

Equality Impact Assessment (EIA) Report – 2017/8

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to equality.

Please refer to the 'EIA Report Form Guidance' while completing this form. If you need further support please contact acesstoservices@swansea.gov.uk.

Where do you work?
Service Area: Western Bay
Directorate: Resources: Social Services

(a) This EIA is being completed for a:

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe here:

Western Bay Regional Area Plan. The regional population assessment was published in April 2017 and highlighted care and support needs for the citizens across Western Bay. The area plan is a statutory requirement and looks to address the care and support needs highlighted in the population assessment, through production of a 5 year area plan and aligned 1 year action plan for 2018/2019.

(c) It was initially screened for relevance to Equality and Diversity on: 24th November, 2017**(d) It was found to be relevant to...**

Children/young people (0-18)	<input checked="" type="checkbox"/>	Sexual orientation	<input checked="" type="checkbox"/>
Older people (50+).....	<input checked="" type="checkbox"/>	Gender reassignment	<input checked="" type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Poverty/social exclusion.....	<input checked="" type="checkbox"/>
Race (including refugees).....	<input checked="" type="checkbox"/>	Carers (including young carers).....	<input checked="" type="checkbox"/>
Asylum seekers	<input checked="" type="checkbox"/>	Community cohesion	<input checked="" type="checkbox"/>
Gypsies & Travellers.....	<input checked="" type="checkbox"/>	Marriage & civil partnership	<input checked="" type="checkbox"/>
Religion or (non-)belief	<input checked="" type="checkbox"/>	Pregnancy and maternity.....	<input checked="" type="checkbox"/>
Sex.....	<input checked="" type="checkbox"/>		

(e) Lead Officer

Name: Nicola Trotman

Job title: Western Bay Programme Co-ordinator

Date: 19.2.18

(f) Approved by Head of Service

Name: Sara Harvey

Date: 19.2.18

Section 1 – Aims (See guidance):

Briefly describe the aims of the initiative:

What are the aims?

This area plan sets out how the Regional Partnership Board (RPB) will respond to the findings of the Western Bay population assessment published on 1 April 2017.

It has been prepared to meet the requirements of the Statutory Guidance in relation to Area Plans under section 14A of the Social Services and Well-being (SS&WB) (Wales) Act 2014.

The main focus of this plan is on the Regional Partnership Board priorities for regional and integrated working between health and social care; these are the priority areas for integration in part 9 of the SS&WB Act Wales, 2014 and the priorities for the allocation of the Integrated Care Fund.

The area plan is split into the following chapters which were the chapters included in the Population Assessment:

- Children and young people;
- Older people;
- Health and physical disabilities;
- Learning disabilities and autism;
- Mental health;
- Sensory impairment;
- Carers who need support; and
- Violence against women, domestic abuse and sexual violence;
- Safeguarding;
- Secure Estate

Who has responsibility?

The Western Bay Health and Social Care Collaborative brings together the following partners: Bridgend CBC, Neath Port Talbot CBC, Swansea Council, ABMU Health Board and Third Sector.

The Regional Partnership Boards must ensure the partnership bodies work effectively together which includes the objective: to respond to the population assessment carried out in accordance with section 14 of the Act, and this is in the form of the Western Bay area plan.

The Western Bay Leadership Group and Programme Team members oversee the development of the plan.

An Area Plan Steering Group was established, which includes officers from all partner organisations including the third sector and is chaired by the Western Bay Programme Director.

Key officers were nominated for each chapter to facilitate the development of the plan through the following regional groups:

Chapters	Group / Board
Older People	Community Services Board
Children and Young People	Childrens Heads of Service Group
Carers who need support	Western Bay Carers Partnership Board
Learning Disability / Autism	Learning Disability and Mental Health Commissioning Board
Mental Health	Learning Disability and Mental Health

	Commissioning Board
Health / Physical Disabilities	Link with senior ABMU officer
Sensory Impairment	Regional sensory loss group
Safeguarding	Chairs of Safeguarding Boards / Safeguarding Team
Violence against women, domestic abuse and sexual violence	NA – Links to local officers
Secure Estate	NA – Links to local officers

Who are the stakeholders?

The stakeholders are the citizens of Western Bay.

The draft area plan and draft action plan has been circulated to a range of citizen and community groups for comment and feedback. The full list of groups is included in **Annex A**, and the feedback from these engagement groups has been considered in section 4 of the EIA.

Western Bay has set up a Regional Citizens Panel to support engagement from a wider range of stakeholders. Panel membership is drawn from the mailing lists of the three Councils for Voluntary Services in Bridgend, Neath Port Talbot and Swansea. Membership is 'fluid', ensuring meetings and any engagement activities are open to all interested parties (service users, carers, family members, representatives from health and social care related organisations, Local Authority Elected Members). This approach was favoured by those who attended the first panel meeting, who felt it embodied the spirit of the Social Services and Well-being (Wales) Act's principles around offering 'greater voice and control'.

Section 2 - Information about Service Users (See guidance):

Please tick which areas you have information on, in terms of service users:

- | | | | |
|------------------------------------|-------------------------------------|--------------------------------------|-------------------------------------|
| Children/young people (0-18) | <input checked="" type="checkbox"/> | Sexual orientation | <input type="checkbox"/> |
| Older people (50+)..... | <input checked="" type="checkbox"/> | Gender reassignment | <input type="checkbox"/> |
| Any other age group | <input checked="" type="checkbox"/> | Welsh language | <input checked="" type="checkbox"/> |
| Disability | <input checked="" type="checkbox"/> | Poverty/social exclusion..... | <input checked="" type="checkbox"/> |
| Race (including refugees)..... | <input checked="" type="checkbox"/> | Carers (including young carers)..... | <input checked="" type="checkbox"/> |
| Asylum seekers | <input checked="" type="checkbox"/> | Community cohesion | <input checked="" type="checkbox"/> |
| Gypsies & Travellers..... | <input type="checkbox"/> | Marriage & civil partnership | <input checked="" type="checkbox"/> |
| Religion or (non-)belief | <input type="checkbox"/> | Pregnancy and maternity..... | <input checked="" type="checkbox"/> |
| Sex..... | <input checked="" type="checkbox"/> | | |

Please provide a snapshot of the information you hold in relation to the protected groups above:

The information which has been collated to form the population assessments can be broken down into the following categories –

- Older People
- Children and Young People
- Carers Who Need Support
- Mental Health
- Learning Disability and Autism
- Sensory Impairment
- Health and Physical Disability
- Violence Against Women, Domestic Abuse and Sexual Violence
- Safeguarding Adults and Deprivation of Liberty Safeguard
- Secure Estates

The data collected according to these themes has been summarised below and further information is available in the Population Assessment in the following link:

<http://www.westernbaypopulationassessment.org/en/home/>

A summary of the care and support needs for each chapter in the population assessment is included below. The population assessment highlighted a number of key support and care needs, the majority of which are cross-cutting across all themes, as follows:

- Increasing levels of need for people with complex needs, chronic and long term conditions
- Accessibility of services, including transport
- Preventative and support services within communities
- Loneliness and social isolation for improved health and wellbeing
- Information, advice and assistance
- Assistive technology and telecare provision for people to maintain independence
- Growing demand, diminishing resources
- Transition between adult's services and children's services
- Preventative (low level) and specialist mental health services for children and young people and adults (this section identified the highest number of support and care needs)
- Appropriate accommodation solutions for wide range of citizens with needs
- Supporting growing number of carers and young carers

The area plan pulls together the response of the Regional Partnership Board and other Partnerships/delivery mechanisms to these key findings.

Older People

1. It is predicted that by 2020 the over 65 population across Western Bay will be over 111,070; of these:
 - a. 20,598 will be unable to manage at least 1 mobility activity on their own
 - b. 45,720 will be unable to manage at least 1 domestic activity on their own
 - c. 37,378 will be unable to manage at least 1 self-care activity on their own
2. In 2015 6,979 people in Western Bay had a diagnosis of dementia; by 2030 this is predicted to rise by 48% to 10,295.
3. Approximately 1:3 people aged over 65 will suffer a fall each year.
4. Loneliness and isolation can lead to physical and mental health problems, such as depression and increased risk of premature death. It is predicted that by 2020 50,314 over 65s will be living alone.
5. The rate of people delayed in hospital for social care reasons in 2013/14 was lower than the Welsh average and there is a higher rate receiving social care than the Wales average.

Children and Young People

1. In March 2016, there were 3735 children and young people (across Western Bay) known to social services as a result of being in need of care and support: 1665 in Swansea, 990 in Neath Port Talbot and 1080 in Bridgend.
2. Despite much progress, the numbers of looked after children in Western Bay remains high compared to many parts of the Country (number of looked after children per 10,000 of the population).
3. Due to the age profile of the looked after children population, the numbers requiring care services in Western Bay is anticipated to rise in the next 2 years
4. The numbers of local authority foster carers has fallen across the Region making it challenging to find appropriate, local placements for looked after children and young people.
5. In 2015/16, there were 594 criminal offences committed by young people aged 10 to 17 years in Western Bay. The most common offences were violence against the person, theft and handling and motoring offences.
6. Evidence suggests there are likely to be a number of young carers not known to health and social care services.

Carers Who Need Support

1. The 2011 Census told us that there were 68,633 Carers in Western Bay, this is approximately 12% of the population. 30% of Carers were providing in excess of 50 hours of care a week.
2. According to the 2011 Census there are 1,351 young Carers aged 0 – 15 in the Western Bay area of which approximately 155 (11%) spend over 50 hours a week in a caring role.
3. There were 4,198 young adult Carers aged 16 – 24 in the Western Bay area, of which 510 (12%) spend over 50 hours a week in a caring role (2011 Census)
4. 16,186 individuals over 65 have a caring in the Western Bay area
5. Research indicates that Carers tend to report having poorer health than people who do not have a caring role. In addition, it would also appear that the impact on health of Carers increases in line with the number of hours of care provided.

Mental Health

1. Current size of the population with Mental health issues across Western Bay is 718
2. It is anticipated that the population will increase to 734
3. GPs treat the highest proportions and numbers of people with mental health issues, looking at the whole of Western Bay using the projection having seen GP within the last 2 weeks for 2015, approximately 4,700 GP consultations in a fortnight were carried out with people with the more common mental health issues. Over a 52 week period, this is over 122,000 consultations (125,000 by 2035)
4. Specialist community services are used by 18% of people with more common mental health issues
5. Specialist community services are used by 51% of those with probable psychosis
6. Day services are most focused on those with most serious issues

Learning Disability and Autism

1. 21 people in every 1000 have a learning disability
2. 16 people per 1000 have a mild learning disability
3. 5 people in 1000 have a moderate or severe learning disability
4. In 2015, 1209 individuals between the ages of 0-17 were diagnosed with any Autistic Spectrum Disorder, this will reduce to 1197 by 2035

Sensory Impairment

1. Babies are at risk of failing to develop language skills and of low educational attainment if their hearing impairment goes undetected. 2 in every 1,000 children are estimated to have sight loss. It is anticipated that the numbers of children with hearing impairment will increase slightly over time due to the projected modest increase in the number of people in younger age groups in the Western Bay area
2. The number of people with dual sensory impairment, which can develop over time (acquired) or can be present from birth (congenital), is increasing across the region.
3. People with hearing loss are also highly likely to have other problems such as tinnitus and balance disorders, which contribute as risk factors for falls and other accidents, as well as mental health problems such as depression.
4. There is a higher prevalence of hearing impairment in Black and Minority Ethnic (BME) communities, particularly in more recent migrants from countries with low levels of immunisation against conditions such as rubella.
5. There is a gap in information for those children and young people with visual impairment, particularly in the age group 13 – 17, and people with learning disabilities who also have sensory impairments.

Health and Physical Disability

1. In Western Bay region, **86** of 323 (27%) Lower Super Output Areas (geographic areas) are among the most deprived in Wales, whilst **74** (23%) are in the least deprived fifth. Within less deprived areas there are often pockets of hidden deprivation.
2. Difference in life expectancy between males living in the least deprived and most deprived areas in Western Bay is **9.7 years**, which is higher than the Wales average (8.8 years). The difference in life expectancy between females living in the least deprived and most deprived areas in Western Bay is **7.6 years**.
3. Although generally people in Western Bay are living longer and spending more of their lives in good health, between the least and most deprived areas, there is an even larger gap in healthy life expectancy in the Western Bay region, of over **20 years** for males, and **18 years** for female population.
4. A significant proportion of the region's population, who are registered with a GP, also experience a range of significant chronic conditions and disabilities
5. On the basis of population growth and an ageing population and assuming other significant medical factors do not change, an increasing number of people will require health and social care services in future.

Violence Against Women, Domestic Abuse and Sexual Violence

1. 1 in 5 children across the UK live in households where there is domestic abuse
2. In 2015-2016, 9,324 cases of violence were recorded by the Police across Western Bay – this is an increase of 3,514 cases from 2013.
 - a. 3,177 of these cases were domestic abuse related
3. There were 6 recorded homicides across Western Bay during 2015-2016 and 2 of these were domestic abuse related
4. In 2015-2016 a total of 1,106 high risk cases of domestic abuse were discussed at multi-agency risk assessment conference (MARAC) meetings in the Western Bay region
5. Domestic violence is estimated to cost Wales an average of £826.4 million a year which is comprised of service costs, lost economic output and human or emotional costs.

Safeguarding Adults and Deprivation of Liberty Safeguard

1. The increasing age of the population of Western Bay indicates that the demand for more health and social care services and Adult at Risk referrals will also rise.

2. As different types of abuse continue to emerge, such as human trafficking, radicalisation, hate crime and mate crime, it makes it difficult to predict the demand for safeguarding services in the future
3. The number of concerns / referrals received that met the threshold of significant harm in Western Bay in 2014/2015 was 985, which was a reduction compared to 2013/14, which was 1,355.
4. The number of concerns / referrals received that did not meet the threshold of significant harm in Western Bay in 2014/2015 was 735, which was a reduction compared to 2013/14, which was 980.
5. The number of people in Western Bay who were alleged victims of abuse, aged 18-64 in 2012/2013 was 335, which increased to 375 in 2013/2014. The number of people who were alleged victims of abuse aged 65+ in 2012/2013 was 610, which increased to 795 in 2013/2014.
6. Number of Deprivation of Liberty Safeguarding referrals received in 2013/2014 was 52, in 2014/2015 was 1849 and in 2015/2016 was 2087.

Secure Estates

1. In the Western Bay area, there are three main such “secure” establishments – two prisons (one in Swansea and one in Bridgend) and one secure Children’s Home in Neath Port Talbot.
2. HMP and YOI Parc can accommodate up to 2,000 Category B male prisoners. There are two main sections:
 - a. A young person unit for males aged 15-17
 - b. Main prison for young offenders aged 18-21 and adult offenders
3. The majority of prisoners are serving sentences in excess of 2 years, with 580 (35%) serving a sentence of between 4 and 10 years.
4. The Young Persons Unit at HMP & YOI Parc accommodates up to 64 males aged 15-17
5. Between the period April – June 2016, 24% of prisoners experienced self-harm
6. The services at Hillside support up to 22 young people, both male and female aged between 12-17 from anywhere in the UK
7. There are 14 individually managed Secure Children’s Homes in England and 1 in Wales. Hillside, a Secure Children’s Home opened in Neath in 1996.
8. Between 2015 and 2016 a total of 78 young people stayed at Hillside, 57 males and 21 females for an average of 3-4 months
9. HMP Swansea is a Category B prison and can accommodate up to 515 men. The largest age profile groups include men aged 21-39 years with the majority of stays ending in the first 3 months.
10. There is a large population of disabled prisoners with the majority of those experiencing mental health issues.
11. Support for prisoners includes referrals to the prison drug service and the majority of referrals received between April – July 2015 related to heroin and alcohol misuse.

Any actions required, e.g. to fill information gaps?

Further work is required to understand more fully the impact that the plan might have on specific groups and this will be identified through further engagement activities. The population assessment will be reviewed and revised and so work to focus on additional specific groups including religion, gypsy travellers etc will be explored further via the population assessment process.

Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics.

	Positive	Negative	Neutral	Needs further investigation
Children/young people (0-18)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

DRAFT

Thinking about your answers above, please explain in detail why this is the case.

The area plan focuses on preventing citizens from needing care and support in the first place, or things that could be done to prevent the need for care and support from increasing. As a result, any actions within the area plan will focus on prevention in a positive way. For example, Under our Older Peoples Chapter it is an action to 'develop and continue to provide a sustainable range of services that meet demand, enabling individuals to remain at home maintaining their independence for as long as possible receiving appropriate support at times of need.' This will contribute positively as it will ensure people receive support that is proportionate to need and is sustainable.

The regional principles of prevention were adopted across Western Bay in order to demonstrate the commitment of the 3 local authorities and the health board to plan for a more joined up commissioning process and service delivery model. This will improve the benefits for the service user and enable organisations to focus on clear priorities, with a view to a long term plan for prevention services which includes a commitment to an incremental funding shift.

We anticipate that some groups of people will be impacted positively as there are specific areas within the plan that will contribute to this. For example, the Children and Young People's Chapter outlines actions that will have a direct positive impact on children and young people; for example, the new MAPPS service is a multi-disciplinary team that aims to help children with, or at risk of mental illness and emotional and behavioural difficulties by providing specialist placement support. The Service will support children to ensure practice across the Western Bay Region is preventative, pro-active, planned and promotes permanence.

In the Older People chapter there is a key priority around developing and maintaining a sustainable range of services that meet demand, enabling individuals to remain at home maintaining their independence for as long as possible receiving appropriate support at times of need. For example, a key project is supporting 7 day working for the Acute Clinical Team which includes a Community Based multidisciplinary team with a specific short term remit for the provision of nursing and medical interventions in your home. The team is made up of professionals such as Nurse Practitioners, Health Care Support Workers and a Consultant Geriatrician. This scheme enables individuals to be cared for at home instead of being admitted to a secondary care setting / hospital, in order to get over that period of crisis in the comfort of their home.

In the Learning Disability chapter, there is a project which is to establish a new additional regional Integrated Autism Service. Its aim is to create a flexible service that eliminates existing barriers to support and bring about positive outcomes for people of all ages who have been diagnosed with Autistic Spectrum Disorder (ASD).

Under Mental Health and Learning Disability chapter there is the Western Bay Commissioning for Complex Care Programme that ensures placements for people with complex needs (including learning disabilities and mental health issues) are effective, outcome based and appropriate. It involves working closely with providers to ensure the new Outcome Focussed Care Plans are in place that allow individuals to progress to the highest level of independence that they can achieve.

In the Carers chapter, there is an initiative to identify Young Carers in primary, secondary and tertiary education.

Section 4 - Engagement:

What engagement has been undertaken to support your view? How did you ensure this was accessible to all?

It is a requirement from Welsh Government to engage with citizens, including those who may have care and support needs and carers, public, private and third sector organisations in the preparation of the area plan. It is recognised that much of the engagement work is undertaken via the population assessment which included a formal consultation process.

The consultation exercise was undertaken between September and December 2016, to understand the Wellbeing requirements of the population of Neath Port Talbot, Swansea and Bridgend Council areas with specific reference to the Social Service and Wellbeing Act 2014. This study was undertaken alongside a wider piece of work across the area to fulfil the requirements of the Well-being of Future Generations Act 2015.

This exercise included gathering the view of the public gained through a series of open workshops across the area, targeted focus groups with defined service user groups, interviews with a selection of stakeholders, and a desk-top review of existing information sources. The full consultation report is in **Annex B** which includes what the feedback told us and how we listened.

The statutory guidance requires citizen engagement when producing your area plans. It does not require formal consultation on the plans as the purpose of this requirement is to ensure there is continuous engagement with communities, from assessments through to planning.

The draft area plan and draft action plan has been circulated to a range of citizen and community groups for comment and feedback. The full list of groups is included in **Annex A**.

The Western Bay Regional Citizens' Panel was established in February 2016 with the aim of providing a strong strategic voice for stakeholders, offering a greater awareness of and involvement in the Western Bay Programme's activities and a clearer understanding of how organisations can work collaboratively to deliver against the requirements of the Social Services and Well-being (Wales) Act 2014. Panel membership is drawn from the mailing lists of the three Councils for Voluntary Services in Bridgend, Neath Port Talbot and Swansea. Membership is 'fluid', ensuring meetings and any engagement activities are open to all interested parties (service users, carers, family members, representatives from health and social care related organisations, Local Authority Elected Members). This approach was favoured by those who attended the first panel meeting, who felt it embodied the spirit of the Social Services and Well-being (Wales) Act's principles around offering 'greater voice and control.

Meetings generally include short presentations on particular aspects of Western Bay's programme of work, and an opportunity for panellists to discuss the agenda items of the next Western Bay Regional Partnership Board meeting.

All panel meetings are delivered in partnership with the three Third Sector Health Social Care and Well-being Coordinators (based in Neath Port Talbot Council for Voluntary Services, Swansea Council for Voluntary Services and Bridgend Association of Voluntary Organisations).

Anyone interested in finding out more about the panel can contact the Western Bay Programme Office via email at western.bay@swansea.gov.uk or telephone 01792 633805.

The area plan and action plan was reviewed in a special Regional Citizen Panel on 31st

January.

Whilst there has been no specific engagement with Children and Young people on the regional plan, it is expected that specific local projects will follow their own guidelines around communicating with these groups. The area plan draws together a set of objectives from the different local authorities at a high level and details of changes to services are not included at this level. In the future there is discussion of involving health board's youth group (ABM Youth).

There is an additional expectation that further engagement will support the development and completion of the area plan.

What did your engagement activities tell you? What feedback have you received?

In addition to the engagement with different groups. A meeting of the Regional Citizen panel was held on January 31st and members were presented with a draft copy of the area plan and action plan and copies of the specific priorities within each chapter. Members were asked for their feedback on the range of different information and asked key questions such as their opinions on whether the priorities listed are the right ones, what information is clear or unclear and if there were any missing bits of information.

Feedback from the Regional Citizens Panel and engagement groups has been input into the Area Plan and Action Plan and will also form the basis of the Western Bay Area Plan on a page.

Themes collated include the need to identify further opportunities for co-production in addition to engagement at both a regional and local level. This is a priority for a number of different projects across Western Bay and we hope to expand on our engagement with the Regional Citizen Panel to explore this in future. An example could be to co-produce an easy read version of the Area Plan so that it is accessible for a wider range of stakeholders. It was noted that whilst the Western Bay Programme specifically works on Health and Social Care projects across the region, there are clear links between this and the work of the Education through Regional Working (ERW) program. The Area Plan will only provide detail of Health and Social Care projects across the region and does not give specific insight into other regional projects. Having said this, members of the Western Bay Regional Partnership Board include Local Authority Leaders and portfolio holders including the Chief Executives Directors, Chief Officers and Heads of Service, the Health Board Chairman and Chief Executive as well as other third party members. Members will be well placed to link together regional projects that might be reported externally, this will include areas such as Education and Housing.

The Area Plan concentrates on pulling together regional action plans in an effort to collaborate in achieving shared outcomes across the region. As a result, it highlights the high level regional objectives and briefly touches on local action plans that directly relate to regional objectives. Further local commitments are evidenced within local Wellbeing Plans.

A full spreadsheet of the information collected and the feedback to be provided is available in **Annex C**.

In the special RPB workshop to review the plan, RPB members agreed to focus on a smaller number of key priorities, where regional working will add the most value and agreed that although there are ten chapters included in the Population Assessment, the Area Plan will focus on the following five chapters (themes) which include a set of regional priorities for regional and integrated working between health and social care. These themes align with the existing Western Bay Programme priorities and the priorities for the Integrated Care Fund (as outlined in the guidance):

- Older People
- Children and Young People
- Carers who need support
- Mental Health
- Learning Disability and Autism

It has been acknowledged that the following areas of work, which represent the other 5 themes in the Population Assessment, will continue to be addressed by Local Authorities and the Health Board or partners as part of their core business on a local basis or through existing partnerships between organisations across the region.

- Health and physical disabilities;
- Sensory impairment;
- Violence against women, domestic abuse and sexual violence;
- Safeguarding and Deprivation of Liberty Safeguard;
- Secure estate

How have you changed your initiative as a result?

The overall plan and subsequent options have been amended to include feedback from the Citizen Panel, e.g. we have changed the terminology from people with a disability to disabled people following feedback.

There will also be a written response to the Citizen Panel to outline how their feedback has impacted on the final version of the plan.

Perhaps more importantly, given that co-production was a key theme discussed at the Regional Citizen Panel it has been suggested that the Panel work with Western Bay to create a plan on the page version together.

The Area Plan now only includes 5 key priorities as follows:

- Older People
- Children and Young People
- Carers who need support
- Mental Health
- Learning Disability and Autism

And the other 5 themes are included in the section which references the work ongoing and addressed by Local Authorities and the Health Board or partners as part of their core business on a local basis or through existing partnerships between organisations across the region.

Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.):

Further opportunities around the co-production of a plan on the page version will now be explored with the Citizens Panel.

Please consider all of your engagement activities here, e.g. participation, consultation, involvement, co-productive approaches, etc.

Section 5 – Other impacts:

Please consider how the initiative might address the following issues - see the specific Section 5 Guidance

Foster good relations between different groups	Advance equality of opportunity between different groups
Elimination of discrimination, harassment and victimisation	Reduction of social exclusion and poverty

Please explain any possible impact on each of the above.

The Area Plan is a requirement of the Social Services and Wellbeing (Wales) Act 2014 and recognises the pivotal role of early intervention and prevention in delivering a sustainable health and social care system. In addition, there is compelling national and international evidence that early intervention, if implemented properly, can work to improve outcomes and deliver cost benefits. Western Bay partners have therefore agreed and adopted a number of principles in relation to prevention and wellbeing services and agreed to identify where the principles can be embedded, within service planning and commissioning. This demonstrates the commitment of the three local authorities and the Health Board to plan for a more joined up commissioning process and service delivery model. This will improve the benefits for the service user and enable organisations to focus on clear priorities, with a view to a long term plan for prevention services which includes a commitment to an incremental funding shift.

The principles in relation to prevention and wellbeing services included:

- Services will be sustainable
- Services will be equitable and address issues of inequality
- Services will be coproduced with the people who will or may use them
- Services will be citizen centred and outcome focused
- Services will be developed over a 5-10 year timeframe
- Services will be delivered by a range of organisations including social enterprise, cooperatives, user led and Third Sector
- Services will be delivered in partnership
- Services will make use of technological developments as a means of reducing demand
- Services will adopt a common evaluation framework
- Services will strengthen communities and give local people and communities more control
- Every commissioning decision will consider the importance of prevention and early action and allocate resources accordingly

What work have you already done to improve any of the above?

As this is the first regional area plan for Western bay, no previous work has gone into improving this at a regional basis. Having said that, there are many local initiatives that are already tackling these issues. It is expected that through the annual review of the action plan, further initiatives will be explored and expanded in future.

Is the initiative likely to impact on Community Cohesion? Please provide details.

Local Area Co-ordination (LAC) in Neath Port Talbot and Swansea and Local Community Co-ordination (LCC) in Bridgend is expected to have a positive impact on community cohesion.

LAC/LCC are long-term, preventative approaches to supporting people (both adults and children) who may be isolated, excluded or who face challenges due to their age, physical health or mental health. The evidence base is well documented, and shows that LAC and LCC empower people to achieve their personal well-being goals by recognising that individuals with care and/or support needs can often be supported in place by accessing the strengths within themselves, their families and communities.

In Western Bay, Neath Port Talbot County Borough Council and Swansea Council subscribe to the 'Inclusive Neighbourhoods' model of Local Area Coordination. Bridgend County Borough Council's approach is being progressed as Local Community Co-ordination.

How does the initiative support Welsh speakers and encourage use of Welsh?

Welsh language services are organised and delivered locally and the area plan pulls together local arrangements as shown below.

Bridgend County Borough Council

The Council's five year Welsh language strategy, published in September 2016, sets out the Council's intention to promote the language in the workplace and help improve the Welsh language skills of staff. Additionally, it aims to promote and facilitate the use of Welsh language to the public.

In relation to services, Active Offer features at the assessment stage, where all those being assessed receive Active Offer as a part of the assessment process, and should it be required, Care Co-ordinators and other staff engage with Welsh speaking professionals who are able to continue to engage through the medium of Welsh. Active Offer is also undertaken at reviews and as and when required if engaging with the general public.

Neath Port Talbot County Borough Council

Services will seek to match suitable members of Welsh speaking staff with a person/persons who would wish to discuss their well-being through the medium of Welsh.

Swansea Council

Swansea Council and Social Services recognises the importance of meeting the individuals' Welsh language needs, and we are committed to offering, providing and developing Welsh language services. During the year, the Directorate has been working towards increasing capacity to deliver a bilingual service, as there is a current lack of capacity in the teams, reflected in the small number of fluent Welsh speakers.

Service plans and commissioning plans are tackling the challenges linked to increased citizen expectations, higher demand and less resource. Work is still in progress both regionally, locally and within partnerships. These are informed by co-production with citizens, and any public facing events will be held with an 'active offer' in place. All such strategic plans are screened for Equalities via an Impact Assessment, and contract specifications are reviewed regularly with providers and monitored routinely against a range of quality standards including Welsh Language standards. Provider forums, held with residential and domiciliary care sectors, have helped to raise awareness of the Active Offer.

ABMU Health Board

ABMU is fully committed to providing a bilingual service and want to improve the quality of the treatment, care and services people receive ensuring that they are treated with dignity and respect and that we offer Welsh language services to people without them having to ask for them and follow the guidance in the Welsh Government's Strategic Framework "More than just words" and The Active Offer.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

N/A

Section 6 - United Nations Convention on the Rights of the Child (UNCRC):

Many initiatives have an indirect impact on children and you need to consider whether the impact is positive or negative in relation to both children's rights and their best interests. Please read the UNCRC guidance before completing this section.

Will the initiative have any impact (direct or indirect) on children and young people (think about this age group holistically e.g. disabled children, those living in poverty or from BME communities)? If not, please briefly explain your answer here and proceed to Section 7.

All initiatives must be designed / planned in the best interests of children and young people.

Best interests of the child (Article 3): The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers.

Please explain how you meet this requirement:

There is a specific chapter within the area plan that addresses the needs of Children and Young People in general. Other protected characteristics are picked up within other chapters of the area plan e.g. disability, young carers etc.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

Section 7 - Monitoring arrangements:

Please explain the monitoring arrangements for this initiative:

Monitoring arrangements:

We will monitor and evaluate progress against this plan through the annual Regional Partnership Board report. The annual RPB report will be published on the Western Bay Website: <https://www.westernbay.org.uk/>

Progress for the regional priorities in the action plan will be monitored on a regular basis with any issues escalated through the Western Bay governance and up to the Regional Partnership Board, if appropriate.

The priorities being progressed by other Partnerships will be reported via other mechanisms, such as the Public Service Board, or by organisational planning mechanisms, such as the local authority Corporate/Improvement Plans and ABMU

Health Board's Integrated Medium Term Plan.

Actions:

The area plan will be reviewed on an annual basis.
--

Section 8 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to the guidance for further information on this section).

Outcome 1: Continue the initiative – no concern

Outcome 2: Adjust the initiative – low level of concern

Outcome 3: Justify the initiative – moderate level of concern

Outcome 4: Stop and refer the initiative – high level of concern.

For outcome 3, please provide the justification below:

For outcome 4, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

Section 9 - Publication arrangements:

On completion, please follow this 3-step procedure:

1. Send this EIA report and action plan to the Access to Services Team for feedback and approval – acesstoservices@swansea.gov.uk
2. Make any necessary amendments/additions.
3. Provide the final version of this report to the team for publication, including email approval of the EIA from your Head of Service. The EIA will be published on the Council's website - this is a legal requirement.

EIA Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
Co-produce a citizen friendly plan on a page that captures the key parts of the area plan. This will be co-produced with the citizen panel and any other interested groups	Western Bay Programme Office, Regional citizens panel and officers will lead on this work	October 2018	A one page plan will have been co-produced with the regional citizens panel	
The population assessment will be reviewed to ensure the care and support needs of a wide range of protected characteristics is captured and feeds into future area planning.	Western Bay Programme Office	March 2019	The revised population assessment will consider the needs of a wider range of protected characteristics	
Explore further the opportunities available to engage with citizens across the priorities within the plan including additional opportunities for co-production	Western Bay Programme Office, Regional citizens panel and other local engagement groups	March 2019	Future co-production activities will be planned	
Review and explore building the representation of a cross-spread of people on the citizens panel	Western Bay Programme Office, Regional citizens panel, other local engagement groups, CVSS	March 2019	Cross-spread of people on the citizens panel is evident	

*** Please remember to be 'SMART' when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely).**

DRAFT