Appendix C

Report to Council re. North Wales Population Assessment Regional Plan

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NORTH WALES SOCIAL CARE AND WELL-BEING
SERVICES IMPROVEMENT COLLABORATIVE

North Wales Population Assessment Regional Plan v5

Wellbeing Impact Assessment Report

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

Assessment Number:	302
Brief description:	The North Wales Population Assessment and Regional Plan sets out how the Regional Partnership Board (RPB) will respond to the findings of the North Wales population assessment published on 1 April 2017. The aim of the population assessment was to assess the care and support needs of people in North Wales and the support needs of carers.
	The main focus of the plan is on Regional Partnership Board priorities for integrated working between health and social care at a regional scale.
	Producing a regional population assessment and plan is a requirement of the Social Services and Well-being (Wales) Act 2014.
Date Completed:	Version: 5
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	Sally Baxter	Betsi Cadwaladr University Health Board
	Robert Atenstaedt	Public Health Wales
	Sarah Bartlett	Regional Collaboration Team
Key stakeholders and consultation	The plan will affect all protected characteristics; it's a whole population approach to understanding and meeting the care and support needs of people in North Wales. We consulted with people through established groups, face to face interviews, workshops and an online questionnaire. For details see the population assessment consultation report and the regional plan consultation report.	
Policies that may affect the proposal	Social Services and Well-being (Wales) Act 2014 Well-being of Future Generations (Wales) Act 2015 Regulation of Social Care (Wales) Act 2016 Children Act 1989 Childcare Act (2006) Additional Learning Needs and Education Tribunal Bill 2015 United Nations Convention on the Rights of the Child Play Sufficiency Duty Strategy for Older People in Wales 2013-23 United Nations Principles for Older Persons Welsh Government Declaration of the Rights of Older People in Wales Mental Health (Wales) Measure 2010 Mental Capacity Act 2005 Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 Serious Crimes Act Housing (Wales) Act 2014	
Responsible Service:	Regional Partnership Board	
Localities affected by the proposal:	North Wales	

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

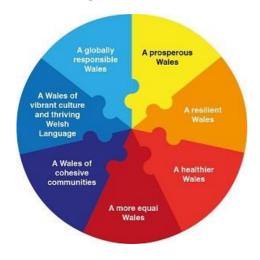Could some small changes in your thinking produce a better result?

★ ★ ★ ☆   (3 out of 4 stars)

Actual score : 20 / 24.

Summary of impact

Wellbeing Goals

A prosperous region	Positive and negative
A resilient region	
A healthier region	Positive
A more equal region	Positive and negative
A region of cohesive communities	Positive
A region of vibrant culture and thriving Welsh language	Positive
A globally responsible region	Positive

Main conclusions

The aim of the plan is to show how we will meet people's care and support needs and the support needs of carers in North Wales. If the plan's aims are achieved it should have a positive impact on people's health, reduce inequalities and support the development of cohesive communities in North Wales.

There are potential negative impacts which may result, particularly from difficult choices about where to prioritise investment which may disadvantage some groups over others. There are also potential positive and negative impacts from the way we will commission, procure and use and develop physical assets in the region to meet care and support needs.

The impact assessment has highlighted some potential impacts of the strategic regional plan and we recommend that the impacts continue to be assessed as further strategic and operational decisions are made about how to implement the plan.

The approach taken to completing the Well-being Impact Assessment was to hold a facilitated session on 10 October 2017, inviting people from each local authority and the health board to take part. The draft produced at the session was reviewed on 1 December 2017 by the project steering group which includes representatives from each local authority, BCUHB and Public Health Wales. The Well-being Impact Assessment was reviewed at Denbighshire County Council's Quality Assurance Group on 31 November 2017.

The intention of the plan is to influence decision making and allocation of resources. How it will work practically will become clearer. We had to consider a number of different scenarios to complete the impact assessment which will need to be reviewed as more information becomes available. We need to ensure we understand the impact of the plan on people with protected characteristics and how we can manage impact/remove negatives, and what impact that will have on finances. Carrying out the impact assessment also identified risks which need to be transferred to the project risk register.

THE LIKELY IMPACT ON THE REGION, WALES AND THE WORLD

A prosperous region

Overall Impact	Positive and negative
Justification for impact	There are potential negative impacts on progress towards a low carbon society as the focus on meeting care and support needs may not lead to the most energy efficient model of service provision. There may also be a negative impact on economic development as there is a risk that integration and new service models will mean fewer jobs available. It's difficult to say overall without knowing the specific models of care and support that will be developed in response to the regional plan. The models chosen may also have positive impacts on progress towards a low carbon society and economic development.

Positive consequences identified:

Providing services closer to home and making the most of support available from friends, family and within local communities can be more efficient and reduce the need to travel. There may be positive impacts from the development of extra care and shared housing which use energy efficiently, for example, for heating.

The social care and health sectors can have a positive impact on the local economy by providing employment and business opportunities for providing care as well as providing products and services to care providers.

Developing the health and social care workforce is a key element of delivering the regional plan which will contribute to quality jobs in the region. The choice of service model and provider could have a positive impact on the number, quality and length of jobs available. See the regional workforce strategy for more information.

Developing the health and social care workforce is a key element of delivering the regional plan which will help develop skills in the region. See the regional workforce strategy for more information.

Will need to consider best use of communications, infrastructure and transport when choosing where to base services.

The plan may affect the workforce's childcare needs and childcare may be needed to make services accessible.

Unintended negative consequences identified:

There may be negative impacts on energy efficiency of service models that support people in their own homes instead of shared housing or care homes. These models may also increase the distances care workers travel. Working regionally to develop the area plan creates more car journeys as people travel to meetings.

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Working regionally to use buying power to reduce costs can have negative impacts on the economy if it leads to low paid, insecure employment and reduces the ability of providers to invest in their businesses. Commissioning larger scale contracts can make it more difficult for small, local providers to compete in the market.

Making services more efficient may mean reducing the number of jobs. The choice of service model and provider could have a negative impact on the number, quality and length of jobs available.

Will need to consider best use of communications, infrastructure and transport when choosing where to base services.

The plan may affect the workforce's childcare needs and childcare may be needed to make services accessible.

Mitigating actions:

Considering the impacts when more is known about the specific models will help mitigate the impacts. We can look at ways to reduce the carbon footprint of developing the regional plan by looking at the number of meetings held and the way people travel to them, for example, meeting in places accessible by public transport or encouraging car sharing.

A resilient region

Overall Impact	
Justification for impact	The impact will need to be considered when more is known about building projects which may result from the regional plan.

Positive consequences identified:

Services developed in response to the regional plan will need to consider how they can reduce waste, reuse and recycle. This could be considered as part of the commissioning process.

Services developed in response to the regional plan will need to consider how they can reduce energy/fuel consumption. This could be considered as part of the commissioning process.

People's awareness of the environment and biodiversity may not be affected directly but there may be specific projects, for example, to improve well-being by making the most of the natural environment, which will have a positive impact.

Unintended negative consequences identified:

The regional plan may lead to building projects which could have a negative impact on biodiversity and the natural and built environment.

Developing a regional plan does lead to increased fuel consumption due to travelling to meetings. The regional plan may lead to building projects which could have a negative impact on flood risk management.

Mitigating actions:

The energy/fuel consumption of developing regional projects can be minimised by making use of technology to reduce the number of meetings and encouraging people to use public transport, car share and use fuel efficient vehicles to travel. There may be opportunities to promote awareness of the environment and biodiversity when developing projects to improve well-being, which could be looked at along with the Public Services Boards.

A healthier region

Overall Impact	Positive
Justification for impact	Overall the regional plan aims to improve health and should have a positive impact.

Positive consequences identified:

The aim of the regional plan is to support health and well-being by providing the care and support people need, including support for carers.

Access to good quality, healthy food: services delivered in response to the regional plan do provide food which may have a positive impact. Will need to be considered by each service.

Providing support based around 'what matters' to people should help increase participation in chosen leisure opportunities.

The regional plan includes recommendations for improving mental well-being and developing public mental health.

The regional plan includes recommendations for improving access to health care.

Unintended negative consequences identified:

Access to good quality, healthy food: services delivered in response to the regional plan do provide food which may have a negative impact. Will need to be considered by each service.

Mitigating actions:

To minimise any negative impacts the specific health impacts of services should be considered as they are developed.

A more equal region

Overall Impact	Positive and negative
Justification for impact	We can say the impact on tackling poverty will be positive more confidently than the impact on people with protected characteristics. The plan promotes advocacy which can help to improve the well-being of people with protected characteristics. Some of the regional priorities are more developed than others, and so the exact specification for each priority has not been agreed. The impact assessment will need to be revisited as plans progress. This plan is a collation of regional, sub-regional and local plans.

Implementation of integrated services, including a workforce plan, will need to ensure we collectively alleviate poverty. Any issues around workforce pay and conditions will be considered further along in the process. Due to the higher than average proportion of people from ethnic minority groups employed in health and social care employed in North Wales changes to the workforce may have a disproportionate impact on these groups. |

The protected characteristics considered are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- *For Welsh Language, please see* *a region of vibrant culture and thriving Welsh language*

Using a screening tool we identified potential positive and negative impacts of the plan on all protected groups (appendix 1). The areas we considered were:

- Does the proposal relate to an area where there are known inequalities?
- To what extent will service users, employees or the wider community be affected?
- How will you know the needs of people with protected characteristics? What about individuals who have multiple protected characteristics? Does it relate to an area where there is a lack of published research or other evidence?
- Does it relate to an area where your organisation has set equality outcomes?
- Is there any evidence of higher or lower take-up or satisfaction by any of the identified groups?

- If there are limitations or barriers to access, do these amount to unlawful discrimination or is there potential for reducing inequalities or improving outcomes?

Positive consequences identified:

Improving the well-being of people with protected characteristics

The plan aims to improve the well-being of people who need care and support based around what matters to them. This should have positive impact on people with protected characteristics. There are specific chapters about improving services for children and young people, older people, people with chronic health conditions, physical disabilities and sensory impairments, learning disabilities, mental health needs, carers, women and men who experience domestic abuse and sexual violence. The plan is based on the population assessment of care and support needs and the support needs of carers in the region.

Because the plan is being produced on a regional basis it's easier for people with protected characteristics to get involved which may have financial benefits, avoid duplication and so on.

Each chapter of the population assessment includes an equalities and human rights section which summarises the evidence available about the needs of people with protected characteristics and any gaps. The evidence used included research reports and consultation. A full consultation report is available.

Addressing/reducing health inequalities

There is a chapter about healthier lifestyles and health inequalities which includes integrated working to prevent health inequalities such as the first 1,000 days project. The plan responds to the population assessment and reflects a lot of work that's going on already or currently being planned such as BCUHB's 'Living Healthier, Staying Well' strategy.

Tackling poverty

Tackling poverty is a priority for PSBs in North Wales. There are many factors that could affect poverty outside the control of the plan.

Unintended negative consequences identified:

Improving the well-being of people with protected characteristics

Raised expectations as a result of consulting.

Raised expectations of the third sector to deliver and meet needs.

The capacity of the public sector to meet the needs identified in the population assessment and included in the regional plan.

The population assessment and plan may not identify cumulative impacts, for example, on people with a number of different protected characteristics, or combined with other needs such as poverty or caring responsibilities.

There is more information in the population assessment reference library and population assessment consultation report about issues facing these groups.

Feedback from the consultation highlighted concerns that the ethnic minority and migrant population in North Wales is exposed to conditions of rising hostility and is

vulnerable to the harassment that has been identified as contributing to mental health problems, especially in rural locations. It also highlighted the need to take account of the different needs of women and men.

One in four people from a BAME background employed in North Wales are employed in the health and social care sector. Any changes from the plan that affect the workforce could have a disproportionate impact on these groups.

Addressing/reducing health inequalities

No clear impact on Gypsy and Traveller groups (known to have worse health outcomes).

Tackling poverty

There could be a negative impact on people who are supporting themselves, for example, funding their own care. Services are increasingly accessed online – a reduction in alternatives could have a disproportionate impact on people who don't have access to the internet due to poverty or protected characteristics.

Mitigating actions:

The population assessment includes information about people with protected characteristics and this should be included in the final plan. We need to be careful not to look at older people, women and so on as a homogenous group, for example, as many people will have more than one protected characteristic. To mitigate we will consider including references to people with protected characteristics within each of the chapters in the plan.

Some groups representing people with protected characteristics responded and engaged but we have less detailed information/engagement with groups/people representing other people with protected characteristics. As services are developed we need to talk to people about the detail, for example, moving some services can positive impact some and negatively impact others. However, a more strategic regional approach has to improve service provision and reduce/remove gaps.

We will share the regional plan, population assessment and consultation reports with the six North Wales local authorities, health board and other partners who are responsible for developing actions based on the findings. Engagement and consultation information from the population assessment can be re-examined. Each regional priority/service will need its own impact assessment. The priorities will be developed over the next five years.

Equality principles to be considered: Equality of opportunity and equality of access, for example, education, housing, access to outdoor space, transport and connectivity between areas, public amenities, access to the natural environment, information technology, health care and leisure, the cost of participation. Equality monitoring and analysis - commitment to on-going engagement each area to refer to its own Strategic Equality Plan and take necessary steps. We need to make an ongoing commitment to co-production. There is a social value forum looking at co-production that can support us.

During the equality impact assessment process the regional plan has been amended to include findings from the consultation about the impact on people with protected characteristics. It has also been amended to include clearer links back to the findings

from the population assessment about the needs of people with protected characteristics and each partner organisation's strategic equality plan.

The progress against the plan and outcomes will be monitored through the Regional Partnership Board's annual report.

Evidence documents

North Wales Regional Plan Consultation Report

North Wales Population Assessment

North Wales Population Assessment Consultation Report

Social Services and Well-being (Wales) Act 2014 Part 2 Code of Practice (General Functions)

Population assessment toolkit (Social Care Wales)

Area plan template (Social Care Wales)

Welsh Government Part 2 Equalities Impact Assessment

Strategic Equality Plans of the six local authorities and BCUHB

Population Assessment reference library (see Endnote database). The library includes:

- research reports, for example, on developing inclusive residential care for older LGBT people;
- findings from other consultations with people with protected characteristics, such as a report on access to statutory services from the perspective of Minority Ethnic Elders in North Wales;
- links to statistics measuring inequality in North Wales.

A region of cohesive communities

Overall Impact	Positive
Justification for impact	If the aims are achieved the regional plan should have a positive impact on community cohesion. The impact will depend on what mitigation we put in place and the links with the other strategies. It may change over time as people are involved and projects develop.

Positive consequences identified:

Links with the VAWDASV strategy and regional group; North Wales Safer Communities Board - project to work with families affected by prison; North Wales Safeguarding Adults and Children's Boards; Area Planning Board for substance misuse

Plan to continue participation as strategies develop, needs to be built into the regional plan. Social value forum, promoting co-production. Aim of the Social Services and Well-being (Wales) Act. New requirements of advocacy. Promoting the role of the third sector and social enterprises. Active offer of services in Welsh.

Care homes development. More appropriate housing for vulnerable groups in safe areas. Links to LDP and housing strategies and transport strategies.

Unintended negative consequences identified:

Supporting some communities at the expense of others can cause problems. Promoting independent living - can be risks around safeguarding, victims of crime, fraud

Focus on people who are engaging or have an advocate means we can miss people who are not. Care homes development. Other groups may see housing for vulnerable people having a negative effect on their area.

Mitigating actions:

Clear communication, bring people along with you, make sure they are included. Engage with hard to reach groups and supporting hard to reach groups to engage with us, including people with one or more protected characteristics. Changing the way we do engagement to make it more accessible, go to places where people are. Challenges around resourcing this. Respond to engagement, make sure it helps shape services. Independent living - consider safeguarding, isolation issues, transport, social groups participation - what matters conversations. If the 'what matters' approach is working, these issues will be mitigated. Think about how we collate the information from 'what matters' conversations to inform services.

A region of vibrant culture and thriving Welsh language

Overall Impact	Positive
Justification for impact	The regional plan aims to improve services available in the Welsh language.

Positive consequences identified:

The population assessment included a Welsh language profile and identified that there is a need for more services in Welsh and the consultation supported this finding.

The regional plan supports the requirement to make an 'active offer' of Welsh language services. This needs to be considered further when developing services.

The consultation identified opportunities to use culture and heritage to support well-being, for example, through social prescribing. Focussing on what matters to people should help access to culture and heritage they choose.

Unintended negative consequences identified:

If we are not able to recruit enough Welsh speaking staff our services could have a negative impact on the number of people using Welsh.

Mitigating actions:

See the regional workforce strategy and 'More than Words' project for more information.

A globally responsible region

Overall Impact	Positive
Justification for impact	There are benefits to working together as a regional to write the plan Need to make sure we recognise the differences between areas and take the differences into account when designing services to meet local needs rather than regional structures.

Positive consequences identified:

Local, national and international supply chains are something to be considered as part of the projects when they reach the purchasing stage. Good commissioning will help providers plan services in future. We need to be clear about what's needed. Integration of services done well should help. The Social Services and Well-being (Wales) Act 2014 requires us to support social enterprises.

The plan puts a spotlight on specific human rights issues that can affect people in receipt of services, such as prisons, children's and older people's rights, trafficking. Making support available for people who are vulnerable can help uphold people's rights, such as support to stay at home and right to family life.

Coproduction approach - people's right to have a say and advocacy.

Should help to inform other provision and better integrate strategies. It should also make us more aware of what other organisations are doing and help us be more consistent which will help other organisations and service users navigate the systems.

Unintended negative consequences identified:

The more you integrate services, they become larger which makes larger national/international providers more likely to bid for them which can have a negative impact on local organisations. This can affect the market. Larger organisations may be more likely to buy from international suppliers which can have negative impact on local businesses. Need a coordinated approach to community benefits. Make sure local people can access jobs that are being created and we don't exclude accidentally, for example, with training requirements. If we don't get the engagement correct we may miss out picking up on human rights issues affecting hard to reach groups. If we don't get advocacy or coproduction right or people can't access services it will have a negative impact. Decisions around allocation of resources may have negative impacts. Regional working could make it less obvious how to engage. Who's delivering or leading on what, loss of local relationships, learning from other regionalisation projects. Impacts on smaller organisations who don't have capacity to work at local level. Standardising services may mean loss of good practice in some areas.

Mitigating actions:

Support other stakeholders and partners to form consortiums and partnerships so they can work more effectively at a regional level. Support small organisations to expand or increase capacity to work at a regional level.

Appendix 1: Screening tool

	Age	Disability	Gender reassignment	Marriage or civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Welsh language
Does the proposal relate to an area where there are known inequalities?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Will the proposal have a significant effect on these groups?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
How will you understand people's needs?	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports
Evidence of higher or lower take-up or satisfaction?	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports	See population assessment and consultation reports
Does the proposal discriminate against these groups?	Positive and negative effects	Positive and negative effects	Positive and negative effects	Positive and negative effects	Positive and negative effects	Positive and negative effects	Positive and negative effects	Positive and negative effects	Positive and negative effects	Positive and negative effects
Is there potential for reducing inequalities or improving outcomes?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes