers are an ethnicity under the Equality Act 2010.</p>	<p>face to face interpretation and Big Word for telephone interpretation and written translation Services.</p>
Asian / Asian British	Positive	Negative	None/ Negligible			
	✓					
Black / African / Caribbean / Black British	Positive	Negative	None/ Negligible			
	✓					
Other Ethnic Groups	Positive	Negative	None/ Negligible			
	✓					

<p>Religion or non-beliefs Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs or non-beliefs? (Please tick ✓)</p>				<p>The services available at Lampeter Wellbeing Centre will support all people, including people with the protected characteristic of religion, belief or non-belief.</p>	<p>The Through Age Wellbeing Model includes support and services for all people, including people with protected characteristics.</p> <p>In the 2011 Census, 58% of people in Ceredigion said that they were Christian, 2% other religions, 31% no religion and 9% preferred not to say.</p>	<p>Early intervention and prevention via Porth Cymorth Cynnar will reduce pressure on services via Porth Gofal and Porth Cynnal</p>
Christian	Positive	Negative	None/ Negligible			
	✓					
Buddhist	Positive	Negative	None/ Negligible			
	✓					
Hindu	Positive	Negative	None/ Negligible			
	✓					
Humanist	Positive	Negative	None/ Negligible			
	✓					
Jewish	Positive	Negative	None/ Negligible			
	✓					

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Muslim	Positive	Negative	None/ Negligible			
	✓					
Sikh	Positive	Negative	None/ Negligible			
	✓					
Non-belief	Positive	Negative	None/ Negligible			
	✓					
Other	Positive	Negative	None/ Negligible			
	✓					

Sex Do you think this proposal will have a positive or a negative impact on men and/or women? (Please tick ✓)				The services available at Lampeter Wellbeing Centre will support all people, including men and women under the protected characteristic of sex.	The Through Age Wellbeing Model includes support and services for all people, including people with protected characteristics. 50% of people in Ceredigion are male and 50% are female, (2011 Census).	Early intervention and prevention via Porth Cymorth Cynnar will reduce pressure on services via Porth Gofal and Porth Cynnal
Men	Positive	Negative	None/ Negligible			
	✓					
Women	Positive	Negative	None/ Negligible			
	✓					

Sexual Orientation			
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Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Please tick ✓)				The services available at Lampeter Wellbeing Centre will support all people, including people with the protected characteristic of sexual orientation.	The Through Age Wellbeing Model includes support and services for all people, including people with protected characteristics. Between 5 to 7% of people in Wales are lesbian, gay or bisexual, (Stonewall Cymru).	Early intervention and prevention via Porth Cymorth Cynnar will reduce pressure on services via Porth Ceredigion and Porth Cynnal.
Bisexual	Positive	Negative	None/ Negligible			
	✓					
Gay Men	Positive	Negative	None/ Negligible			
	✓					
Gay Women / Lesbian	Positive	Negative	None/ Negligible			
	✓					
Heterosexual / Straight	Positive	Negative	None/ Negligible			
	✓					

Having due regards in relation to the three aims of the Equality Duty - determine whether the proposal will assist or inhibit your ability to eliminate discrimination; advance equality and foster good relations.

3.6.2. How could/does the proposal help advance/promote equality of opportunity?

You should consider whether the proposal will help you to: ● Remove or minimise disadvantage ● To meet the needs of people with certain characteristics ● Encourage increased participation of people with particular characteristics

The Through Age Wellbeing Programme aims to support people by providing early intervention and prevention services via Porth Cymorth Cynnar for people from all backgrounds including the protected characteristics. Where there is a need, people can receive targeted services via Porth Gofal or through age specialist services via Porth Cynnal. From the point of first contact through to receiving support and service delivery, the programme model is designed to be accessible and to provide equality of opportunity for all, including people with the Protected Characteristics. The Lampeter Wellbeing Centre will be one of the primary locations for the delivery of services from across the Through Age Programme

3.6.3. How could/does the proposal/decision help to eliminate unlawful discrimination, harassment, or victimisation?

You should consider whether there is evidence to indicate that: ● The proposal may result in less favourable treatment for people with certain characteristics ● The proposal may give rise to indirect discrimination ● The proposal is more likely to assist or impeded you in making reasonable adjustments

It is not anticipated that the proposal will have any negative impacts resulting in unlawful discrimination, harassment or victimisation. The programme addresses impacts across the Protected Characteristics.

3.6.4. How could/does the proposal impact on advancing/promoting good relations and wider community cohesion?

You should consider whether the proposal with help you to: ● Tackle prejudice ● Promote understanding

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Community cohesion is about building social capital by facilitating positive social interactions and connectivity. The proposal will have a positive impact on promoting good relations by increasing opportunities for social interactions in the Lampeter area.

3.7. A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh Language are promoted and protected. <i>In this section you need to consider the impact, the evidence and any action you are taking for improvement. This in order to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language Measure 2011.</i>				Describe why it will have a positive/negative or negligible impact.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Will the proposal be delivered bilingually (Welsh & English)?	Positive	Negative	None/ Negligible	Lampeter Wellbeing Centre will deliver its services bi-lingually.	All signage, plans, supporting documents and officer support will be delivered bi-lingually.	The delivery of the programme bi-lingually will contribute to a positive impact on the Welsh Language.
	✓					
Will the proposal have an effect on opportunities for persons to use the Welsh language?	Positive	Negative	None/ Negligible	People will be able to use Welsh whilst accessing and receiving services at Lampeter Wellbeing Centre.	People will be able to use Welsh at Lampeter Wellbeing Centre	The opportunities for people to fully use the Welsh Language will contribute to a positive impact on the Welsh Language.
	✓					
Will the proposal increase or reduce the opportunity for persons to access services through the medium of Welsh?	Positive	Negative	None/ Negligible	People will be able to fully access services through the medium of Welsh.	Number of staff employed at Lampeter Wellbeing Centre that speak Welsh The number of services available at Lampeter Wellbeing Centre through the Welsh Language	The fully bilingual programme will have a positive impact on people being able to access services through the medium of Welsh.
	✓					

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How will the proposal treat the Welsh language no less favourably than the English language?	Positive ✓	Negative	None/ Negligible	Lampeter Wellbeing Centre will give equal status to the Welsh Language.	All information and service delivery will be available bi-lingually.	The programme will have an overall positive impact on treating the Welsh and English Languages equally.
Will it preserve promote and enhance local culture and heritage?	Positive ✓	Negative	None/ Negligible	Lampeter Wellbeing Centre presents an excellent opportunity to enhance local culture and heritage.	Lampeter Wellbeing Centre will be a key venue for local culture and heritage opportunities and sign-posting.	The programme will have an overall positive impact on local culture and heritage.

4. STRENGTHENING THE PROPOSAL: If the proposal is likely to have a negative impact on any of the above (including any of the protected characteristics), what practical changes/actions could help reduce or remove any negative impacts as identified in sections 2 and 3?

4.1 Actions.

What are you going to do?	When are you going to do it?	Who is responsible?	Progress
Consult with CCC service providers starting with Porth Cymorth Cynnar before progressing to the other services with the Througare Wellbeing Programme	December 2020 & January 2021	Alwyn Davies	
Engage and consult with the people of Ceredigion, including service users, stakeholders and people with Protected Characteristics	Spring 2021	Alwyn Davies with the support of Policy & Performance	
Update the Building Design and service delivery plans in the wake of engagement and consultation.	Following the service user and public consultations, spring and summer 2021.	Alwyn Davies & Carwyn Young with support of the relevant CCC services	

4.2. If no action is to be taken to remove or mitigate negative impacts please justify why.

(Please remember that if you have identified unlawful discrimination, immediate and potential, as a result of this proposal, the proposal must be changed or revised).

4.3. Monitoring, evaluating and reviewing.

How will you monitor the impact and effectiveness of the proposal?

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Via staff and public consultations.

Via service monitoring across

- Initial Customer Contact
- Porth Cymorth Cynnar – community wellbeing and learning.
- Porth Gofal – multi-agency decision making to determine level of needs and best outcomes including targeted intervention targeted intervention.
- Porth Cynnal – specialist through age services.

5. RISK: What is the risk associated with this proposal?

Impact Criteria	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very High
Likelihood Criteria	1 - Unlikely to occur	2 - Lower than average chance of occurrence	3 - Even chance of occurrence	4 - Higher than average chance of occurrence	5 - Expected to occur
Risk Description	Impact (severity)		Probability (deliverability)		Risk Score
Lampeter Leisure Centre is not supported as the preferred location of the Wellbeing Centre	4		3		12
Effective consultation with service users and the people of Ceredigion.	4		2		8
Insufficient Funding is available to configure the building to deliver the services identified	4		2		8
Building Works run behind schedule	3		3		9

Does your proposal have a potential impact on another Service area?

The Wellbeing Centre can have a positive impact on the other service areas within the Through Age Wellbeing Programme.

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6. SIGN OFF			
Position	Name	Signature	Date
Service Manager	Carwyn Young		25.11.2020
Corporate Lead Officer	Elen James		25.11.2020
Corporate Director	Barry Rees		09.12.2020
Portfolio Holder	Cllr. Catherine Hughes		11.01.2021