

## CEREDIGION COUNTY COUNCIL

**Report to:** Cabinet

**Date of meeting:** 5<sup>th</sup> July 2022

**Title:** Corporate Bonds and Sureties Policy

**Purpose of the report:** To agree a Corporate Bonds and Sureties Policy

**For:** Decision

**Cabinet Portfolio and Cabinet Member:** Councillor Gareth Davies – Financial & Procurement Services

**BACKGROUND:** It is proposed that the Council introduce a corporate bonds policy in the form attached as Appendix 1 in order for officers to have a clear, fair and consistent approach to approving and entering into bonds with third parties.

The policy was considered at a meeting of the Corporate Resources Overview and Scrutiny Committee held on 21 June 2022, where it was recommended that the Council maintains a list of persons eligible to be a bondsman

**Integrated Impact Assessment:** Has an Integrated Impact Assessment been completed? Yes

**Wellbeing of Future Generations:** Long Term: Ensure funding remains available in future years dependant on conditions in the relevant agreements  
Integration: n/a  
Collaboration: n/a  
Involvement: n/a  
Prevention: To ensure funding is available if Contractors or Developers default on their agreements

**Recommendation(s):** (i) a bond received in cash is the Council's preference.

(ii) A bond which is secured by a third party requires the third party to have a credit rating Moody's of A3 or a credit rating with Standard & Poor's or Fitch of A-.

(iii) to Cabinet: to approve the Bonds and Sureties policy (Appendix 1)

<b>Reasons for decision:</b>	<b>To ensure that bonds can be easily accessed and utilised if necessary and that bonds secured with third parties are only entered into with third parties with high credit ratings to protect the Council's position</b>
<b>Overview and Scrutiny:</b>	<b>Considered by the Corporate Resources Overview and Scrutiny Committee held on 21 June 2022</b>
<b>Policy Framework:</b>	<b>Corporate Bonds and Sureties Policy</b>
<b>Corporate Priorities:</b>	<b>Boosting the Economy Enabling Individual and Family Resilience</b>
<b>Financial implications:</b>	<b>Compliant</b>
<b>Statutory Powers:</b>	<b>Local Government Finance Act 1972</b>
<b>Background Papers:</b>	<b>None</b>
<b>Appendices:</b>	<b>1 - Corporate Bonds and Sureties Policy</b>
<b>Corporate Lead Officer:</b>	<b>Stephen Johnson, Finance and Procurement</b>
<b>Reporting Officer:</b>	<b>Justin Davies, Corporate Manager- Core Finance</b>
<b>Date:</b>	<b>21<sup>st</sup> June, 2022</b>



**Cyngor Sir CEREDIGION County Council**  
**Cyllid a Chaffael a Priffyrdd a**  
**Gwasanaethau Amgylcheddol | Finance and**  
**Procurement and Highways and**  
**Environmental Services**

## **Policy and Procedures**

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## **Bonds and Sureties**

**June 2022**

## Version Control

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Version	Date	Author	Comment
1.0	June 2022	Finance	Legal & Governance Services and Highways and Environmental Services input

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# Policy

## 1. Introduction

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- 1.1 In order to ensure that there is a clear approach taken for the approval of a bondsman Ceredigion County Council intend this policy to be applied by officers to minimise the risk for the Council and ensure that a fair and consistent approach is taken in all cases.

## 2. Purpose of this Policy

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- 2.1 The purpose of this policy is to ensure that the Council follows the correct procedure when the Council requires a Performance Bond (sometimes known as a Construction Guarantee Bond) from a contractor with regard to contracts awarded by the Council in accordance with its Contract Procedure Rules. The bond provides protection to the Council against any losses and damages sustained as a result of the contracting party failing to perform its contractual obligations.
- 2.2 The policy will apply to any bond required by the Council including, but not limited to, contract bonds as referred to above, bonds relating to s.38/278 Agreements and Sustainable Drainage Systems (SuDS) Agreements as detailed below.
- 2.3 The Council enters into Section 38/278 Agreements (Highways Act 1980) with a developer when that developer wants to construct a new estate road for industrial, residential or general traffic and wishes to offer that road to the Council for adoption as a public highway. A surety/bondsman enters into the S.38/278 Agreement alongside the developer so that if the developer fails to meet their contractual requirements then the Council can utilise the bond to ensure that work is undertaken to complete estate roads to the appropriate standard.
- 2.4 The Council enters into SuDS Agreements (Schedule 3 Flood and Water Management Act 2010 and subsequent legislation made thereunder) with a developer when that developer must construct sustainable drainage systems as part of their development that are adoptable by the Council as the SuDS Approving Bondy (SAB). Similar to S.38/278 Agreements, a surety/bondsman enters into the SuDS Agreement alongside the developer so that if the developer fails to meet

their contractual requirements under the agreement, the Council can call in the bond and utilise it to undertake the works up to adoptable standard.

2.5 The Council will be responsible for specifying the value of the Bond required (and any yearly inflationary or other set increase as considered appropriate by the Council) and also specifying the value and timing of any part release throughout the duration of the contract/agreement which relates to the bond.

# Procedure

## 3. Introduction

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Prior to the Council entering into any contract/agreement which has a bond provided by a 3<sup>rd</sup> party except for cash backed bonds), the officer(s) dealing with the contract/agreement shall refer the details of the proposed surety/bondsman and the bond amount to Finance and Procurement Services for a due diligence check. Following the due diligence check the Finance and Procurement Service shall confirm to the relevant officer(s) whether the surety/bondsman is approved under the provisions of this policy. The types of bonds and surety/bondsman acceptable to the Council are detailed below.

### 3.1 **Cash Backed Bonds**

The Council's preference is to accept a bond paid in 'cash'. Any cash bond would be paid to the Council in accordance with the terms of the contract/agreement the bond relates to. When the contractual requirements are met the bond will be repaid, with interest added, to the contractor or developer – this might happen in staged payments depending on the agreement in place. If the contractor or developer does not meet the contractual requirements then the Council can use the bond together with the interest to ensure the requirements are fulfilled. The cash based bond is the easiest and most secure way for the Council to ensure funds are readily available which will result in works being completed.

### 3.2 **Non Cash Backed Bonds**

If a cash backed bond is not available the Council will accept a bond secured by a third party – these are commonly referred to as surety bonds and are entered into at the same time as the contract/agreement with the Council. The contractor or developer pays a premium to a 'bondsman' to underwrite the cost of providing a bond. The 'bondsman' assumes the responsibility of paying the Council money if the contractor or developer defaults or is unable to make payments subject to the contractual agreement with the Council.

An acceptable 'bondsman' must have an appropriate long term credit rating. The three recognised credit rating agencies are Moody's, Standard & Poor's and Fitch. Therefore an acceptable 'bondsman' must have a credit rating with Moody's of A3 or a credit rating with Standard & Poor's or Fitch of A-.

# 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	Corporate Bonds and Sureties Policy				
Service Area	Finance and Procurement	Corporate Lead Officer	Stephen Johnson	Strategic Director	Barry Rees
Name of Officer completing the IIA	Mark Bridges	E-mail	Mark.Bridges@ceredigion.gov.uk	Phone no	01970 633132

Please give a brief description of the purpose of the proposal

The proposal aims to set out a clear, transparent policy which is to be followed when the Council requires a bond

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).

Those directly affected by this proposal include;

- Developers/contractors tendering for contracts awarded by the council
- Developers who the Council requires to have a bond in place relating to s.38/278 Agreements and Sustainable Drainage Systems Agreements
- Individuals and companies where the Council requires a bond
- Organisations/individuals who provide surety bonds
- Staff members within the Council involved in awarding and managing contracts that require a bond. Also including officers in Finance & Procurement and Legal & Governance.

**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
Mark Bridges	Cabinet	V1	22/06/2022	none

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<b>COUNCIL STRATEGIC OBJECTIVES:</b> Which of the Council's Strategic Objectives does the proposal address and how?	
Boosting the Economy	<p>The policy will allow the Council to apply a consistent, transparent criteria when accepting Performance Bonds from contractors with regard to construction contracts awarded by the Council. For example, the criteria includes a minimum credit rating for organisations ('bondsman') providing surety bonds. this</p> <ul style="list-style-type: none"> <li>• Reduces the risk that a bondsman doesn't have the financial capacity to fulfil its obligations should the Council 'call-in' the surety bond in the event a contractor is unable to fulfil their obligations. This will help ensure that infrastructure/ constructions projects are completed.</li> <li>• Provides clarity for contractors, council officers and bondsmen regarding the Council's requirements.</li> <li>• Will support Section 38 / 278 Agreements, the policy ensures bondsmen have the appropriate financial capacity to satisfy requirements of any bond.</li> </ul>
Investing in People's Future	<ul style="list-style-type: none"> <li>• The point above regarding Section 38 / 278 Agreements can also be applied to residential developments which helps to provide greater security for purchasers.</li> </ul>
Enabling Individual and Family Resilience	<ul style="list-style-type: none"> <li>• n/a</li> </ul>
Promoting Environmental and Community Resilience	<ul style="list-style-type: none"> <li>• n/a</li> </ul>

**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*

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- *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?
<b>Long Term</b> Balancing short term need with long term and planning for the future.	<ul style="list-style-type: none"> <li>• <i>The policy can be used for the foreseeable future.</i></li> <li>• <i>The policy provides clarity for construction &amp; infrastructure contracts and for s38 &amp; s278 agreements that will have both short and long-term benefits.</i></li> </ul>	<i>Current experience of officers in Legal &amp; Governance, Finance &amp; Procurement and contractors agreeing the acceptability and suitability of a proposed bond.</i>	<i>Adopting a transparent fully agreed upon criteria as set out in the proposal.</i>
<b>Collaboration</b> Working together with other partners to deliver.	<ul style="list-style-type: none"> <li>• <i>The policy ensures Council partners such as contractors bidding for construction contracts have greater clarity with the Council's requirements.</i></li> </ul>	<i>Current experience of officers in Legal &amp; Governance, Finance &amp; Procurement and Contractors / Developers agreeing the acceptability and suitability of a proposed bond.</i>  <i>We have also used data from our Treasury Management Advisors to assess the appropriate Credit Ratings as there is a need to ensure surety bonds can be called upon with confidence in future years.</i>	<i>Adopting a transparent fully agreed upon criteria as set out in the proposal.</i>
<b>Involvement</b> Involving those with an interest and seeking their views.	<ul style="list-style-type: none"> <li>• <i>Officer input from Finance &amp; Procurement and Legal &amp; Governance have been sought in developing an appropriate policy. Both services have experience of dealing with bonds over the years, particularly trying to seek agreement where uncertainty currently exists around what is an acceptable bond and bondsman. Both have worked together to develop the clarity/criteria within the proposal.</i></li> </ul>	<i>Current experience of officers in Legal &amp; Governance, Finance &amp; Procurement and Contractors / Developers agreeing a proposed bond.</i>	<i>Adopting a transparent fully agreed upon criteria as set out in the proposal.</i>
<b>Prevention</b> Putting resources into preventing problems occurring or getting worse.	<ul style="list-style-type: none"> <li>• <i>As already stated the proposal aims to provide clarity around acceptable bonds going forward.</i></li> <li>• <i>The policy will also provide some extra reassurance around the financial capacity/ standing of bondmen used. This will reduce the risk of works not being</i></li> </ul>	<i>Current/past experience of Council Officers</i>	<i>Adopting a transparent fully agreed upon criteria as set out in the proposal.</i>

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	<p><i>completed and safeguards the Councils financial resources.</i></p>		
<p><b>Integration</b> Positively impacting on people, economy, environment and culture and trying to benefit all three.</p>	<ul style="list-style-type: none"> <li>• <i>The policy has been developed by both the Legal &amp; Governance Service and Finance &amp; Procurement to integrate the decision making process between the services.</i></li> <li>• <i>The policy will also enable to the council to better communicate with stakeholders, particularly contractors and developers, around the requirements regarding bonds</i></li> <li>• <i>The policy will be integrated into the procurement/ contract awarding process and S38 / S278 agreements and other agreements where a bond is required.</i></li> </ul>	<p><i>Current/past experience of Council Officers</i></p>	<p><i>Adopting a transparent fully agreed upon criteria as set out in the proposal.</i></p>

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<b>3. WELL-BEING GOALS:</b> 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?
<b>3.1. A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs.	<ul style="list-style-type: none"> <li>Reduces the risk that construction contracts and developments are not completed. These projects will have benefits which this policy will indirectly support.</li> <li>Provides council officers clarity regarding acceptable bond arrangements which should reduce the amount of officer time involved.</li> </ul>	<ul style="list-style-type: none"> <li>Current/past experience regarding bonds</li> </ul>	n/a
<b>3.2. A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change).	<ul style="list-style-type: none"> <li>Reduces the risk that construction contracts and developments are not completed. These projects will have benefits which this policy will indirectly support.</li> <li>Provides council officers clarity regarding acceptable bond arrangements which should reduce the amount of officer time involved.</li> </ul>	<ul style="list-style-type: none"> <li>Current/past experience regarding bonds</li> </ul>	n/a
<b>3.3. A healthier Wales</b> People's physical and mental wellbeing is maximised and health impacts are understood.	none	n/a	n/a
<b>3.4. A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected.	<ul style="list-style-type: none"> <li>same as stated above for A prosperous Wales and A resilient Wales.</li> <li>Will help to reduce the risk that roads on new developments will not meet an agreed standard</li> </ul>	<ul style="list-style-type: none"> <li>Current/past experience regarding bonds</li> </ul>	n/a
<b>3.5. A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental well-being.	none	n/a	n/a

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<p><b>3.6. A more equal Wales</b>                  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></p> <p><i>You need to consider how might the proposal impact on equality protected groups in accordance with the Equality Act 2010?</i></p> <p><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></p> <p><b>Please also consider the following guide::</b>  <a href="#">Equality Human Rights - Assessing Impact &amp; Equality Duty</a></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 <b>involvement</b> 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><b>Age</b>                  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="69 991 786 1385"> <tr> <td rowspan="2">Children and Young People up to 18</td> <td>Positive</td> <td>Negative</td> <td>None/ Negligible</td> </tr> <tr> <td></td> <td></td> <td>✓</td> </tr> <tr> <td rowspan="2">People 18-50</td> <td>Positive</td> <td>Negative</td> <td>None/ Negligible</td> </tr> <tr> <td></td> <td></td> <td>✓</td> </tr> <tr> <td rowspan="2">Older People 50+</td> <td>Positive</td> <td>Negative</td> <td>None/ Negligible</td> </tr> <tr> <td></td> <td></td> <td>✓</td> </tr> </table>	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			✓	<p>The policy doesn't have a tangible direct affect that could be considered here.</p>		
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																					
			✓																					
<p><b>Disability</b></p>																								

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Do you think this proposal will have a positive or a negative impact on people because of their disability? (Please tick ✓)				The policy doesn't have a tangible direct affect that could be considered here.		
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			
			✓			
<b>Transgender</b> Do you think this proposal will have a positive or a negative impact on transgender people? (Please tick ✓)				The policy doesn't have a tangible direct affect that could be considered here.		
Transgender	Positive	Negative	None/ Negligible			
			✓			

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<b>Marriage or Civil Partnership</b> Do you think this proposal will have a positive or a negative impact on marriage or Civil partnership? (Please tick ✓)				The policy doesn't have a tangible direct affect that could be considered here.		
Marriage	Positive	Negative	None/ Negligible			
			✓			
Civil partnership	Positive	Negative	None/ Negligible			
			✓			
<b>Pregnancy or Maternity</b> Do you think this proposal will have a positive or a negative impact on pregnancy or maternity? (Please tick ✓)				The policy doesn't have a tangible direct affect that could be considered here.		
Pregnancy	Positive	Negative	None/ Negligible			
			✓			
Maternity	Positive	Negative	None/ Negligible			
			✓			
<b>Race</b> Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				The policy doesn't have a tangible direct affect that could be considered here.		
White	Positive	Negative	None/ Negligible			
			✓			
Mixed/Multiple Ethnic Groups	Positive	Negative	None/ Negligible			
			✓			
	Positive	Negative	None/			

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

<b>Religion or non-beliefs</b> 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 policy doesn't have a tangible direct affect that could be considered here.		
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/			

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

<b>Sex</b> Do you think this proposal will have a positive or a negative impact on men and/or women? (Please tick ✓)				The policy doesn't have a tangible direct affect that could be considered here.		
Men	Positive	Negative	None/ Negligible			
			✓			
Women	Positive	Negative	None/ Negligible			
			✓			

<b>Sexual Orientation</b> Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Please tick ✓)				The policy doesn't have a tangible direct affect that could be considered here.		
Bisexual	Positive	Negative	None/ Negligible			
			✓			
Gay Men	Positive	Negative	None/ Negligible			
			✓			
Gay Women / Lesbian	Positive	Negative	None/ Negligible			

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			✓			
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 policy doesn't have a tangible direct affect that could be considered here.

**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

The policy doesn't have a tangible direct affect that could be considered here.

**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

The policy doesn't have a tangible direct affect that could be considered here.

**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.

The policy doesn't have a tangible direct affect that could be considered here.

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What evidence do you have to support this view?

The policy doesn't have a tangible direct affect that could be considered here.

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

The policy doesn't have a tangible direct affect that could be considered here.

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<b>3.7. A Wales of vibrant culture and thriving Welsh language</b> 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 ✓	There will be no impact regarding the use of the Welsh Language.		
Will the proposal have an effect on opportunities for persons to use the Welsh language?	Positive	Negative	None/ Negligible ✓	There will be no impact regarding the use of 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 ✓	There will be no impact regarding the use of the Welsh Language.		
How will the proposal treat the Welsh language no less favourably than the English language?	Positive	Negative	None/ Negligible ✓	There will be no impact regarding the use of the Welsh Language.		
Will it preserve promote and enhance local culture and heritage?	Positive	Negative	None/ Negligible	There will be no impact regarding the use of the Welsh Language.		



**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
n/a			

**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).*

n/a

**4.3. Monitoring, evaluating and reviewing.**

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

Consider the amount of time spent by officers agreeing bonds and the length of time taken to agree arrangements

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

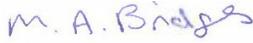
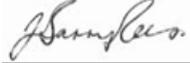
Impact Criteria	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very High
Likelihood Criteria	1 - Unlikely to occur	2 - Lower than average chance of occurrence	3 - Even chance of occurrence	4 - Higher than average chance of occurrence	5 - Expected to occur
Risk Description	Impact (severity)		Probability (deliverability)		Risk Score
The proposed criteria reduces the number of available bondsman	2		1		2

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

An integrated tool to inform effective decision making



Does your proposal have a potential impact on another Service area?			
Yes – Any service and Legal & Governance officers that is involved with a scheme or agreement that requires a bond be affected. The effect will be a positive one as they will now have clarity regarding the requirements for the bond.			

6. SIGN OFF			
Position	Name	Signature	Date
Service Manager	Mark Bridges		22/06/22
Corporate Lead Officer / Deputy S151	Justin Davies		24/06/22
Strategic Director	Barry Rees		27/06/22
Portfolio Holder	Gareth Davies		27/06/22