

Appendix 2

Caerphilly County Borough Council - Integrated Impact Assessment

This integrated impact assessment (IIA) has been designed to help support the Council in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010
- Statutory Consultation v Doctrine of Legitimate Expectation and Gunning Principles
- Well-being of Future Generations (Wales) Act 2015
- Welsh Language (Wales) Measure 2011

PLEASE NOTE: Section 3 *Socio-economic Duty* only needs to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. See page 6 of the Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance.

PLEASE NOTE: Overwrite any grey text, it is there to guide you. Make sure the font colour is converted to black for accessibility reasons.

1. Proposal Details

Lead Officer	Head of Service	Service Area & Department	Date
Ben Winstanley	Ben Winstanley	Land and Property	17/09/2024

What is the proposal to be assessed? *Provide brief details of the proposal and provide a link to any relevant report or documents.*

The proposal to be assessed in the Caerphilly Asset Management Strategy 2025 - 2030 includes several key components:

1. **Smaller, Greener, and Smarter Estate:** The strategy aims to reduce the size of the estate, invest in smart and digitally capable assets, and achieve net-zero carbon emissions by 2030.
2. **Service Innovation and Excellence:** Ensuring properties support core services and enable innovation, while maintaining a safe, compliant, and professionally managed estate.
3. **Creating Value:** Maximizing community value, commercial return, renewable energy, and carbon sequestration through various initiatives like Community Asset Transfer and commercial property reviews.
4. **Safe and Professional Estate Management**
5. **Forward Action Plan:** Developing a Corporate Landlord model, promoting Community Asset Transfer, rationalizing assets, and identifying commercial opportunities to support the council's objectives and financial stability.

These proposals are designed to optimize asset utilization, enhance service delivery, and promote sustainability within the community

2. Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

(The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups). Please note that an individual may have more than one protected characteristic.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Age (people of all ages)	<p>Positive Impacts:</p> <p>Community Centres and Libraries: The strategy includes maintaining and improving community centres and libraries, which provide valuable resources and social spaces for both younger and older residents. These facilities support educational and recreational activities, promoting intergenerational engagement and lifelong learning.</p> <p>Early Years and Youth Services: By focusing on early years and youth services, the strategy aims to ensure that children and young people have access to the support and facilities they need for a good start in life and to develop their potential.</p> <p>Adult Services (Education): The strategy supports adult education, helping older adults to improve their skills, which can</p>	<p>Mitigation Measures:</p> <ul style="list-style-type: none"> • Community Engagement: Ensuring that the community, including representatives of different age groups, is involved in the planning and decision-making process can help mitigate negative impacts. • Accessibility Improvements: Investing in smart and digitally capable assets can improve accessibility for all age groups, ensuring that facilities are user-friendly and meet the needs of older adults and young people alike. 	

	<p>enhance their employability and personal growth.</p> <p>Neutral Impacts:</p> <p>General Asset Management: The overall approach to optimizing asset utilization and improving service delivery is designed to be inclusive and benefit all age groups without specific bias towards any particular age group.</p> <p>Negative Impacts:</p> <p>Asset Rationalisation: The consolidation and rationalisation of assets might lead to the closure or repurposing of some facilities. This could negatively impact older adults who rely on local services and facilities for social interaction and support, especially if alternative provisions are not easily accessible.</p> <p>Overall, the strategy aims to create a balanced and inclusive approach to asset management that considers the needs of all age groups.</p>		
<p>Disability (<i>people with disabilities/ long term conditions</i>)</p>	<p>Positive Impacts</p> <ol style="list-style-type: none"> 1. Accessibility Improvements: <ul style="list-style-type: none"> ○ Smart and Digitally Capable Assets: Investing in smart and digitally 	<p>Mitigation Measures</p> <ul style="list-style-type: none"> • Inclusive Design: Ensuring that all new and refurbished facilities adhere to inclusive 	<p>Inclusive Design</p> <ul style="list-style-type: none"> • Smart and Digitally Capable Assets: The strategy emphasizes investing in smart and digitally capable assets to

	<p>capable assets can enhance accessibility, making facilities more user-friendly for people with disabilities.</p> <ul style="list-style-type: none"> ○ Agile Working and Flexible Workspaces: The development of flexible workspaces and the adoption of agile working arrangements can improve accessibility for staff and visitors with disabilities, ensuring that facilities meet diverse needs. <p>2. Community Engagement:</p> <ul style="list-style-type: none"> ○ Community Asset Transfer (CAT): By involving community organizations in managing assets, the strategy ensures that local needs, including those of people with disabilities, are considered and addressed. <p>Neutral Impacts</p> <p>1. General Infrastructure Improvements:</p> <ul style="list-style-type: none"> ○ While the strategy aims to enhance infrastructure quality and accessibility, 	<p>design principles to accommodate people with disabilities.</p> <ul style="list-style-type: none"> • Community Consultation: Engaging with disability advocacy groups during the planning and implementation phases to ensure their needs are met. • Accessibility Audits: Regularly conducting accessibility audits of facilities to identify and address any barriers. 	<p>enhance accessibility and usability. This includes making facilities more accessible and user-friendly for all age groups, including people with disabilities. The success of these investments is evidenced by the positive feedback from users and the improved accessibility of facilities.</p> <ul style="list-style-type: none"> • Agile Working and Flexible Workspaces: The implementation of agile working policies and the development of flexible workspaces have been well-received by staff and visitors, demonstrating enhanced accessibility. The strategy mentions the successful reduction of the corporate office footprint and the creation of more flexible workspaces, which have improved accessibility for people with disabilities. <p>Community Consultation</p> <ul style="list-style-type: none"> • Community Asset Transfer (CAT): The strategy supports community involvement
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	<p>the overall impact on people with disabilities will depend on the specific implementation of these improvements.</p> <p>Potential Negative Impacts</p> <ol style="list-style-type: none"> 1. Asset Rationalisation: <ul style="list-style-type: none"> ○ Reduction in Estate Size: The strategy includes reducing the size of the estate, which could potentially limit the availability of accessible facilities if not managed carefully. ○ Service Consolidation: Consolidating services into fewer locations might make it harder for some individuals with disabilities to access these services if transportation or mobility support is not adequately provided 		<p>through the CAT policy, which allows community organizations to manage or own assets. This approach ensures that local needs, including those of people with disabilities, are considered and addressed. The success of this policy is evidenced by the council's ongoing support and the proactive identification of opportunities for community management.</p> <ul style="list-style-type: none"> • Voluntary Sector Liaison Committee: This committee has facilitated successful partnerships between the council and third-sector organizations, ensuring that community needs are met and that the voluntary sector plays a crucial role in achieving well-being goals. This collaboration has helped address the needs of people with disabilities effectively. <p>Accessibility Audits</p> <ul style="list-style-type: none"> • Regular Reviews and Audits: The strategy outlines the importance of regular reviews and audits, such as
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			<p>accessibility audits and service reviews, to ensure that the measures are working as intended and to identify areas for improvement. This ongoing evaluation process helps to maintain the effectiveness of the mitigation measures. The strategy includes specific performance indicators to measure the success of these initiatives, such as the number of Community Asset Transfers undertaken, commercial estate income, vacancy rates for commercial estate, installed capacity of renewable energy, and carbon sequestration capacity.</p> <p>Evidence of Effectiveness</p> <ul style="list-style-type: none">• Performance Indicators: The strategy includes specific performance indicators to measure the success of these initiatives, such as the number of Community Asset Transfers undertaken, commercial estate income, vacancy rates for commercial estate, installed capacity of renewable energy, and carbon
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			<p>sequestration capacity. These metrics provide tangible evidence of the effectiveness of the mitigation measures.</p> <ul style="list-style-type: none"> • Positive Feedback and Case Studies: The strategy mentions positive feedback from users of the “Y-Galon” agile space and other flexible workspaces, demonstrating the success of these initiatives in improving accessibility for people with disabilities. <p>By incorporating these measures and regularly assessing their impact, the strategy demonstrates a commitment to creating a sustainable, efficient, and community-focused asset management approach that effectively addresses the needs of people with disabilities and long-term conditions.</p>
<p>Gender Reassignment <i>(anybody who’s gender identity or gender expression is different to the sex they were assigned at birth)</i></p>	<p>The Strategy does not directly impact individuals undergoing gender reassignment, services will consider the impact when conducting reviews.</p>	<p>N/A</p>	<p>N/A</p>

<p>Marriage or Civil Partnership (<i>people who are married or in a civil partnership</i>)</p>	<p>Inclusive Design and Accessibility:</p> <p>Agile Working and Flexible Workspaces: The development of flexible workspaces and agile working arrangements can benefit couples by providing more adaptable and supportive work environments. This can help couples balance work and personal life more effectively.</p>		
<p><u>Protected Characteristics</u></p>	<p>Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?</p>	<p>If there are negative impacts how will these be mitigated?</p>	<p>What evidence has been used to support this view?</p>
<p>Pregnancy and Maternity (<i>women who are pregnant and/or on maternity leave</i>)</p>	<p>The Caerphilly Asset Management Strategy 2025 - 2030 does not explicitly address impacts on pregnancy and maternity. However, we can infer potential impacts based on the general principles and objectives outlined in the strategy:</p> <p>Positive Impacts</p> <p>1 - Inclusive Design and Accessibility:</p> <p>Smart and Digitally Capable Assets: Investing in smart and digitally capable assets can enhance accessibility and usability for all individuals, including</p>	<p>Mitigation Measures</p> <ul style="list-style-type: none"> • Inclusive Design: Ensuring that all new and refurbished facilities adhere to inclusive design principles to accommodate the needs of pregnant women and new mothers. • Community Consultation: Engaging with groups representing pregnant women and new mothers during the planning and implementation phases to 	<p>Smart and Digitally Capable Assets:</p> <p>The strategy emphasizes investing in smart and digitally capable assets to enhance accessibility and usability for all individuals. This includes features that can benefit pregnant women and new mothers, such as better lighting, comfortable seating, and accessible facilities. The strategy mentions the importance of making assets “easy to use” through technology and digital solutions.</p>

	<p>pregnant women and new mothers. This can include features like better lighting, comfortable seating, and accessible facilities.</p> <p>Agile Working and Flexible Workspaces: The development of flexible workspaces and agile working arrangements can provide more supportive environments for pregnant women and new mothers. These spaces can be designed to be more comfortable and adaptable to their needs, such as providing private areas for breastfeeding or resting.</p> <p>Community Engagement:</p> <p>Community Asset Transfer (CAT): By involving community organizations in managing assets, the strategy ensures that local needs, including those of pregnant women and new mothers, are considered and addressed. This can foster a sense of community support and provide resources tailored to their needs.</p> <p>Neutral Impacts</p>	<p>ensure their needs are met.</p> <ul style="list-style-type: none"> • Accessibility Audits: Regularly conducting accessibility audits of facilities to identify and address any barriers related to pregnancy and maternity. 	<p>Agile Working and Flexible Workspaces:</p> <p>The implementation of agile working policies and the development of flexible workspaces have been well-received by staff and visitors, demonstrating enhanced accessibility. The strategy highlights the successful reduction of the corporate office footprint and the creation of more flexible workspaces, which can provide supportive environments for pregnant women and new mothers.</p>
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	<p>General Infrastructure Improvements:</p> <p>The strategy aims to enhance the quality and accessibility of infrastructure, such as roads, public buildings, and recreational facilities. While these improvements are generally positive, the specific impact on pregnant women and new mothers will depend on the detailed implementation of these enhancements.</p> <p>Potential Negative Impacts Asset Rationalisation:</p> <p>Reduction in Estate Size: The strategy includes reducing the size of the estate, which could potentially limit the availability of facilities that are specifically supportive of pregnant women and new mothers if not managed carefully.</p> <p>Service Consolidation: Consolidating services into fewer locations might make it harder for some individuals to access these services if transportation or mobility support is not adequately</p>		
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	<p>provided. This could be particularly challenging for pregnant women and new mothers who may require specific healthcare or support services.</p>		
<p>Race (<i>people from black, Asian and minority ethnic communities and different racial backgrounds</i>)</p>	<p>The Caerphilly Asset Management Strategy 2025 - 2030 does not explicitly address impacts on race or people from black, Asian, and minority ethnic (BAME) communities.</p>	<p>If there are negative impacts identified in the proposal, they will be mitigated through comprehensive service reviews and active community consultation. Service reviews will ensure that all services are evaluated regularly to identify and address any potential issues. Community consultation will involve engaging with diverse groups to understand their needs and concerns, ensuring that the voices of all community members are heard and considered. This approach will help to create inclusive, accessible, and supportive environments for everyone</p>	

<p>Religion or Belief <i>(people with different religions and beliefs including people with no beliefs)</i></p>	<p>The Caerphilly Asset Management Strategy 2025 - 2030 does not explicitly address impacts on religion or belief.</p>	<p>If there are negative impacts identified in the proposal, they will be mitigated through comprehensive service reviews and active community consultation. Service reviews will ensure that all services are evaluated regularly to identify and address any potential issues. Community consultation will involve engaging with diverse groups to understand their needs and concerns, ensuring that the voices of all community members are heard and considered. This approach will help to create inclusive, accessible, and supportive environments for everyone</p>	
<p>Sex <i>(women and men, girls and boys and those who self-identify their gender)</i></p>	<p>Overall, while the strategy does not explicitly address sex or gender, its emphasis on inclusive design, community engagement, and accessibility improvements can have positive impacts if implemented with consideration for the needs of individuals of all genders.</p>	<p>Inclusive Design: Ensuring that all new and refurbished facilities adhere to inclusive design principles to accommodate the needs of individuals of all genders.</p> <p>Community Consultation: Engaging with gender advocacy</p>	

	<p>Positive Impacts</p> <p>Inclusive Design and Accessibility:</p> <p>Smart and Digitally Capable Assets: Investing in smart and digitally capable assets can enhance accessibility and usability for all individuals, including women, men, and those who self-identify their gender. Improved facilities can provide a more inclusive environment that respects and accommodates diverse gender needs.</p> <p>Agile Working and Flexible Workspaces: The development of flexible workspaces and agile working arrangements can benefit individuals of all genders by providing more adaptable and supportive work environments. These spaces can be designed to be more comfortable and inclusive for everyone.</p> <p>Community Engagement:</p> <p>Community Asset Transfer (CAT): By involving community organizations in managing assets, the strategy ensures that local needs, including those of</p>	<p>groups during the planning and implementation phases to ensure their needs are met.</p> <p>Accessibility Audits: Regularly conducting accessibility audits of facilities to identify and address any barriers related to gender.</p>	
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	<p>different genders, are considered and addressed. This can foster a sense of community support and provide resources tailored to their needs.</p> <p>Neutral Impacts</p> <p>General Infrastructure Improvements:</p> <p>The strategy aims to enhance the quality and accessibility of infrastructure, such as roads, public buildings, and recreational facilities. While these improvements are generally positive, the specific impact on individuals of different genders will depend on the detailed implementation of these enhancements.</p> <p>Potential Negative Impacts</p> <p>Asset Rationalisation:</p> <p>Reduction in Estate Size: The strategy includes reducing the size of the estate, which could potentially limit the availability of facilities that are supportive of diverse gender needs if not managed carefully.</p>		
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	<p>Service Consolidation: Consolidating services into fewer locations might make it harder for some individuals to access these services if transportation or mobility support is not adequately provided. This could be particularly challenging for individuals who may require specific facilities or support</p>		
<p>Sexual Orientation <i>(lesbian, gay, bisexual, heterosexual, other)</i></p>	<p>The Caerphilly Asset Management Strategy 2025 - 2030 does not explicitly address impacts on sexual orientation. However, we can infer potential impacts based on the general principles and objectives outlined in the strategy:</p> <p>Positive Impacts</p> <p>Inclusive Design and Accessibility:</p> <p>Smart and Digitally Capable Assets: Investing in smart and digitally capable assets can enhance accessibility and usability for all individuals, including those of different sexual orientations. Improved facilities can provide a more inclusive environment that respects and accommodates diverse needs.</p>		

	<p>Agile Working and Flexible Workspaces: The development of flexible workspaces and agile working arrangements can benefit individuals of all sexual orientations by providing more adaptable and supportive work environments. These spaces can be designed to be more comfortable and inclusive for everyone.</p> <p>Community Engagement:</p> <p>Community Asset Transfer (CAT): By involving community organizations in managing assets, the strategy ensures that local needs, including those of different sexual orientations, are considered and addressed. This can foster a sense of community support and provide resources tailored to their needs.</p> <p>Voluntary Sector Liaison Committee: This platform facilitates dialogue and partnership between the council and third-sector organizations, ensuring that the voluntary sector, including organizations representing various</p>		
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	<p>sexual orientations, is integral to achieving community well-being goals.</p> <p>Neutral Impacts</p> <p>General Infrastructure Improvements: The strategy aims to enhance the quality and accessibility of infrastructure, such as roads, public buildings, and recreational facilities. While these improvements are generally positive, the specific impact on individuals of different sexual orientations will depend on the detailed implementation of these enhancements.</p> <p>Potential Negative Impacts</p> <p>Asset Rationalisation:</p> <p>Reduction in Estate Size: The strategy includes reducing the size of the estate, which could potentially limit the availability of facilities that are supportive of diverse sexual orientations if not managed carefully.</p> <p>Service Consolidation: Consolidating services into fewer locations might</p>		
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	<p>make it harder for some individuals to access these services if transportation or mobility support is not adequately provided. This could be particularly challenging for individuals who may require specific facilities or support.</p>		
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3. Socio-economic Duty (Strategic Decisions Only)

(The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services)

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- *Single parents and vulnerable families*
- *People with low literacy/numeracy*
- *Pensioners*
- *Looked after children*
- *Homeless people*
- *Carers*
- *Armed Forces Community*
- *Students*
- *Single adult households*
- *People misusing substances*
- *People who have experienced the asylum system*
- *People of all ages leaving a care setting*
- *People living in the most deprived areas in Wales (WIMD)*
- *People involved in the criminal justice system*

<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Low Income / Income Poverty <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i>	No	N/A	N/A
Low and/or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i>	No	N/A	N/A

<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Material Deprivation (<i>unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.</i>)	No	N/A	N/A
Area Deprivation (<i>where you live (rural areas), where you work (accessibility of public transport) Impact on the environment?</i>)	No	N/A	N/A
Socio-economic Background (<i>social class i.e. parents education, employment and income</i>)	No	N/A	N/A
Socio-economic Disadvantage (<i>What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged</i>)	No	N/A	N/A

4. Corporate Plan – Council’s Well-being Objectives

(How does your proposal deliver against any/all of the Council’s Well-being Objectives? Which in turn support the national well-being goals for Wales as outlined in the Well-being of Future Generations (Wales) Act 2015. Are there any impacts (positive, negative or neutral? If there are negative impacts how have these been mitigated?) [Corporate Plan](#)

<p>Objective 1 - Enabling our Children to Succeed in Education</p>	<p>Investment in Smart and Digitally Capable Assets: The strategy emphasizes investing in smart and digitally capable assets, which can enhance the learning environment in schools and educational facilities. This includes better access to technology and digital resources, which are crucial for modern education.</p> <p>Energy Efficiency and Sustainability: By focusing on energy efficiency and sustainability, the strategy ensures that educational facilities are not only environmentally friendly but also cost-effective. This can lead to better allocation of resources towards educational programs and activities.</p>
<p>Objective 2 - Enabling our Residents to Thrive</p>	<p>Investment in Smart and Digitally Capable Assets: The strategy emphasizes investing in smart and digitally capable assets, which can enhance the quality and accessibility of public buildings and recreational facilities. This ensures that residents have access to modern, efficient, and user-friendly environments that support their well-being.</p> <p>Energy Efficiency and Sustainability: By focusing on energy efficiency and sustainability, the strategy ensures that public facilities are environmentally friendly and cost-effective. This can lead to better allocation of resources towards community services and activities that benefit residents</p>
<p>Objective 3 - Enabling our Communities to Thrive</p>	<p>Enhanced Community Engagement:</p> <p>Community Asset Transfer (CAT): By involving community organizations in managing assets, the strategy ensures that local needs are considered and</p>

Objective 1 - Enabling our Children to Succeed in Education

Investment in Smart and Digitally Capable Assets: The strategy emphasizes investing in smart and digitally capable assets, which can enhance the learning environment in schools and educational facilities. This includes better access to technology and digital resources, which are crucial for modern education.

Energy Efficiency and Sustainability: By focusing on energy efficiency and sustainability, the strategy ensures that educational facilities are not only environmentally friendly but also cost-effective. This can lead to better allocation of resources towards educational programs and activities.

addressed. This fosters a sense of ownership and responsibility within the community, empowering residents to take an active role in managing and maintaining community assets.

Voluntary Sector Liaison Committee: This platform facilitates dialogue and partnership between the council and third-sector organizations, ensuring that the voluntary sector is integral to achieving community well-being goals.

Improved Infrastructure and Accessibility:

Investment in Smart and Digitally Capable Assets: The strategy emphasizes investing in smart and digitally capable assets, which can enhance the quality and accessibility of public buildings and recreational facilities. This ensures that communities have access to modern, efficient, and user-friendly environments that support their well-being.

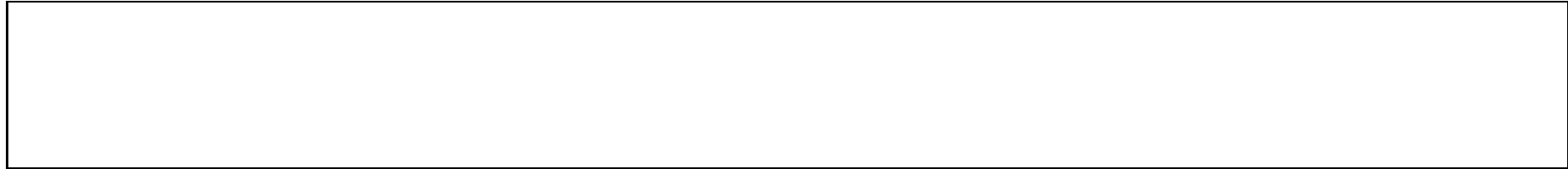
Energy Efficiency and Sustainability: By focusing on energy efficiency and sustainability, the strategy ensures that public facilities are environmentally friendly and cost-effective. This can lead to better allocation of resources towards community services and activities that benefit residents.

<p>Objective 1 - Enabling our Children to Succeed in Education</p>	<p>Investment in Smart and Digitally Capable Assets: The strategy emphasizes investing in smart and digitally capable assets, which can enhance the learning environment in schools and educational facilities. This includes better access to technology and digital resources, which are crucial for modern education.</p> <p>Energy Efficiency and Sustainability: By focusing on energy efficiency and sustainability, the strategy ensures that educational facilities are not only environmentally friendly but also cost-effective. This can lead to better allocation of resources towards educational programs and activities.</p>
	<p>Support for Vulnerable Groups:</p> <p>Inclusive Design and Accessibility: The strategy's emphasis on inclusive design ensures that public facilities are accessible to all residents, including those with disabilities or from disadvantaged backgrounds. This promotes equal opportunities for all community members to thrive.</p> <p>Agile Working and Flexible Workspaces: The development of flexible workspaces can help residents balance work and personal responsibilities more effectively, providing supportive environments that accommodate diverse needs.</p>
<p>Objective 4 - Enabling our Economy to Grow</p>	<p>Economic Development:</p> <p>Leveraging Assets for Economic Growth: The strategy aims to support economic growth by creating new business opportunities and generating employment. This includes identifying and developing commercial opportunities within the council's property portfolio, which can stimulate local economies and attract investment.</p> <p>Release of Land for Development: By identifying opportunities within the estate for rationalisation and acquiring land for development, the strategy</p>

<p>Objective 1 - Enabling our Children to Succeed in Education</p>	<p>Investment in Smart and Digitally Capable Assets: The strategy emphasizes investing in smart and digitally capable assets, which can enhance the learning environment in schools and educational facilities. This includes better access to technology and digital resources, which are crucial for modern education.</p> <p>Energy Efficiency and Sustainability: By focusing on energy efficiency and sustainability, the strategy ensures that educational facilities are not only environmentally friendly but also cost-effective. This can lead to better allocation of resources towards educational programs and activities.</p>
	<p>supports the creation of new commercial and residential projects. This can lead to increased economic activity and job creation.</p> <p>Community Asset Transfer (CAT): Empowering Local Communities: Involving community organizations in managing assets ensures that local needs are considered and addressed. This can lead to more community-driven economic initiatives and support for local businesses, fostering a sense of ownership and responsibility among residents.</p> <p>Improved Infrastructure: Investment in Smart and Digitally Capable Assets: The strategy emphasizes investing in smart and digitally capable assets, which can enhance the quality and accessibility of public buildings and infrastructure. This supports businesses by providing modern, efficient, and user-friendly environments that facilitate economic activities.</p> <p>Energy Efficiency and Sustainability: By focusing on energy efficiency and sustainability, the strategy ensures that public facilities are environmentally friendly and cost-effective. This can lead to better allocation of resources towards economic development initiatives.</p>




<p>Objective 1 - Enabling our Children to Succeed in Education</p>	<p>Investment in Smart and Digitally Capable Assets: The strategy emphasizes investing in smart and digitally capable assets, which can enhance the learning environment in schools and educational facilities. This includes better access to technology and digital resources, which are crucial for modern education.</p> <p>Energy Efficiency and Sustainability: By focusing on energy efficiency and sustainability, the strategy ensures that educational facilities are not only environmentally friendly but also cost-effective. This can lead to better allocation of resources towards educational programs and activities.</p>
	<p>Support for Local Businesses:</p> <p>Commercial Property Review: Conducting a review of the council’s commercial property portfolio to identify opportunities for growth and diversification can help support local businesses. This includes ensuring that the local property market aligns with broader economic goals and planning policies</p>
<p>Objective 5 - Enabling our Environment to be Greener</p>	<p>The Caerphilly Asset Management Strategy 2025 - 2030 supports Objective 5 - Enabling our Environment to be Greener by focusing on sustainability and environmental stewardship. The strategy emphasizes reducing the carbon footprint through energy efficiency, investing in renewable energy, and enhancing biodiversity. Initiatives include the Decarbonisation Strategy, which aims for net-zero carbon emissions by 2030, and the promotion of green infrastructure and smart, digitally capable assets.</p>



4a. Links to any other relevant Council Policy
(How does your proposal deliver against any other relevant Council Policy?)



5. Well-being of Future Generations (Wales) Act 2015 – The Five Ways of Working (ICLIP)

(Also known as the sustainable development principles. The Act requires the Council to consider how any proposal improves the economic, social, environmental and cultural well-being of Wales using the five ways of working as a baseline)

Ways of Working	How have you used the Sustainable Development Principles in forming the proposal?
<p>Long Term</p> 	<p>Decarbonisation Strategy: Aims for net-zero carbon emissions by 2030, focusing on long-term sustainability and environmental stewardship.</p> <p>Investment in Smart and Digitally Capable Assets: Ensures that public facilities are future-proofed, energy-efficient, and capable of meeting long-term community needs.</p>
<p>Prevention</p> 	<p>Energy Efficiency and Sustainability: Reduces the carbon footprint and operational costs, preventing environmental degradation and financial strain.</p> <p>Inclusive Design and Accessibility: Ensures that facilities are accessible to all, preventing social exclusion and promoting equal opportunities</p>
<p>Integration</p> 	<p>Alignment with Corporate Plan and Well-being Objectives: Ensures that the strategy supports the council’s broader goals, including economic growth, community well-being, and environmental sustainability.</p> <p>Holistic Approach: Integrates economic, social, environmental, and cultural considerations into asset management decisions.</p>

<p>Collaboration</p> 	<p>Voluntary Sector Liaison Committee: Facilitates partnerships between the council and third-sector organizations, ensuring collaborative efforts to achieve community well-being goals.</p> <p>Public Sector Collaboration: Works with the NHS, Police, Fire service, and voluntary sector to enhance community well-being and deliver integrated services.</p>
<p>Involvement</p> 	<p>Community Asset Transfer (CAT): Engages community organizations in managing assets, ensuring local needs are considered and fostering a sense of ownership and responsibility.</p> <p>Community Consultation: Actively involves residents and stakeholders in the planning and implementation phases to ensure their needs and perspectives are integrated.</p>

6. Well-being of Future Generations (Wales) Act 2015

<u>Well-being Goals</u>	Does the proposal maximise our contribution to the Well-being Goal and how?
<p>A Prosperous Wales <i>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work</i></p>	<p>Efficient use of resources, skilled, educated people generates wealth and provides jobs</p> <p>Economic Development: The strategy supports economic growth by creating new business opportunities, generating employment, and leveraging assets for commercial development.</p> <p>Energy Efficiency and Sustainability: Investing in energy-efficient and renewable energy projects reduces operational costs and promotes sustainable economic practices.</p>
<p>A Resilient Wales <i>A nation which maintains and enhances a biodiverse natural environment healthy functioning ecosystems that support social,</i></p>	<p>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change). Have you considered the environmental impact your proposal will have and have you completed an Environmental Impact Assessment or Strategic Environmental Assessment if required?</p>

<p><i>economic and ecological resilience and the capacity to adapt to change (for climate change)</i></p>	<p>Decarbonisation Strategy: Aims for net-zero carbon emissions by 2030, enhancing environmental resilience.</p> <p>Biodiversity Initiatives: Promotes biodiversity through tree planting and sustainable land management practices</p>
<p>A Healthier Wales <i>A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood</i></p>	<p>People’s physical and mental well-being is maximised and health impacts are understood</p> <p>Improved Infrastructure and Accessibility: Enhances the quality and accessibility of public buildings and recreational facilities, supporting physical and mental well-being.</p> <p>Inclusive Design: Ensures that facilities are accessible to all, promoting social inclusion and well-being.</p>
<p><u>Well-being Goals</u></p>	<p>Does the proposal maximise our contribution to the Well-being Goal and how?</p>
<p>A More Equal Wales <i>A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances)</i></p>	<p>People can fulfil their potential no matter what their background or circumstances. This includes the protected characteristics listed in Q2 above. Also consider the cumulative impacts.</p> <p>Community Asset Transfer (CAT): Engages community organizations in managing assets, ensuring local needs are considered and fostering a sense of ownership and responsibility.</p> <p>Support for Vulnerable Groups: Emphasizes inclusive design and accessibility, ensuring that public facilities are accessible to all residents, including those with disabilities or from disadvantaged backgrounds</p>
<p>A Wales of Cohesive Communities <i>Attractive, viable, safe and well-connected communities</i></p>	<p>Communities are attractive, viable, safe and well connected.</p>

	<p>Community Engagement: Involves residents and stakeholders in the planning and implementation phases, fostering a sense of community and collaboration.</p> <p>Voluntary Sector Liaison Committee: Facilitates partnerships between the council and third-sector organizations, ensuring collaborative efforts to achieve community well-being goals</p>
<p>A Wales of Vibrant Culture and Thriving Welsh Language <i>A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation</i></p>	<p>Culture, heritage and the Welsh language are promoted and protected. People are encouraged to participate in sport, art and recreation.</p> <p>Community Hubs: Establishes community hubs that bring services closer to communities, supporting cultural and social activities.</p>
<p>A Globally Responsible Wales <i>A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being</i></p>	<p>Taking account of impact on global well-being when considering local social, economic and environmental well-being. Have you considered the environmental impact your proposal will have and have you completed an Environmental Impact Assessment or Strategic Environmental Assessment if required?</p> <p>Sustainable Practices: Promotes sustainable asset management and procurement practices, contributing to global sustainability efforts.</p> <p>Public Sector Collaboration: Works with various public sector organizations to enhance community well-being and deliver integrated services</p>

7. Welsh Language (Wales) Measure 2011 and Welsh Language Standards

(The Welsh Language Measure 2011 and the Welsh Language Standards require the Council to have ‘due regard’ for the positive or negative impact a proposal may have on opportunities to use the Welsh language and ensuring the Welsh language is treated no less favourably than the English language) [Policy Making Standards - Good Practice Advice Document](#)



Requirement	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view? e.g the WESP, TAN20, LDP, Pupil Level Annual School Census
<p>Links with Welsh Government’s Cymraeg 2050 Strategy and CCBC’s Five Year Welsh Language Strategy 2022-2027 and the Language Profile</p>	<p>Promotion of the Welsh Language through CAT and Inclusive design.</p> <p>Support for services to be delivered in Welsh through investment in digitally capable assets and collaborating with public sector partners.</p> <p>Cultural and educational support through improved infrastructure and community hubs.</p>		
<p>Compliance with the Welsh Language Standards. <i>Specifically Standards 88 - 93</i></p>	<p>Consider the rights of Welsh speakers to use Welsh when dealing with the council and for staff to use Welsh at Work</p>	<p>Ensure correspondence and details on the website is bilingual even if the proposal has no impact on the Welsh language e.g road resurfacing works</p>	

Opportunities to promote the Welsh language <i>e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community</i>	Actively encourage and promote the use of our services in Welsh to see an increase in demand over time		
Requirement	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view? <i>e.g the WESP, TAN20, LDP, Pupil Level Annual School Census</i>
Opportunities for persons to use the Welsh language <i>e.g. staff, residents and visitors</i>	The rights of Welsh speakers to use Welsh when dealing with the council and for staff to use Welsh at Work		
Treating the Welsh language no less favourably than the English language	The workplace is regularly audited to ensure compliance		

7a. Having considered the impacts above, how has the proposal been developed so that there are positive effects, or increased positive effects on (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.
Impact on the use of Welsh, sustainability of Welsh speaking communities, numbers and/or percentages of Welsh speakers, fluency and confidence of Welsh speakers and learners to use Welsh, transmission of Welsh at home/from one generation to the next, using Welsh in the workplace, increase Welsh language digital media infrastructure and/or media, promoting Welsh in everyday life and its status

8. Data and Information

(What data or other evidence has been used to inform the development of the proposal? Evidence may include the outcome of previous consultations, existing databases, pilot projects, review of customer complaints and compliments and or other service user feedback, national and regional data, academic publications and consultants' reports etc.)

Data/evidence <i>(Please provide link to report if appropriate)</i>	Key relevant findings	How has the data/evidence informed this proposal?
What data / evidence was used? Provide links to any reports if appropriate None	What were the key findings? What did the data / evidence used tell you?	How has the data / evidence available helped inform the proposal? Did it support the proposal and how? If the data / evidence didn't support the proposal why was this?

Were there any gaps identified in the evidence and data used to develop this proposal and how will these gaps be filled? <i>Details of further consultation can be included in Section 9.</i>
Are there any gaps in the existing data and how will you go about filling these gaps?

9. Consultation

(In some instances, there is a legal requirement to consult. In others, even where there is no legal obligation, there may be a legitimate expectation from people that a consultation will take place. Where it has been determined that consultation is required, [The Gunning Principles](#) must be adhered to. [Consider the Consultation and Engagement Framework](#). Please note that this may need to be updated as the proposal develops and to strengthen the assessment.

Briefly describe any recent or planned consultations paying particular attention to evidencing the Gunning Principles.
<p>Who was consulted? Senior Management and Members</p> <p>When they were consulted did the consultation take place at the formative stage and was adequate time given for consultees to consider and respond? Yes</p> <p>Was sufficient information provided to consultees to allow them to make an informed decision on the proposal? Yes</p> <p>What were the key findings? Supportive</p> <p>How have the consultation findings been taken into account? Reprioritised and reworded passages within the strategy</p>

10. *Monitoring and Review*

How will the implementation and the impact of the proposal be monitored, including implementation of any amendments?	For example, what monitoring will be used? How frequent? Annually via a Corporate Asset Management Plan publication.
What are the practical arrangements for monitoring?	For example, who will put this in place? When will it start? New systems being procured to produce and manage data
How will the results of the monitoring be used to develop future proposals?	Feed into the formulation of the plan annually.
When is the proposal due to be reviewed?	2030
Who is responsible for ensuring this happens?	Head of Land and Property

11. Recommendation and Reasoning

<input checked="" type="checkbox"/>	Implement proposal with no amendments
<input type="checkbox"/>	Implement proposal taking account of the mitigating actions outlined
<input type="checkbox"/>	Reject the proposal due to disproportionate impact on equality, poverty and socio-economic disadvantage

Have you contacted relevant officers for advice and guidance?

Yes No

12. Reason(s) for Recommendation

(Provide below a summary of the Integrated Impact Assessment. This summary should be included in the “Summary of Integrated Impact Assessment” section of the Corporate Report Template. The Integrated Impact Assessment should be published alongside the Report proposal).

Include here a conclusion to your IIA. What is it telling you? How has the data / evidence used helped you to make the decision for Section 11 above? Mention any significant impacts (positive, negative or neutral) if any negative ones identified, how have they been mitigated to lessen the impact? Did you identify any cumulative impact your proposal will have? The summary you provide here will be copied into your report going forward for a decision through the committee process, therefore this section must be concise but informative.

The Integrated Impact Assessment indicates that the **Caerphilly Asset Management Strategy 2025 - 2030** aligns well with the Council’s Well-being Objectives and the national well-being goals for Wales. The strategy promotes economic, social, environmental, and cultural well-being through sustainable development principles. The data and evidence used in the assessment have informed the decision-making process, ensuring that the strategy is inclusive, supportive, and sustainable. Any potential negative impacts have been identified and mitigated through comprehensive measures, ensuring minimal adverse effects on the community. The cumulative impact of the strategy is expected to be significantly positive, fostering a thriving, resilient, and equitable community.

13. Version Control

(The IIA should be used in the early stages of the proposal development process. The IIA can be strengthened as time progresses to help shape the proposal. The Version Control section will act as an audit trail to evidence how the IIA has been developed over time)

Version No.	Author	Brief description of the amendments/update	Revision Date
1	BW		

Integrated Impact Assessment Author

Name:	Ben Winstanley
Job Title:	Head of Land and Property
Date:	17/09/2024

Head of Service Approval

Name:	Ben Winstanley	
Job Title:	Head of Land and Property	
Date:	17/09/2024	
Signature	Ben Winstanley	