

# INTEGRATED IMPACT ASSESSMENT (IIA) TOOL

## Proposal Details

<b>Title of Policy / Proposal / Initiative</b>	
Transfer of the residents and staff of Cartref Tregerddan Residential Care Home, Bow Street into a section of Hafan y Waun Residential Care Home, Aberystwyth.	
<b>Service Area</b>	<b>Officer completing IIA</b>
Direct Service	Nerys Lewis
<b>Corporate Lead Officer</b>	<b>Strategic Director</b>
Donna Pritchard	James Starbuck
<b>Please give a brief description of the purpose of the proposal</b>	
Following the acquisition of Hafan y Waun Care Home, Aberystwyth, this proposal is focused on the review of future options for Tregerddan Care Home in Bow Street and the opportunity to transfer the residents to Hafan Y Waun Care home as well as the proposal to consult with staff and residents of Cartref Tregerddan regarding the proposed transfer.	
<b>Who will be directly affected by this proposal? <a href="#">HINT</a></b>	
<ul style="list-style-type: none"> <li>Residents currently placed at Cartref Tregerddan</li> <li>Families of the residents</li> <li>Staff of Cartref Tregerddan</li> </ul>	
<b>Have those who will be affected by the proposal had the opportunity to comment on it?</b>	
<ul style="list-style-type: none"> <li>The initial phase of the proposal will be to consult with the residents, families and staff of Cartref Tregerddan (proposal to go out to consultation in readiness for consideration at Cabinet (19<sup>th</sup> March 2024).</li> </ul>	

## 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 included sustainable development, Welsh language and equality considerations wherever possible.

Version Number	Author	Decision making stage <a href="#">HINT</a>	Date Considered	Description of any amendments made <a href="#">HINT</a>
V1.0	Nerys Lewis	Pre Consultation/Budget setting	January 2024	n/a

## Council Corporate Well-being Objectives

Which of the Council's Corporate Well-being Objectives does this proposal address and how? Click here to read a summary of our [Corporate Strategy 2022-27](#)

<b>Boosting the economy, supporting business, and enabling employment.</b>	Transferring Cartref to Hafan y Waun will maintain employment in the Aberystwyth and the surrounding area.
<b>Creating caring and healthy communities</b>	By having a large residential care provision providing a range of specialist provision in Aberystwyth. Proposal will ensure that residential care services are sustainable, fit for purpose and able to meet the needs both now and in the future, of the people of Ceredigion.
<b>Providing the best start in life and enabling learning at all ages</b>	Providing learning opportunities for student nurses at Aberystwyth University. Developing apprenticeship opportunities near large secondary schools for young people 16+.
<b>Creating sustainable, greener, and well-connected communities</b>	By re-locating Cartref Tregerddan into Aberystwyth it provides better bus networks for staff to travel to work. Reducing the use of multiple buildings and electricity etc. Improved access for staff, families and emergency vehicles.

## National Well-being Goal: A Prosperous Wales

**An innovative, productive, and low carbon society where everyone has decent work and there is no poverty.**

Click [here](#) for information about a prosperous Wales.

**Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)**

People - The proposals support individuals to live and work in the local community, providing opportunities to promote individual and community resilience. Older people will have the opportunity to be cared for in their local area with strong connections to the local community

Place – supporting people to access local community resources

Enterprise – creating opportunities for ‘social enterprises’ as well as promoting local businesses as a means to meet needs. Maximising the opportunities that the facility (HYW) provides.

Connectivity – linking individuals and families to local solutions within their own communities.

**What evidence do you have to support this view?**

National reviews and best practice examples demonstrate that local solutions are more effective and sustainable, and the transfer of the residents to a better environment within their local area will be a positive move and provide greater opportunities for local inclusion. Improved environment will support meeting RISCA requirements.

**What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?**

Ensure that best practice examples are considered and followed adapted to meet the unique opportunities within Ceredigion.

## National Well-being Goal: A Resilient Wales

**A society where biodiversity is maintained and enhanced and where ecosystems are healthy and functioning.**

Click [here](#) for information about a resilient Wales.

**Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)**

Providing local solutions to meeting needs of service users reduces carbon emissions/footprint

**What evidence do you have to support this view?**

National reviews and best practice examples demonstrate that local solutions are more effective and sustainable

**What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?**

Ensure that best practice examples are considered and followed adapted to meet the unique opportunities within Ceredigion.

## National Well-being Goal: A Healthier Wales

**A society where people make healthy choices and enjoy good physical and mental health.**

Click [here](#) for information about a healthier Wales.

**Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)**

Proposals will improve access to services, reduce need for out of county solutions to meeting needs of older people.

Reduce the need for people to be placed in dementia facilities out of county

**What evidence do you have to support this view?**

National reviews and best practice examples demonstrate that local solutions are more effective and sustainable

**What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?**

Ensure that best practice examples are considered and followed adapted to meet the unique opportunities within Ceredigion.

## National Well-being Goal: A More Equal Wales

**A society where everyone has an equal chance whatever their background or circumstances.**

This section is longer because you are asked to assess the impact of your proposal on each group that is protected by the **Equality Act 2010**.

Click [here](#) for information about equality in Wales.

**Do you think this proposal will have a positive or a negative impact on people because of their age? (Click [here](#) for information)**

<b>Children and Young People up to 18</b>	None / Negligible
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<b>People 18-50</b>	Positive
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<b>Older people 50+</b>	Positive
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**Describe the positive or negative impacts.**

**Positive**

- Improved environment for children visiting older relatives and/or family members.

- Improved environment for residents to live and maintain independence for longer e.g., en-suite, access to kitchen area for making their own refreshments.
- Maintaining provision in North Ceredigion reducing the need to go out of County
- Individuals living with Dementia not requiring to move on as provision available within the home.

**What evidence do you have to support this?**

- Regulation and Inspection of Social Care Wales (RISCA) requirements for new provision requiring e.g en-suites for all bedrooms.
- National reviews and best practice examples demonstrate that local solutions are more effective and sustainable

**What action(s) can you take to mitigate any negative impacts?**

**Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?**

Proposal provides opportunities to provide equity across services and delivery

**Do you think this proposal will have a positive or a negative impact on people because of their disability? (Click [here](#) for information)**

<b>Hearing Impairment</b>	Positive
<b>Physical Impairment</b>	Positive
<b>Visual Impairment</b>	Positive
<b>Learning Disability</b>	Positive
<b>Long Standing Illness</b>	Positive
<b>Mental Health</b>	Positive
<b>Other</b>	Choose an item.

**Describe the positive or negative impacts.**

Local services closer to home, dementia care focus with improved access, greater opportunities in relation to range of opportunities available. The environment within Hafan y Waun is purposely dementia friendly, which has a positive impact on people with visual and hearing impairment as well as mental health and chronic illness.

**What evidence do you have to support this?**

National reviews and best practice examples demonstrate that local solutions are more effective and sustainable

**What action(s) can you to take to mitigate any negative impacts?**

**Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?**

Proposals provides opportunities to provide equity across services and delivery

**Do you think this proposal will have a positive or a negative impact on people who are transgender? (Click [here](#) for information)**

<b>Trans Women</b>	None / Negligible
<b>Trans Men</b>	None / Negligible
<b>Non-binary people</b>	None / Negligible

**Describe the positive or negative impacts**

No impact anticipated

**What evidence do you have to support this?**

Services are accessible to all who have an assessed identified need

**What action(s) can you to take to mitigate any negative impacts?**

**Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?**

N/A

**Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Click [here](#) for information)**

<b>Bisexual</b>	None / Negligible
<b>Gay Men</b>	None / Negligible
<b>Gay Women/Lesbian</b>	None / Negligible

<b>Heterosexual/Straight</b>	None / Negligible
<b>Describe the positive or negative impacts</b>	
No impact anticipated	
<b>What evidence do you have to support this?</b>	
Services are accessible to all who have an assessed identified need	
<b>What action(s) can you to take to mitigate any negative impacts?</b>	
<b>Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?</b>	
N/A	

<b>Do you think this proposal will have a positive or a negative impact on people who are married or in a civil partnership? (Click <a href="#">here</a> for information)</b>	
<b>People who are married</b>	None / Negligible
<b>People in a civil partnership</b>	None / Negligible
<b>Describe the positive or negative impacts</b>	
No impact anticipated	
<b>What evidence do you have to support this?</b>	
Services are accessible to all who have an assessed identified need	
<b>What action(s) can you to take to mitigate any negative impacts?</b>	
<b>Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?</b>	
N/A	

<b>Do you think this proposal will have a positive or a negative impact on people who are pregnant or on maternity leave? (Click <a href="#">here</a> for information)</b>	
<b>Pregnancy</b>	None / Negligible

<b>Maternity</b>	None / Negligible
<b>Describe the positive or negative impacts</b>	
No impact anticipated	
<b>What evidence do you have to support this?</b>	
Services are accessible to all who have an assessed identified need	
<b>What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?</b>	
N/A	

<b>Do you think this proposal will have a positive or a negative impact on people because of their ethnic origin? (Click <a href="#">here</a> for information)</b>	
<b>Asian / Asian British</b>	None / Negligible
<b>Black / African / Caribbean / Black British</b>	None / Negligible
<b>Mixed / Multiple Ethnic Groups</b>	None / Negligible
<b>White</b>	None / Negligible
<b>Other Ethnic Groups</b>	None / Negligible
<b>Describe the positive or negative impacts</b>	
No impact anticipated	
<b>What evidence do you have to support this?</b>	
Services are accessible to all who have an assessed identified need	
<b>What action(s) can you take to mitigate any negative impacts?</b>	
<b>Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?</b>	
N/A	



**Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs, or non-beliefs? (Click [here](#) for information)**

<b>Buddhist</b>	None / Negligible
<b>Christian</b>	None / Negligible
<b>Hindu</b>	None / Negligible
<b>Humanist</b>	None / Negligible
<b>Jewish</b>	None / Negligible
<b>Muslim</b>	None / Negligible
<b>Sikh</b>	None / Negligible
<b>Non-belief</b>	None / Negligible
<b>Other</b>	None / Negligible

**Describe the positive or negative impacts**

No impact anticipated

**What evidence do you have to support this?**

Services are accessible to all who have an assessed identified need

**What action(s) can you take to mitigate any negative impacts?**

**Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?**

N/A

**Do you think this proposal will have a positive or a negative impact on men or women? (Click [here](#) for information)**

<b>Men</b>	None / Negligible
<b>Women</b>	None / Negligible

**Describe the positive or negative impacts**

No impact anticipated

**What evidence do you have to support this?**

Services are accessible to all who have an assessed identified need

**What action(s) can you to take to mitigate any negative impacts?**

**Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between men and women?**

N/A

**Do you think this proposal will have a positive or a negative impact on people from the Armed Forces Community? (Click [here](#) for information)**

<b>Members of the Armed Forces</b>	None / Negligible
<b>Veterans</b>	None / Negligible
<b>Spouses</b>	None / Negligible
<b>Children</b>	None / Negligible

**Describe the positive or negative impacts**

No impact anticipated

**What evidence do you have to support this?**

Services are accessible to all who have an assessed identified need

**What action(s) can you to take to mitigate any negative impacts?**

N/A

[Socio-economic Duty](#)

Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, making it more difficult to access basic goods and services.

Family background or where a person is born still affects their life. For example, a child from a wealthy family often does better at school than a child from a poor family, even if the poorer child is more naturally academic. This is sometimes called socio-economic inequality.

<b>Do you think this proposal will have a positive or a negative impact on people experiencing socio-economic disadvantage?</b>	Positive
<b>Describe the positive or negative impacts</b>	
Provision of more local based services should reduce travelling, and cost, for the friends and relatives of individuals that receive the service.	
<b>What evidence do you have to support this?</b>	
N/A	
<b>What action(s) can you take to mitigate any negative impacts?</b>	
<b>Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?</b>	
N/A	

## National Well-being Goal: A Wales of Cohesive Communities

**A society with attractive, viable, safe, and well-connected communities.**

Click [here](#) for information about cohesive communities.

<b>Does the proposal contribute to this goal? Describe the positive or negative impacts. <a href="#">HINT</a></b>
The proposal will provide further opportunities for volunteering in the local area. Opportunities for enhancing and developing local community resources will bring benefits to the general population. Increased local provision will help individuals to maintain their community connections.
<b>What evidence do you have to support this view?</b>
Through Age Wellbeing Strategy 2022- 2027
<b>What action(s) can you take to mitigate any negative impacts or better contribute to the goal?</b>
Ensure that there is effective communication and engagement at a local/community level.

## National Well-being Goal: A Wales of Vibrant Culture and Thriving Welsh Language

**A society that that promotes and protects culture, heritage, and the Welsh language and which encourages people to take part in the arts, sports, and recreation.**

Click [here](#) for information about culture and the Welsh language

<b>Does the proposal contribute to this goal? Describe the positive or negative impacts.</b>	
Delivering services locally and keeping individuals within their own communities will enhance the opportunities to maintain local connections, promote the Welsh language and access services that are meaningful to them.	
<b>What evidence do you have to support this view?</b>	
National reviews and best practice examples demonstrate that local solutions are more effective and sustainable and suggests that the approaches prevent siloed approaches to service delivery and marginalisation of specific groups such as people with care needs and dementia	
<b>What action(s) can you take to mitigate any negative impacts or better contribute to the goal?</b>	
Ensure that the 'Active Offer' is provided and tailoring services to meet the language and cultural needs of the individual	
<b>With reference to the following, do you think this proposal will have a positive or negative effect on the Welsh language?</b>	
Click <a href="#">here</a> for information	
<b>Opportunities for people to use the Welsh language</b>	Positive
<b>Treating the Welsh language, no less favourably than the English language</b>	Positive
<b>What evidence do you have to support this view?</b>	
As above	
<b>What action(s) can you take to increase the positive impact or mitigate any negative impact on the Welsh language?</b>	
As above	

## National Well-being Goal: A Globally Responsible Wales

**A society that considers how our actions might impact on other countries and people around the world.**

Click [here](#) for information about global responsibility.

<b>Does the proposal contribute to this goal? Describe the positive or negative impacts. <u>HINT</u></b>
Expected positive impact due to people being cared for and supported locally, no increased travelling for families due to proximity to existing home.
<b>What evidence do you have to support this view?</b>
Local provision
<b>What action(s) can you take to mitigate any negative impacts or better contribute to the goal?</b>
N/A

### Strengthening the Proposal

If you have identified any negative impacts in the above sections, please provide details of any practical changes and actions that could help remove or reduce the negative impacts.

<b>What will you do?</b>	<b>When?</b>	<b>Who is responsible?</b>	<b>Progress</b>
Cabinet proposal to go out to consultation	March 2024	Through Age Wellbeing services	
We will ensure that the 'Active Offer' is provided, upskill staff and tailor services to meet the language and cultural needs of the individual.	Ongoing	Through Age Wellbeing services	
We will ensure that there is effective communication and engagement at a local/community level.	March 2024 – September 2024	Through Age Wellbeing services	
<b>If no action is to be taken to remove or mitigate negative impacts, please justify why. (If you have identified any unlawful discrimination then the proposal must be changed or revised.)</b>			
<b>How will you monitor the impact and effectiveness of the proposal?</b>			
Through the Through Age Wellbeing Programme Governance.			

## Sustainable Development Principle: 5 Ways of Working

Describe below how you have implemented the five ways of working in accordance with the sustainable development principle of the Well-being of Future Generations (Wales) Act 2015



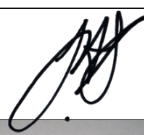
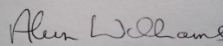
<p><b>Long term</b> Balancing short-term needs with long-term need and planning for the future.</p> <p><u>HINT</u></p>	<ul style="list-style-type: none"> <li>• Transferring the provision from Tregarddan to Hafan y Waun supports the longer term sustainability of residential care provision in the North of Ceredigion.</li> </ul>
<p><b>Collaboration</b> Working together with other partners to deliver.</p> <p><u>HINT</u></p>	<ul style="list-style-type: none"> <li>• A project group is being created with colleagues from Hywel Dda University Health Board, along with discussions with Aberystwyth University and other partners.</li> </ul>
<p><b>Involvement</b> Involving those with an interest and seeking their views.</p> <p><u>HINT</u></p>	<ul style="list-style-type: none"> <li>• A 12 week consultation is planned for families, residents, staff and wider public stakeholders.</li> </ul>
<p><b>Prevention</b> Putting resources into preventing problems occurring or getting worse.</p> <p><u>HINT</u></p>	<ul style="list-style-type: none"> <li>• The proposal will support the sustainability of residential care provision in the North of the County.</li> <li>• Provide an opportunity to enhance the numbers of apprenticeship and offer a carer pathway locally.</li> <li>• Reduce the requirement for significant Capital Investment to a facility that is of an age.</li> <li>• Reduce the risk currently of emergency vehicles not being able to access the home due to access issues.</li> </ul>
<p><b>Integration</b> Considering the impact of your proposal on the four pillars of well-being (social, economic, cultural and environment) the objectives of other public bodies and across service areas in the Council.</p> <p><u>HINT</u></p>	<ul style="list-style-type: none"> <li>• The need to work in collaboration with health to ensure that there is access to timely primary care provision e.g., GP</li> <li>• This impact assessment has considered the impact on the four pillars of well-being. We will continue to collaborate with other public bodies and service areas in the Council to mitigate any further impact that may be identified as we progress with the proposal.</li> </ul>

## Risk

Summarise the risk associated with the proposal.

	1	2	3	4	5
Impact Criteria	Very Low	Low	Medium	High	Very High
Likelihood Criteria	Unlikely to occur	Lower than average chance of occurring	Even chance of occurring	Higher than average chance of occurring	Expected to occur
<b>Risk Description</b>	<b>Impact</b>	<b>Probability</b>	<b>Score (Impact x Likelihood)</b>		
Inability to progress with the proposal impacting on budget	4	2	8		

## Sign Off

Position	Name	Signature	Date
Corporate Manager	Nerys Lewis		21/02/2024
Corporate Lead Officer	Donna Pritchard		21/02/2024
Corporate Director	James Starbuck		21/02/2024
Portfolio Holder	Cllr. Alun Williams		21/02/2024