

# 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 Local Well-being Plan				
Service Area	Partnerships and Performance	Corporate Lead Officer	Alun Williams	Strategic Director	Barry Rees
Name of Officer completing the IIA	Naomi McDonagh	E-mail	<a href="mailto:Naomi.mcdonagh2@ceredigion.gov.uk">Naomi.mcdonagh2@ceredigion.gov.uk</a>	Phone no	01545 572661

### Please give a brief description of the purpose of the proposal

The Public Services Board (PSB) Local Well-being Plan 2023-2028 for Ceredigion seeks to deliver on the Well-being of Future Generations (Wales) Act 2015; contributing to the seven National Well-being Goals and applying the 'Sustainable Development Principle' five Ways of Working. The plan sets out the following objectives, all of which have been developed in response to an Assessment of Local Well-being for Ceredigion and engagement and consultation with citizens, to improve the state of economic, social, environmental and cultural well-being of the people in the county. The Well-being Objectives within the plan are:

1. Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.
2. Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.
3. Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.
4. Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.

A cross-cutting objective to tackle hardship and poverty is also incorporated into the plan to reflect the current and future implications of the cost-of-living crisis. It is recognized that this will have the potential to impact across the four well-being pillars - economic, social, environmental, and cultural well-being and working together collaboratively across PSB organisations will help maintain a focus on this area of work.

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).

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The plan will directly affect all of the population of Ceredigion throughout all the stages of life, although certain aspects of the plan will affect some key groups more than others.

**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
Naomi McDonagh	<i>Final draft of Local Well-being Plan 2023-2028</i>	1	22 <sup>nd</sup> March 2023 Overview & Coordinating Scrutiny Committee	
			4 <sup>th</sup> April 2023 Cabinet	
			20 <sup>th</sup> April 2023 Council	

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

Boosting the Economy, supporting Business and enabling employment.	A range of actions developed to address objective 1 of the Local Well-being plan seek to boost the economy, support businesses and enable employment by removing barriers and enabling opportunity for individuals, communities and organisations. Other aims within the plan are integrated so that they too will support Objective 1 and the Strategic Objective to boost the economy, support businesses and enable employment.
Creating caring and healthy communities	A range of actions developed to address objective 2 within the plan seek to create caring and healthy communities through working with and seeking to understand the need within those communities, working in an intergenerational way and building on resilience. Other aims within the plan are integrated so that they too will support Objective 2.
Providing the best start in life and enabling Learning at all ages	A range of actions developed to address objective 1, 2, 3 and 4 within the plan seek contribute to providing the best start in life as well as enable learning. Such as looking at skills and gaps as well as apprenticeships and skills for employment.

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Creating sustainable, greener and well-connected communities	A range of actions developed to address objective 2 and 3 within the plan seek to contribute to creating sustainable, greener and well-connected communities, but other aims within the plan are integrated so that they too will support and contribute to creating sustainable, greener and well-connected communities
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**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*

<b>2. SUSTAINABLE DEVELOPMENT PRINCIPLES:</b> 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>• Yes. Long term planning has been embedded throughout the development of the plan. The aims and actions within the plan have been developed to directly respond to the long term issues that were identified in the Ceredigion Assessment of Local Well-being.</li> </ul>	The Ceredigion Assessment of Local Well-being	Through the delivery of the plan the PSB will continue to learn by positively challenging and aiming to improve understanding. Further emphasis will be given to looking at long term trends in order to inform planning and delivery.
<b>Collaboration</b>	Yes. All PSB partners have collaborated throughout all stages of	The Ceredigion PSB collaborated on the	The delivery of the plan will be undertaken collaboratively by PSB

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Working together with other partners to deliver.	plan development. The delivery of the plan will be undertaken collaboratively by PSB partners.	development of the Ceredigion Assessment of Local Well-being 2023-28	partners in order to deliver integrated services in the best interests of the people accessing the services.
<b>Involvement</b> Involving those with an interest and seeking their views.	Yes. Key stakeholders have been involved in all stages of plan development. Participation, engagement and co-production have been championed by the PSB as a key organising principle throughout its work. Engagement exercises and workshops have been held over the past year and a half to ensure that citizens have been involved in identifying the aims and actions within the plan. These have included sessions with groups of people with protected characteristics (as defined by the Equality Act 2010).	Local Well-being Plan consultation Feedback Report	The PSB is fully committed to involving its stakeholders and understands that an ongoing conversation is essential when setting priorities and delivering services. In moving forward, the PSB will continue with this work by ensuring that there will be opportunities for citizens to express their views, especially for those who may otherwise find it difficult to do so.
<b>Prevention</b> Putting resources into preventing problems occurring or getting worse.	Yes. The Ceredigion Assessment of Local Well-being provided an opportunity for the PSB to identify the root causes of the issues that need to be addressed. The aims and actions are centred on people acting for themselves and provide a strong focus on preventing problems occurring or getting worse. The actions endeavour to bring down the level of intervention in people's lives over time wherever possible, with the flexibility to adapt to changing circumstances.	The Ceredigion Assessment of Local Well-being	In delivering the plan the PSB will continue its focus on the preventative agenda endeavouring to ensure that people can access the service they need, when they need it and only for as long as they need it.
<b>Integration</b> Positively impacting on people, economy, environment and	Yes. The PSB has considered how the aims and actions contained within the plan have an impact upon the public bodies within the county.	The plan itself provides evidence on integration. Integration of the National Well-being Goals, The	In delivering the plan the PSB will closely monitor how the steps taken further promote maximum integration across services.

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<p>culture and trying to benefit all three.</p>	<p>The aims and actions have been developed with an understanding of collective responsibility for outcomes across services and organisations. Public sector organisations can work together across the county to add value to what is already being done. The plan articulates how each aim and action aligns with the well-being objectives of PSB organisations.</p>	<p>plan is a response that integrates economic, social, environmental and cultural well-being.</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.	Yes – positive impact. Whilst many elements of the plan seek to address this wellbeing goals the following main objective is most relevant in this case: Objective 1: Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.	Ceredigion Assessment of Local Well-being 2022.	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).	Yes – positive impact. Whilst many elements of the plan seek to address this wellbeing goals the following main objective is most relevant in this case: Objective 3: Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.	Ceredigion Assessment of Local Well-being 2022.	n/a
<b>3.3. A healthier Wales</b> People's physical and mental wellbeing is maximised and health impacts are understood.	Yes – positive impact. Whilst many elements of the plan seek to address this wellbeing goals the following main objective is most relevant in this case:	Ceredigion Assessment of Local Well-being 2022.	n/a

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	Objective 2: Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.		
<p><b>3.4. A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected.</p>	<p>Yes – positive impact. Whilst many elements of the plan seek to address this wellbeing goals the following main objective is most relevant in this case: Objective 4: Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.</p>	Ceredigion Assessment of Local Well-being 2022.	n/a
<p><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.</p>	<p>Yes – positive impact. Whilst many elements of the plan seek to address this wellbeing goals the following main objectives are most relevant in this case: Objective 3 and 4</p> <p>Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.</p> <p>Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.</p>	Ceredigion Assessment of Local Well-being 2022.	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>  <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>  <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 1469"> <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>The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from people of all age groups, and the priorities identified will aim to improve the quality of life for all age groups.</p>	<p>The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.</p> <p>The 12 week Consultation on the Plan provided additional key information that we used to ensure that the aims and actions have positive impact on all ages.</p>	<p>Further work will be undertaken to seek involvement of under represented vulnerable groups.</p>
	Positive	Negative	None/ Negligible																
Children and Young People up to 18	✓																		
People 18-50	✓																		
Older People 50+	✓																		

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<b>Disability</b> Do you think this proposal will have a positive or a negative impact on people because of their disability? (Please tick ✓)				The plan defines well-being outcomes for all people in Ceredigion and will therefore positively impact those with disabilities. There are several aspects of the plan that will encourage participation in communities and a better awareness of accessibility issues.	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.  The 12 week Consultation on the Plan provided additional key information that we used to ensure that the aims have positive impact on all ages.	
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 plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all	Further work will be undertaken to seek involvement of under represented vulnerable groups.
Transgender	Positive	Negative	None/ Negligible			
			✓			

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				identified will aim to improve the quality of life for all in Ceredigion. There are opportunities throughout the plan for co-production.	ages shaped the objectives and the actions to be delivered.  The 12 week Consultation on the Plan provided additional key information that we used to ensure that it has a positive impact on all ages.	
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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 plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities identified will aim to improve the quality of life for all in Ceredigion. There are opportunities throughout the plan for co-production.	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.  The 12 week Consultation on the Plan provided additional key information that we used to ensure that it has a positive impact on all ages.	
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 plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities identified will aim to improve	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives	
Pregnancy	Positive	Negative	None/ Negligible			
	✓					
Maternity	Positive	Negative	None/			

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			Negligible	the quality of life for all in Ceredigion.	and the actions to be delivered.	
	✓				The 12 week Consultation on the Plan provided additional key information that we used to ensure that it has a positive impact on all ages.	

<b>Race</b> Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities identified will aim to improve the quality of life for all in Ceredigion.	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.	
White	Positive	Negative	None/ Negligible			
	✓					
Mixed/Multiple Ethnic Groups	Positive	Negative	None/ Negligible			
	✓					
Asian / Asian British	Positive	Negative	None/ Negligible			
	✓					
Black / African / Caribbean / Black British	Positive	Negative	None/ Negligible			
	✓					
Other Ethnic Groups	Positive	Negative	None/ Negligible			
	✓					

<b>Religion or non-beliefs</b>		The Assessment of Local	
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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 plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from all people with input sought from a range of special interest groups. The priorities identified will aim to improve the quality of life for all in Ceredigion.	Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.  The 12 week Consultation on the Plan provided additional key information that we used to ensure that it has a positive impact on all ages.
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		
	✓				
Non-belief	Positive	Negative	None/ Negligible		
	✓				
Other	Positive	Negative	None/ Negligible		
	✓				

<b>Sex</b>		The Assessment of Local	
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Do you think this proposal will have a positive or a negative impact on men and/or women? (Please tick ✓)				<p>The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities identified aim to improve the quality of life for all in Ceredigion including developing better communication with community groups and stakeholders, ensuring that all representative groups will have a voice in shaping the future of Ceredigion.</p>	<p>Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.</p> <p>The 12 week Consultation on the Plan provided additional key information that we used to ensure that it has a positive impact on all ages.</p>	
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 ✓)				<p>The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities identified aim to improve the quality of life for all in Ceredigion including developing better communication with</p>	<p>The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.</p> <p>The 12 week Consultation on the Plan provided additional</p>	
Bisexual	Positive	Negative	None/ Negligible			
			✓			
Gay Men	Positive	Negative	None/ Negligible			
			✓			
Gay Women / Lesbian	Positive	Negative	None/ Negligible			
			✓			



Heterosexual / Straight	Positive	Negative	None/ Negligible	community groups and stakeholders, ensuring that all representative groups will have a voice in shaping the future of Ceredigion.	key information that we used to ensure that it has a positive impact on all ages.	
			✓			

**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 plan aims to promote equality of opportunity by ensuring greater access to information and public services; and to foster a culture of inclusivity in Ceredigion. The plan will also build participation through co-production of initiatives and services.

**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 plan includes greater participation, which will aim to ensure that vulnerable groups are not underrepresented.

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

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

The plan will contribute towards promoting understanding of good relations and wider community cohesion, by bringing together community groups in the co-production of initiatives and services using a place based approach, applying positive learning from the benefits of working in that way.

**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 Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.

There is a dedicated and cross cutting element of the plan seeking to ensure that tackling hardship and poverty is looked at each step, whether interventions and workstreams are within in the Economic well-being, social well-being, Environmental well-being and/or Cultural well-being pillar and these are considered and acted upon.

What evidence do you have to support this view?

The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered.

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

To work across all 4 well-being pillars and looking at addressing hardship and poverty as a priority in light of the cost of living pressures that are affecting residents in Ceredigion.

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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	The plan is available to the public in both Welsh and English.  All Project Groups established to deliver the plan will be expected to report on: <ul style="list-style-type: none"> <li>• How the steps have been delivered bilingually</li> <li>• How the steps have offered opportunities for people to use the Welsh language</li> <li>• How the steps have promoted availability of Welsh medium services?</li> </ul>		
	✓					
Will the proposal have an	Positive	Negative	None/		ONS census data 2021	

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effect on opportunities for persons to use the Welsh language?	✓		Negligible	The Welsh Language is a core value that underpins all aspects of the plan.	Ceredigion Assessment of Local Well-being 2022.	
Will the proposal increase or reduce the opportunity for persons to access services through the medium of Welsh?	Positive	Negative	None/ Negligible	The plan will increase the opportunity for people to receive or access information in Welsh or bilingually according to language preference.  In addition, all actions will be delivered bilingually.  All PSB meetings will be delivered bilingually to allow for contributions in Welsh.		
	✓					
How will the proposal treat the Welsh language no less favourably than the English language?	Positive	Negative	None/ Negligible	Services will be required to ask language choice English or Welsh, and deliver services according to preference. Therefore there will be a need for service to ensure that they have sufficient Welsh speaking staff to deliver their services in the language of choice.		
	✓					

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				<p>The Welsh language is a core value throughout the plan, and therefore it will be embedded in the initiatives and actions coming from the plan.</p> <p>All PSB meetings will be delivered bilingually to allow for contributions in Welsh.</p>		
Will it preserve promote and enhance local culture and heritage?	Positive ✓	Negative	None/ Negligible	<p>The following Objective within the plan will further promote the well-being goal of a Wales of vibrant culture and thriving Welsh Language:</p> <p>Objective 4: Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.</p> <p>All PSB meetings will be delivered bilingually to</p>		

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

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				allow for contributions in Welsh.		
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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

**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).*

No negative impacts were identified

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

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

Through detailed delivery plans and regular reporting to the Ceredigion PSB, Ceredigion County Council Overview and Scrutiny Coordinating Committee and Ceredigion County Council Cabinet.

**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

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Failure to deliver on the collective duty within the Well-being of Future Generations (Wales) Act 2015, to act jointly via PSB's to improve the economic, social, environmental and cultural well-being of the area	4	2	8
Does your proposal have a potential impact on another Service area?			
Yes. The plan has been developed to be integrated and to add value to all Council and other Public Services across Ceredigion.			

6. SIGN OFF			
Position	Name	Signature	Date
Service Manager	Diana Davies	<i>Diana Davies</i>	3.3.23
Corporate Lead Officer	Alun Williams	<i>Alun Williams</i>	3.3.23
Strategic Director	Barry Rees	<i>Barry Rees</i>	3.3.23
Portfolio Holder	Cllr Bryan Davies	<i>Bryan Davies</i>	3.3.23