

# 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	Ban of giving Pets as Prizes on Council Owned Land and Property
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Service Area	Public Protection	Corporate Lead Officer	Alun Williams	Strategic Director	Barry Rees
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Name of Officer completing the IIA	Heddwyn Evans	E-mail	Heddwyn.Evans@ceredigion.gov.uk	Phone no	5144
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Please give a brief description of the purpose of the proposal

An immediate voluntary ban of allowing the practice of giving animals as prizes on Council owned land and property.

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).

General Public requesting use of Public Land

**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
	<i>e.g. Budget Process, LG, Scrutiny, Cabinet etc.</i>			<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>

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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, supporting Business and enabling employment.	The protection and endorsement of high standards of animal welfare is upmost as part of supporting the farming industry, and to support those who enjoy keeping animals as pets
Creating caring and healthy communities	Maintaining high standards of animal welfare supports an empathetic and caring community
Providing the best start in life and enabling Learning at all ages	
Creating sustainable, greener and well-connected communities	

**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?

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<p><b>Long Term</b> Balancing short term need with long term and planning for the future.</p>	<p>The Council is committed to championing high standards of animal welfare and this policy supports the overall</p>	<p>Research by RSPCA. Observations of work undertaken by Public Protection Service .</p>	
<p><b>Collaboration</b> Working together with other partners to deliver.</p>	<p>The Council works closely with other statutory agencies such as the Welsh Government, Animal and Plant Health Agency in ensuring animal welfare standards are maintained. The Council also works with the RSPCA to further our shared aims and objectives.</p>	<p>As above</p>	
<p><b>Involvement</b> Involving those with an interest and seeking their views.</p>	<p>The recommendation is consistent with the actions of other authorities who have implemented the same, and is in line with public expectations of protecting animal welfare.</p>	<p>As above</p>	
<p><b>Prevention</b> Putting resources into preventing problems occurring or getting worse.</p>	<p>The activity of banning the giving of pets as prizes prevents the potential for adverse animal welfare</p>	<p>As above</p>	
<p><b>Integration</b> Positively impacting on people, economy, environment and culture and trying to benefit all three.</p>	<p>Ensuring broader controls on animal welfare is in line with objectives contained within the Well-being of Future Generation (Wales) Act 2015</p>	<p>As above</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.	No impact		
<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).	No impact		
<b>3.3. A healthier Wales</b> People's physical and mental wellbeing is maximised and health impacts are understood.	No impact		
<b>3.4. A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected.	No impact		
<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.	No Impact		

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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 1437"> <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></td> <td></td> <td>✓</td> </tr> <tr> <td>People 18-50</td> <td></td> <td></td> <td>✓</td> </tr> <tr> <td>Older People 50+</td> <td></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><i>In practice, the IIA is likely to concentrate on young and older people.</i></p> <p><i>How do older and younger people access our services, access issues etc. Also consider what issues there are for employment and training.</i></p> <p><i>Have you considered the impacts in line with the United Nation Convention on the Rights of the Child? Follow this link:</i>  <a href="#">UNCRC</a></p> <p><i>Have you considered the impacts in line with the Older People's</i></p>		
	Positive	Negative	None/ Negligible																
Children and Young People up to 18			✓																
People 18-50			✓																
Older People 50+			✓																

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				Commissioner Section 12 Guidance: <a href="#">Equality &amp; Impact Assessment Older People</a>		
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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 ✓)				What issues are there are around each of the disability needs groups e.g. access to buildings/services, how we provide services and the way we do this, producing information in alternative formats, employment issues.		
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>	People who are proposing to		
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<p>Do you think this proposal will have a positive or a negative impact on transgender people? (Please tick ✓)</p>				<p><i>undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex. Consider the provision of inclusive services for Transgender people and groups. Also consider what issues there are for employment and training.</i></p>		
Transgender	Positive	Negative	None/ Negligible			
			✓			
<p><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 ✓)</p>				<p><i>A union between a man and a woman and legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters. This characteristic is protected but only in respect of the requirement to have due regard to the need to eliminate discrimination. For example in employment, civil partners must be provided with the same benefits available to married couples, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance.</i></p>		
Marriage	Positive	Negative	None/ Negligible			
			✓			
Civil partnership	Positive	Negative	None/ Negligible			
			✓			
<p><b>Pregnancy or Maternity</b> Do you think this proposal will have a positive or a negative impact on pregnancy or maternity? (Please tick ✓)</p>				<p><i>Includes expectant mothers, mothers who have recently had a child. Protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.</i></p> <p><i>Research suggests that much of the disadvantage / discrimination relating to pregnancy and maternity relates to employment</i></p>		
Pregnancy	Positive	Negative	None/ Negligible			
			✓			
Maternity	Positive	Negative	None/ Negligible			
			✓			

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				<i>practices and/or the failure to implement work-based equal opportunities policies.</i>		
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<b>Race</b> Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				Think about what the proposal will do to promote race equality with the aim of: eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between persons of different racial groups.  Also think about the potential to affect racial groups differently. Issues to look at include providing translation/interpreting services, cultural issues and customs – dietary issues, religious holidays or days associated with religious observance; access to services, issues relating to Asylum Seeker, Refugee, Gypsy & Traveller, migrant communities and recording of racist incidents etc.  Also consider what issues there are for employment and training.		
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> Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs or non-beliefs? (Please tick ✓)				Race and religion are often linked. Research suggests that "...religion itself does not entail significant levels of reported discrimination... It is ethnicity – rather (or more) than religion – which acts as a visible and ready conduit for disadvantage and perceived discrimination".  What the likely impact is e.g. cultural issues and customs i.e dietary issues, religious holidays or		
Christian	Positive	Negative	None/ Negligible ✓			
Buddhist	Positive	Negative	None/ Negligible ✓			
Hindu	Positive	Negative	None/			



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			Negligible ✓	<i>days associated with religious observance, Also consider what issues there are for employment and training.</i>		
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> Do you think this proposal will have a positive or a negative impact on men and/or women? (Please tick ✓)				<i>Consider what issues there are for men and women e.g. equal pay, responsibilities for dependents, issues for carers, access to training, employment issues. Will this impact disproportionately on one group more than another.</i>		
Men	Positive	Negative	None/ Negligible ✓			
Women	Positive	Negative	None/ Negligible ✓			
<b>Sexual Orientation</b>				<i>This is whether a person's sexual</i>		

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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 ✓)				<i>attraction is towards their own sex, opposite sex or to both sexes. Consider the provision of inclusive services for e.g. older and younger people from the Lesbian, Gay and Bi-sexual communities. Also consider what issues there are for employment and training.</i>		
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

No impact

**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

No impact

**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

A ban on giving pets as prizes indicates a commitment to Animal Welfare which supports an empathetic community.



**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.

No 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?

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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	<i>Will the proposal increase or reduce the opportunity for persons to receive or access information in Welsh?</i>		
	✓					
Will the proposal have an effect on opportunities for persons to use the Welsh language?	Positive	Negative	None/ Negligible	<i>Will the proposal alter the linguistic nature of the community?</i>  <i>Will the proposal increase or reduce the opportunity for persons to use the Welsh language in a social setting?</i>  <i>What opportunities does the proposal provide to develop Welsh language skills within the community?</i>		
			✓			
Will the proposal increase or reduce the opportunity for persons to access services through the medium of Welsh?	Positive	Negative	None/ Negligible	<i>Will the proposal ensure that people can access services in their preferred language, Welsh or English?</i>  <i>Will the proposal increase or reduce the opportunity for persons to use the Welsh language within the workplace?</i>		
			✓			

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				<p><i>Will the proposal impact on the number of Welsh speaking staff within the service?</i></p> <p><i>Will the proposal increase or reduce the opportunity for staff to improve their Welsh language skills or access training via the medium of Welsh?</i></p>		
How will the proposal treat the Welsh language no less favourably than the English language?	Positive	Negative	None/ Negligible	<p><i>How will the proposal ensure that Welsh speaking service users receive services to the same standard as those who access the same services through the medium of English?</i></p>		
			✓			
Will it preserve promote and enhance local culture and heritage?	Positive	Negative	None/ Negligible	<p><i>What opportunities are there to promote the Services that are provided through the medium of Welsh?</i></p> <p><i>What opportunities are there within the proposal to promote the Welsh language?</i></p> <p><i>Will the proposal increase or reduce opportunities to take part in sport, art and recreation activities?</i></p>		
			✓			

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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
All Council Estates managers will be advised of the new policy	As soon as possible after the policy is approved.		Immediate start
All existing Council tenants will be advised of the new policy	As soon as possible after the policy is approved		Immediate start
Any new Council tenants will be advised of the policy	As arises		Immediate start
Events Group will be advised of the policy	Immediately after approval		Immediate start

**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?*

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

Impact Criteria	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very High
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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
	1		1		1 x 1 = 1
Does your proposal have a potential impact on another Service area?					
Animal welfare is improved; people are educated to not support such practice; complaints to RSPCA will reduce; a consistent approach by local authorities across Wales					

6. SIGN OFF			
Position	Name	Signature	Date
Service Manager			
Corporate Lead Officer			
Strategic Director			
Portfolio Holder			