

# Development of new corporate plan and the PSB's Wellbeing Plan (WIA v6)

## Wellbeing Impact Assessment Report

This report summarises the likely impact of a proposal on the social, economic, environmental and cultural well-being of Denbighshire, Wales and the world.

Assessment Number:	78
Brief description:	The Strategic Planning team is responsible for the development of the council's new corporate plan and the PSB's Well-being Plan. The expected publication date is October 2017. The development of the plans requires a collaborative approach with partners, and in particularly Conwy County Borough Council. The project also contains the following work streams: engagement and consultation, needs assessment, joint priority setting.
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Completed by:	Nicola Kneale
Responsible Service:	Business Improvement & Modernisation
Localities affected by the proposal:	Whole County,

# IMPACT ASSESSMENT SUMMARY AND CONCLUSION

Before we look in detail at the contribution and impact of the proposal, it is important to consider how the proposal is applying the sustainable development principle. This means that we must act "in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs."

## Score for the sustainability of the approach

Could some small changes in your thinking produce a better result?

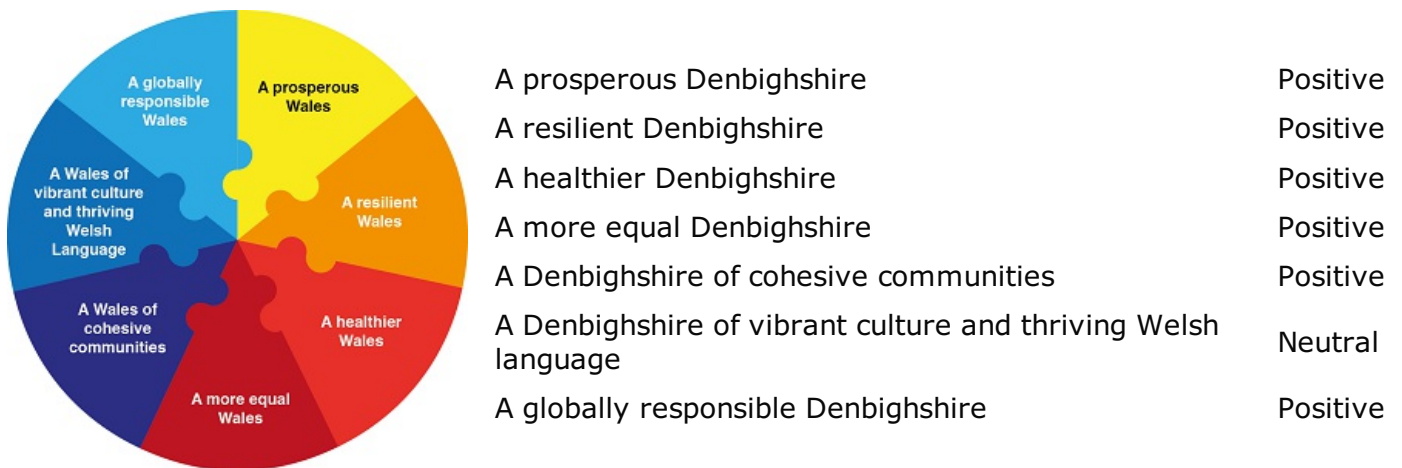


(3 out of 4 stars)

Actual score : 21 / 24.

## Summary of impact

Wellbeing Goals



## Main conclusions

This impact assessment considers the impact of our approach and proposal to developing the next corporate plan. We have completed phases 1 and 2 of our county conversation and we have worked with the new Council to shape 5 priorities and the ambition for each. Our Sustainable Development score tells us there is more scope to consider the relationship between the LDP (current and proposed, when it is developed) and the housing priority. We are confident the new corporate plan will deliver a plan for community resilience through, in part, maximising our assets. However, we feel that the focus of the priorities is over the medium term. We need to ensure communities and stakeholders have continued opportunity to be involved in the development of the plan, and indeed in its implementation. The proposed priorities are focussed on community resilience and will prompt alternative approaches to prevent problems from occurring. Overall the impact on the 7 well-being goals is largely positive. We need more information to determine the impact on a more equal Wales, and crucially, what we can do to maximise a positive impact for people with protected characteristics. There are potentially negative consequences on some protected characteristics and these could be addressed and managed to avoid them occurring. We have found there to be a neutral impact on Welsh language and culture, but note that the Welsh Language Strategy underpins all that we do. The corporate plan will be managed using programme management methodology. Scoping, business case development and detailed impact assessments will be required as part of this methodology.

# THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD

## A prosperous Denbighshire

Overall Impact	Positive
Justification for impact	There is plenty of scope to have significant positive impact on the prosperity of Denbighshire.

### Positive consequences identified:

We've not got detail at the moment but our proposed set of priorities highlights green technology in support of carbon reduction. This was very important to the community (county conversation). The proposed priorities around connectivity (transport/digital), skills and environment (green technology, natural environment) will support our vision to be thriving county. Links to leisure, tourism, vibrant high streets and so on.

A priority focused on younger people aims to ensure that people in Denbighshire have skills to work and access jobs either in Denbighshire or surrounding areas in the region/NW England. A focus on the environment could result in green job opportunities.

The new priority around skills focuses on developing people's skills to support people to be ready to work (particularly young people). A stronger focus on community engagement could increase people's participation skills.

The draft priority around connectivity will be critical in ensuring the long term sustainability/resilience of communities (socially and economically).

### Unintended negative consequences identified:

We would need to work with communities to understand their aspirations for our environment. Some solutions can be divisive.

There could be a focus on young people at the expense of other age groups.

The draft connected priority could raise expectations about what is possible. Some infrastructure developments may be outside of the council's control.

We are not clear how the proposed priorities will impact on childcare. If working patterns in Denbighshire change, our childcare provision locally may not meet the needs of parents and carers.

### Mitigating actions:

Consider how we can manage expectations about and influence digital infrastructure, and consider implications on childcare (EBD support local businesses, including childcare settings).

## A resilient Denbighshire

Overall Impact	Positive
Justification for impact	The overall impact is estimated to be positive. However, it's not clear if the priorities could result in a loss of habitat. It's not clear if the priorities could result in positive or detrimental impacts. Flooding is a risk area that could be linked to a number of the proposed priorities.

### Positive consequences identified:

The current priorities reflect the strength of public feeling about our environment and the links to

well-being.

There is a pledge to increase the level of green canopy in our urban areas, as per national guidelines. Reducing waste and recycling, and reusing is not featuring in the draft corporate plan - it is being regarded as business as usual.

Green technology for carbon reduction is highlighted in the current set of proposed priorities. Actions around active travel and car share/public transport will have a positive impact on reduced energy/fuel consumption.

Having a corporate priority around environmental issues could contribute to greater awareness and personal ownership of biodiversity and renewable technology.

The draft priority includes measures to reduce the number of properties at risk of flooding in Denbighshire, with support of Welsh Government.

**Unintended negative consequences identified:**

No negative impact has been identified at the moment but we will re-evaluate this. As projects are scoped to deliver the corporate plan, a loss of habitat could be a risk factor.

An opportunity to influence overall consumption may risk being missed.

**Mitigating actions:**

As work continues to clarify and confirm activity, we will re-evaluate impact on this goal and consider how it can be designed to remove negative impacts and maximise opportunities.

**A healthier Denbighshire**

Overall Impact	Positive
Justification for impact	The proposed priorities are focussed on personal and community well-being and resilience and we are confident that they will contribute to improved health and well-being (physical and mental). There is the potential to maximise opportunities to tackle health inequality (see "a more equal Denbighshire").

**Positive consequences identified:**

The draft environment priority aims to link tourism and leisure to our environment more strongly. Connectivity is about creating the right environment for people to participate, socialise and lead fulfilled lives. A focus on community facilities ('Digital Access Points') is positive because they can support personal and community well-being. Health and well-being work in schools should have a positive impact on children and young people's lives. The Housing and Resilient priorities are ambitious to increase the number and type of housing, appropriate to people's needs and in terms of developing a small number of defined seamless health and social care services.

The draft plan is not proposing to increase access to good quality healthy food.

The draft environment priority is likely to encourage greater participation in leisure . The events priority would mean creating a supportive environment for communities to develop and participate in events.

The priority around independent and fulfilled lives focuses on mental as well as physical well-being. Skills could involve support around learning life skills, eg managing money, which could reduce stress. Support for carers and young people with housing could lead to measurable improvements in personal well-being.

Opportunities to use technology to change the way health care is delivered will be explored under the Connected priority.

**Unintended negative consequences identified:**

There is no clear link between the draft plan and some of the health issues highlighted by our local

assessment of well-being.

### **Mitigating actions:**

Could be scope for greater community involvement in the way services are delivered. There is no explicit reference to healthy lifestyles and healthcare and this may need consideration. Plans to develop a sustainable travel strategy, including active travel, will support healthy living. See also "a more equal Denbighshire". Increased use of our environment poses challenges in terms of safeguarding species. Connectivity relies on imaginative transport solutions, and this is a challenge. Need to ensure a joined-up approach to assets.

## **A more equal Denbighshire**

Overall Impact	Positive
Justification for impact	The overall impact is positive, though we recognise there may be areas of inequality that are not directly addressed through DCC's plan (health outcomes for instance). Digital exclusion is complex and will need proper consideration to understand the issues locally. Poverty could continue to be a primary factor in inequality if the local economy grows/develops at a slower pace while we are trying to promote access, connectivity, make it easier for young people to access affordable housing and so on. We need to do some work to assess the impact of the activities within the plan on the people with protected characteristics, and this would happen as projects are developed.

### **Positive consequences identified:**

The emerging priorities are addressing some known inequalities and issues in the county (eg housing and young people, digital exclusion) and the intention is to have a positive impact on people with protected characteristics. We know that people from protected characteristics will be in need of housing. For instance, a new approach to housing could help support people experiencing domestic violence to move earlier and more easily. Housing could be adequate for disabled people. Taking services online can have recognised positive impacts for disabled people, or people with limited access to goods and services.

A better range of stable jobs could result in better incomes and could lead to healthier lifestyles, and a reduction in ill-health (physical and mental). The emerging priorities intend to increase engagement/interaction with our natural environment; to support children and young people with life skills and resilience.

A better range of stable jobs could result in better incomes. Supporting younger people to be "work ready" could help.

### **Unintended negative consequences identified:**

A focus on young people's skills could be to the detriment of other age groups (for example, older people). The connected communities priority needs to ensure it is underpinned by 'accessibility' by making use of different approaches and technologies. There is a risk that projects do not take into account people's needs, and could have limited impact, for instance, if digital services are not designed to meet people's needs. If alternative service delivery models are developed, they would need to ensure there is understanding and inclusion of people with protected characteristics. We don't know if there could be a disproportionate negative impact on people with protected characteristics, other than age/disability.

There are serious health inequalities in Denbighshire and across North Wales. It is not clear how Denbighshire's priorities will contribute to tackling health inequality. However, the PSB's emerging plans are looking at broader public-health type interventions.

We need to understand and maximise where possible, opportunities to tackle poverty.

## Mitigating actions:

We have looked at each of the draft corporate priorities in relation to the public duty and the potential impact (negative and positive) on people with protected characteristics. Resilient Communities The Resilient Communities priority itself does much to tackle key equality concerns, through user empowerment and involvement in the shaping services. The following elements of the existing corporate plan proposals can appropriately be included in our equality reporting.

1. Ensure people can access the right information first time however they contact the Council
2. Support Carers to help them sustain their roles as carers
3. Facilitate Community Development and Empowerment
4. Strengthen our approach to tackling domestic abuse

Equality Objectives for the purpose of meeting the legislative requirement

1. Ensure that any unjustifiable, unfair and unequal practices in relation to access to information are identified and eliminated.
2. Empower people from all protected groups by involving them in shaping the services they receive and plans for their community.
3. Support survivors and reduce the incidence of domestic abuse.

Connected Communities Digital access to services and Digital Exclusion There would appear to be an argument for further research into prevalence of digital exclusion as experience by different groups protected under the Equality Act. This could then inform the impact assessment of individual projects within this priority.

Transport In previous equality plans we have included work to ensure that busses were accessible to people with mobility impairments. It seems sensible to continue and extend this work to consider what accessibility requirements we would need in relation to tax, community mini-bus and car share schemes that may form part of this priority. In addition we should continue the practice of placing drop curbs on strategic routes as and when maintenance schedules mean that substantial works are carried out on each road.

Equality Objectives for the purpose of meeting the legislative requirement

1. Ensure that any unjustifiable, unfair and unequal practices in relation to access to digital services are identified and eliminated.
2. Ensure that any unjustifiable, unfair and unequal practices in relation to access to transport are identified and eliminated.
3. Ensure strategic routes are made accessible via the use of drop curbs and other adaptations.

Young People Attainment For some time, schools and local authorities have worked to reduce the gap between boy's and girl's attainment. A detailed discussion of this issue and detailed recommendations were produced by ESTYN in 2008. Closing the gap between boys" and girls" attainment in schools - March 2008 Subsequently the Welsh Government provided a response. In Wales the earliest comparable data we have relates to achievement at Key Stage 1 or age 7. Some groups are more likely than others to achieve level 2 in teacher assessments. Examples includes girls were more likely than boys, Chinese and white pupils are more likely than black or Asian pupils and pupils on the SEN (Statement of Educational Needs) register (46%) are significantly less likely than pupils not on the register (81%). The "How Fair is Wales?" document highlights the need to close the gap in attainment "between different socio-economic groups - including that of boys, black, Bangladeshi, and Pakistani pupils, and disabled children." It goes on to point out that, the largest gap is between the levels of attainment of pupils eligible for free school meals compared to those who are not eligible. We have developed equality monitoring as part of our general monitoring of attainment and there appears to be a strong case for continuing this.

Learning Environment The 21st Century schools programme continues to be a key part of our corporate plan. The key concerns in relation to the learning environment should be considered as part of impact assessments of individual projects. These are:

- Access – particularly for people with mobility impairments a range of planning guidance and building regulation can be considered.
- Gendered facilities – the provision of appropriate facilities for trans pupils has been an issue in the past within the county and needs to be considered
- Provision of facilities for Religious worship Life skills and Preparing for Work

Research prepared by the Corporate Research and Intelligence Team in 2012 examined disadvantage in engagement in economic opportunities. It found that the key concerns were

- The persistence of historic gender stereotypes around apprenticeship and vocational training
- Low levels of participation in post compulsory education among disabled people
- High levels unemployment among young people
- High level of economically inactive women wanting a job
- Low levels of self-employment among women
- Higher levels of unemployment among men
- Gender pay and earnings gaps
- Occupation and sectoral gender segregation
- Pay gaps for disabled workers and Pakistani and Bangladeshi workers

There is a strong case for reviewing and updating this work during the life of this corporate plan to ensure that any unjustifiable, unfair and unequal practices in relation to access to economic opportunities are identified. Equality Objectives for the purpose of meeting the legislative requirement

1. Ensure that any unjustifiable, unfair and unequal practices in relation to access to economic opportunities are identified and eliminated.

## A Denbighshire of cohesive communities

Overall Impact	Positive
Justification for impact	People being active in their communities and participating emerged as big themes for our communities. The attractiveness of the environment was important to some people as well. Safe communities for children to play and safe facilities/safe places to live emerged to a limited extent, and was more important to some areas than others. We cannot foresee any negative impacts but this needs to be revisited as the process develops.

### Positive consequences identified:

There is a draft priority to achieve cohesive communities, that are strong, caring, safe and resilient. This could be a preventative approach to addressing health issues, including an increased focus on delivering the domestic abuse strategy. A corporate focus on housing could contribute to cohesive communities.

Our County Conversation is enabling a continual conversation with communities and we have a draft priority around this ('Support people to plan and shape their communities'). We hope connecting young people with local businesses to secure better work experience will lead to greater community participation (although safeguarding policies will need to be met).

The county conversation initially led to the creation of a draft priority to value and maximise our environmental assets.

### Unintended negative consequences identified:

None identified at the moment.

House building can divide opinion and impact assessments will be needed as the proposals get underway.

### Mitigating actions:

It can be difficult to gain participation from certain communities of interest or place. Denbighshire County Council's new plans around engagement and participation will give us an improved framework to ensuring community cohesion.

## A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact	Neutral
Justification for impact	Some older people were concerned about not being able to access services/support through the medium of Welsh. Many people said they valued Welsh language and culture as an asset. The current set of priorities have the potential to make rural communities more attractive places in which to live and work - this could stem the outward migration of young (welsh-speaking) people, and also attract people into the communities. The overall impact remains to be seen and is, therefore, neutral.

### Positive consequences identified:

Support for the Welsh language is a principle that will underpin all the work that we do, and this is explicitly referred to in the Corporate Plan document itself. Our commitment to 'Provide easily

accessible information that supports people's independence and resilience' will be bilingual. At present there tends to be an outward migration of young people, particularly from rural communities. It is hoped that work to improve the digital infrastructure, housing availability, transport links, and encourage new industries to Denbighshire will improve the viability of our rural communities as places to live and work. It remains to be seen whether this can affect the outward migration of young (Welsh speaking) people, but the work has the potential to reverse the decline.

**Unintended negative consequences identified:**

None identified.

**Mitigating actions:**

We have a Welsh Language Strategy and this strategy will lead on the protection and promotion of Welsh language in Denbighshire (and will therefore not be a specific priority in its own right for the new corporate plan). We need to communicate this clearly. A Welsh Strategy Group and the Welsh in Education Group will consider all of this, including how we support schools to move along the Welsh language continuum. Any increases in affordable housing has the potential to risk or protect the Welsh language. The impact must be monitored as we progress.

**A globally responsible Denbighshire**

Overall Impact	Positive
Justification for impact	Some people were interested in hub/satellite services and using assets so that they are multi-functional (eg a building could be a health clinic on a Monday, a court on a Tuesday), and using assets, like buses, when they are out of use during holidays. The potential for this is less clear although work with BCUHB to develop a joint proposal for 'digital access points' and 'level 3' community health services will involve assessing current assets, focussed mainly on community assets. Our work to reduce carbon will have an impact on global plans to reduce carbon consumption and increase energy generation. Plans to improve digital connectivity will also contribute positively here.

**Positive consequences identified:**

We need to find out if there could be positive impacts for local/national/international supply chains. There could be potential as the priorities develop. Potential positive impacts around employment practices and employer's responsibilities but these discussions are in their early stages. A greater focus on well-being could impact on health services, housing, education, welfare, and environmental groups. Indeed, much of the corporate plan will require a partnership approach.

**Unintended negative consequences identified:**

None identified at the moment.

**Mitigating actions:**

We need to explore the issues and opportunities highlighted above as the process develops.