

INTEGRATED IMPACT ASSESSMENT (IIA) TOOL

Proposal Details

Title of Policy / Proposal / Initiative	
Proposal to adoption the Corporate Parenting Charter – A Promise from Wales	
Service Area	Officer completing IIA
Porth Cynnal	Audrey Somerton-Edwards
Corporate Lead Officer	Strategic Director
Audrey Somerton Edwards	Barry Rees
Please give a brief description of the purpose of the proposal	
The purpose of the proposal is to ensure that all officers, commissioners, Elected Members and partners of the local authority understand their corporate parenting responsibilities. We want to deliver sensitive, high-quality services that promote fairness and equity for looked after children and care leavers. We want these children to have all the life opportunities we would have for our own children. This group of people need to grow up without stigma or disadvantage as children looked after.	
Who will be directly affected by this proposal? HINT	
<ul style="list-style-type: none"> • Children looked after • Care leavers • Children cared for under Special Guardianship Orders • Adopted children 	
Have those who will be affected by the proposal had the opportunity to comment on it?	
<ul style="list-style-type: none"> • The Corporate Parenting Charter has been compiled in consultation with local and national children looked after and care leaver for a • The Corporate Parenting Charter has been adopted by the Ceredigion Corporate Parenting Group on 15 October 2024. • The Corporate Parenting Charter has been agreed at Ceredigion Leadership Group • The proposal will be taken through the Healthier Communities Overview and Scrutiny Committee and Cabinet for input and sign off. 	

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 HINT	Date Considered	Description of any amendments made HINT
1.0	Audrey Somerton-Edwards	Cabinet	03/12/2024	None

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](#)

Boosting the economy, supporting business, and enabling employment.	<ul style="list-style-type: none"> Helping care experienced people to fully participate and contribute to the economy.
Creating caring and healthy communities	<ul style="list-style-type: none"> Provide for the children looked after and care leaver needs of our population Develop and increase the understanding of needs of these groups
Providing the best start in life and enabling learning at all ages	<ul style="list-style-type: none"> Enhance the range of care and support options for looked after children and young people
Creating sustainable, greener, and well-connected communities	

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)

Positive

Supporting children looked after and care leavers to remain in their communities and school settings

Maintaining relationships with families and friends through strong corporate parenting mechanisms.

What evidence do you have to support this view?

The views and wishes of young people are expressed and recorded through the Statutory Review process. These views and wishes when to be acted ensure the ambitions of this group of children and young people are achieved.

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

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 [ere](#) for information)

Stable and purposeful lives for children looked after and care leavers promote a resilient community.

What evidence do you have to support this view?

The nurturing environments and support currently provided through our planning, case management and placement provision across the UK,

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

Close case management and responsive services developed with the input of children looked after and care leavers.

Working with partner agencies to deliver the best possible services to children and young people in our care.

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)

What evidence do you have to support this view?

Children looked after and care leavers benefit from stable placements, loving family environments and good education provision.

There are low placement breakdown levels in Ceredigion demonstrating sound matching and the right support in place for children looked after and care leavers.

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

Children and young people placed at distance from their home authority are at disadvantage. There are extensive efforts being made to recruit more foster carers, develop residential provision and support lodgings options to widen in county options.

By recognising the additional vulnerability of children looked after and care leavers we can robustly safeguard their physical, emotional, mental wellbeing and financial needs.

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)

Children and Young People up to 18	Positive
People 18-50	Positive
Older people 50+	Positive

Describe the positive or negative impacts.

Developing services and provision that does not fully recognise children looked after and care leavers creates inequality

What evidence do you have to support this?

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?

Ensuring that looked after children and care leavers have the required support they require to maintain stable relationships with extended family. Good case management and listening to the child to meet their needs fully avoids the inequality that this group can encounter.

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

Hearing Impairment	None / Negligible
Physical Impairment	None / Negligible
Visual Impairment	None / Negligible
Learning Disability	None / Negligible
Long Standing Illness	None / Negligible
Mental Health	None / Negligible
Other	None / Negligible

Describe the positive or negative impacts.

None – the individual care plan and Statutory Review should address all needs and define individual characteristics can be supported.

What evidence do you have to support this?

The compilation of individual care plans and review processes in place in line with legislative requirements.

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?

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

Trans Women	None / Negligible
Trans Men	None / Negligible
Non-binary people	None / Negligible

Describe the positive or negative impacts

Positive

Providing a nurturing and supportive environment meeting the individualised identity of the children and young people and where required utilising the support of the service to access information, advice and assistance.

What evidence do you have to support this?

Demographics of children and young people and their individualised identity.

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?

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

Bisexual	Positive
Gay Men	Positive
Gay Women/Lesbian	Positive
Heterosexual/Straight	Positive

Describe the positive or negative impacts

Positive

Providing a nurturing and supportive environment meeting the individualised identity of the children and young people and where required utilising the support of the service to access information, advice and assistance.

What evidence do you have to support this?

Demographics of children and young people and their individualised identity.

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?

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

People who are married

None / Negligible

People in a civil partnership

None / Negligible

Describe the positive or negative impacts

What evidence do you have to support this?

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?

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

Pregnancy	None / Negligible
Maternity	None / Negligible

Describe the positive or negative impacts

What evidence do you have to support this?

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

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

Asian / Asian British	Positive
Black / African / Caribbean / Black British	Positive
Mixed / Multiple Ethnic Groups	Positive
White	Positive
Other Ethnic Groups	None / Negligible

Describe the positive or negative impacts

Positive

By providing opportunities for our children / young people to remain in county and maintaining their ethnic origin and their cultural identity.

What evidence do you have to support this?

The demographics of our children / young people being supported locally or in line with their cultural background.

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?

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)

Buddhist	Positive
Christian	Positive
Hindu	Positive
Humanist	Positive
Jewish	Positive
Muslim	Positive
Sikh	Positive
Non-belief	Positive
Other	Positive

Describe the positive or negative impacts

Positive

By providing opportunities for our children / young people by maintaining their individual religions, beliefs or non-beliefs.

What evidence do you have to support this?

The demographics of our children / young people being supported through the looked after services.

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?

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Do you think this proposal will have a positive or a negative impact on men or women? (Click here for information)	
Men	None / Negligible
Women	None / Negligible
Describe the positive or negative impacts	
What evidence do you have to support this?	
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?	

Do you think this proposal will have a positive or a negative impact on people from the Armed Forces Community? (Click here for information)	
Members of the Armed Forces	None / Negligible
Veterans	None / Negligible
Spouses	None / Negligible
Children	None / Negligible
Describe the positive or negative impacts	
What evidence do you have to support this?	

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

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.

Do you think this proposal will have a positive or a negative impact on people experiencing socio-economic disadvantage?

Positive

Describe the positive or negative impacts

The annual review will take into consideration the household income.
The named support worker will be accessible to support where required to explore additional support available for the SGO in their local area.

What evidence do you have to support this?

The annual review is means tested ensuring that SGOs who are experiencing socio-economic disadvantaged are supported as required.

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?

Having Corporate Parenting Charter in place will ensure that all children and young people are treated equally and fairly in accordance with the outlined criteria.

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.

Does the proposal contribute to this goal? Describe the positive or negative impacts. [HINT](#)

This proposal will support the children and young people to access their community for additional support in line with their needs and rights.

What evidence do you have to support this view?

Ceredigion children and young people live across the UK and have clear links with their local communities through education and social groups.

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

As part of the Statutory Review to ensure that there is an understanding of how they can fully engage with their community.

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

Does the proposal contribute to this goal? Describe the positive or negative impacts.

Through having staff that can support children looked after and care leavers through their language of choice, completing the annual review and providing access to support that meets their language of choice.

What evidence do you have to support this view?

The Active Offer provided by Ceredigion County Council

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

Ensure that we ask each individual regarding their language of choice.

With reference to the following, do you think this proposal will have a positive or negative effect on the Welsh language?

Click [here](#) for information

Opportunities for people to use the Welsh language

Positive

Treating the Welsh language, no less favourably than the English language

Positive

What evidence do you have to support this view?

As noted above.

What action(s) can you take to increase the positive impact or mitigate any negative impact on the Welsh language?

Views and wishes will be reviewed as part of the Statuary Review, ensuring that we listen to the voice of the individuals.

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.

Does the proposal contribute to this goal? Describe the positive or negative impacts. [HINT](#)

Not applicable

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?

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.

What will you do?	When?	Who is responsible?	Progress
The proposal needs to be considered alongside the individual needs of a child or young person.	Statutory Review for the individual, Corporate Parenting	All officers and members who identify inequality or disadvantage need to report	Progress will be achieved as and when issues arise.

	Group, Corporate Safeguarding Group for organisational issues.	such to the Statutory Director of Social Services	
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.)			
Negative impacts will be addressed as they arise or are identified.			
How will you monitor the impact and effectiveness of the proposal?			
<ul style="list-style-type: none"> Annual monitoring will take place through the Corporate Parenting Group. 			

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>Long term Balancing short-term needs with long-term need and planning for the future.</p> <p><u>HINT</u></p>	Over the next 10 years we would hope to reduce the number of children in our care by developing further our early intervention strategies and good quality provision.
<p>Collaboration Working together with other partners to deliver.</p> <p><u>HINT</u></p>	Children and young people will require an holistic approach based on their needs. These will require collaboration with across the local authority and partner agencies. Including health boards, third sector support groups and specialist support as identified and outlined in the court order.

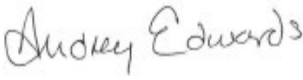


<p>Involvement Involving those with an interest and seeking their views.</p> <p><u>HINT</u></p>	<p>A key part of the proposal is to promote the Corporate Parenting Charter across the local authority and will all external partners.</p>
<p>Prevention Putting resources into preventing problems occurring or getting worse.</p> <p><u>HINT</u></p>	<p>Early intervention strategies are the key to avoiding children becoming looked after.</p>
<p>Integration 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>	<p>Children looked after and care leavers will be well integrated with their wellbeing promoted by all understanding their duties and responsibilities as corporate parents.</p>

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
Risk Description	Impact	Probability	Score (Impact x Likelihood)		
Increased inequality for this group with the Charter adopted	1	1	2		

Sign Off

Position	Name	Signature	Date
Corporate Manager		x _____	Click or tap to enter a date.
Corporate Lead Officer	Audrey Somerton-Edwards		25/10/2024
Corporate Director	Barry Rees		29/10/2024
Portfolio Holder	Councillor Alun Williams		29/10/2024

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¹ Last updated 20/10/2023