

## Equality & Health Impact Assessment for

### ***Cardiff and Vale of Glamorgan Area Action Plan for Care and Support Needs 2018-2023***

There is a wide range of deprivation and inequality experienced across the Cardiff and Vale of Glamorgan region. There is a gap in life expectancy of 10.3 years for males and 9.2 years for females between the least and most deprived areas across the region, and a gap of 23.2 years for males and 21.9 years for females in terms of healthy life expectancy. This results in those in our most disadvantaged areas not only dying younger, but also experiencing more years of ill health.

The Cardiff and Vale of Glamorgan Regional Partnership Board is committed to promoting positive measures that address health inequalities and eliminate all forms of unlawful or unfair discrimination on the grounds of age, marriage and civil partnership, disability, race, gender, religion/belief, sexual orientation, gender reassignment or gender identity and pregnancy/maternity, or any other basis not justified by law or relevant to the requirements of the policy. It takes into account the requirements of the Equality Act 2010 and Public Health (Wales) Act 2017 and progresses equal opportunities for all.

By committing to a policy encouraging equality of opportunity and diversity, the Partnership values differences between members of the community and within its existing workforce, and actively seeks to benefit from their differing skills, knowledge, and experiences in order to provide exemplary care and support services.

We have undertaken an Equality and Health Impact Assessment and received feedback on this strategy and the way it operates. We wanted to know of any possible or actual impact that this plan may have on any groups in respect of their sex, maternity and pregnancy, marriage or civil partnership issues, race, disability, sexual orientation, Welsh language, religion or belief, gender identity, age or other protected characteristics. The assessment found that there was no adverse impact on the groups mentioned.

## Please read the Guidance Notes in Appendix 1 prior to commencing this Assessment

**Please note:**

- The completed Equality & Health Impact Assessment (EHIA) must be
  - Included as an appendix with the cover report when the strategy, policy, plan, procedure and/or service change is submitted for approval
  - Published on the UHB intranet and internet pages as part of the consultation (if applicable) and once agreed.
- Formal consultation must be undertaken, as required<sup>1</sup>
- Appendices 1-3 must be deleted prior to submission for approval

Please answer all questions:-

1.	<p>For service change, provide the title of the Project Outline Document or Business Case and Reference Number</p> <p style="text-align: right;">Date EHIA Completed:</p>	<p>Cardiff and Vale of Glamorgan Area Action Plan for Care and Support Needs 2018-2023</p> <p>7<sup>th</sup> December 2017</p>
2.	<p>Name of Clinical Board / Corporate Directorate and title of lead member of staff, including contact details</p>	<p>Lead: Rachel Jones – Assistant Director of Integrating Health and Social Care, <a href="mailto:rachel.jones41@wales.nhs.uk">rachel.jones41@wales.nhs.uk</a></p> <p>Author: Rebecca Davies – Senior Partnership Performance and Business Analyst, <a href="mailto:rebecca.davies21@wales.nhs.uk">rebecca.davies21@wales.nhs.uk</a></p>
3.	<p>Objectives of strategy/ policy/ plan/ procedure/ service</p>	<p>The Area Action Plan provides the response of the Cardiff and Vale of Glamorgan Regional Partnership Board to the findings of the regional Population Needs Assessment published on 31<sup>st</sup> March 2017.</p> <p>It was prepared to meet the requirements of the Statutory Guidance in relation to Area Plans under section 14A of the Social Services and Well-being (Wales) Act 2014. The Act requires a description of the range and level of services</p>

<sup>1</sup>[http://www.cardiffandvale.wales.nhs.uk/portal/page?\\_pageid=253,73860407,253\\_73860411&\\_dad=portal&\\_schema=PORTAL](http://www.cardiffandvale.wales.nhs.uk/portal/page?_pageid=253,73860407,253_73860411&_dad=portal&_schema=PORTAL)

		<p>proposed to be provided or arranged in response to care and support needs, including the support needs of carers, identified in the population assessment reports.</p> <p>The Plan was prepared on the basis of a 5 year period in line with the requirements for the preparation of a Population Needs Assessment.</p> <p>The development of the Area Action Plan was undertaken in close synergy with the Cardiff and Vale of Glamorgan Public Service Boards, in recognition that many of the priorities in the Plan will represent the care and support elements of each of the two Well-being Plans.</p> <p>Well-being Assessments and Plans are a statutory requirement under the Well-being of Future Generations (Wales) Act 2015, which is about improving the economic, social, environmental and cultural well-being of Wales through sustainable development.</p> <p>Each of the population/theme chapters in the Area Action Plan outlines which of the Cardiff and Vale of Glamorgan Well-being Objectives the key actions contribute to as part of a wider understanding of a shared contribution to well-being outcomes. Many of the key actions taken forward in the Area Action Plan will contribute to more than one well-being objective given the cross-cutting impact of care and support services. We know that there may well be an impact with regards to some of the protected characteristics, such as age and disability.</p>
4.	<p>Evidence and background information considered. For example</p> <ul style="list-style-type: none"> <li>• population data</li> <li>• needs assessment</li> <li>• staff and service users data, as applicable</li> <li>• engagement and involvement findings</li> <li>• research</li> <li>• good practice guidelines</li> </ul>	<p>Evidence and background information from various sources was considered during the development of this Area Action Plan, including:</p> <ul style="list-style-type: none"> <li>• The <a href="#">Cardiff and Vale of Glamorgan Population Needs Assessment</a> (please refer to this report for population, needs assessment, and staff and service user data on the five population groups who will be affected by this plan)</li> <li>• A stakeholder workshop on the draft Area Action Plan, with 60 health, housing and social care staff from the statutory and third sectors (<i>a list</i></li> </ul>

	<ul style="list-style-type: none"> <li>• participant knowledge</li> <li>• list of stakeholders and how stakeholders have engaged in the development stages</li> <li>• comments from those involved in the designing and development stages</li> </ul> <p>Population pyramids are available from Public Health Wales Observatory<sup>2</sup> and the UHB's 'Shaping Our Future Wellbeing' Strategy provides an overview of health need<sup>3</sup>.</p>	<p><i>of the stakeholders who took part in the workshop is available upon request).</i></p> <ul style="list-style-type: none"> <li>• On online survey in English and Welsh and five face-to-face engagement events across Cardiff and the Vale of Glamorgan on the draft Area Action Plan, which resulted in 191 responses from both the general public and health, housing and social care staff</li> <li>• An engagement report on the main themes to emerge from the consultation</li> <li>• The <a href="#">Equality Act 2010</a></li> <li>• The <a href="#">Social Services and Well-being (Wales) Act 2014</a></li> <li>• The <a href="#">Well-being of Future Generations (Wales) Act 2015</a></li> <li>• The <a href="#">Public Health (Wales) Act 2017</a></li> </ul> <p>Central to the delivery of this Plan are a number of key strategies and policies already being delivered by our key partners, each of which also considered relevant evidence and background information. Further details can be found here:</p> <ul style="list-style-type: none"> <li>• <a href="#">CVUHB's Shaping Our Future Well-being</a></li> <li>• <a href="#">Cardiff Council's Corporate Plan</a></li> <li>• <a href="#">Vale of Glamorgan Council's Corporate Plan</a></li> <li>• <a href="#">Cardiff Well-being Assessment and Well-being Plan</a></li> <li>• <a href="#">Vale of Glamorgan Well-being Assessment and Well-being Plan</a></li> </ul>
5.	Who will be affected by the strategy/policy/plan/procedure/service	<p>Individuals across Cardiff and the Vale of Glamorgan, specifically the Regional Partnership Board's five priority areas for integration as set by Welsh Government:</p> <ul style="list-style-type: none"> <li>• Older people, including people with dementia</li> <li>• Children with complex needs</li> </ul>

<sup>2</sup> <http://nww2.nphs.wales.nhs.uk:8080/PubHObservatoryProjDocs.nsf>

<sup>3</sup> <http://www.cardiffandvaleuhb.wales.nhs.uk/the-challenges-we-face>

		<ul style="list-style-type: none"> <li>• Learning disability and autism</li> <li>• Adult and young carers</li> <li>• Integrated Family Support Services</li> </ul> <p>In addition the Area Plan will respond to the needs of other population groups/themes covered in the Population Assessment. These are:</p> <ul style="list-style-type: none"> <li>• Health and Physical Disabilities</li> <li>• Adult Mental Health and Cognitive Impairment</li> <li>• Sensory Loss and Impairment</li> <li>• Violence Against Women, Domestic Abuse and Sexual Violence</li> <li>• Asylum Seekers and Refugees</li> <li>• Offenders</li> <li>• Veterans</li> <li>• Substance Misuse</li> </ul>
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**EQIA / How will the strategy, policy, plan, procedure and/or service impact on people?**

Questions in this section relate to the impact on people on the basis of their 'protected characteristics'. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

<b>How will the strategy, policy, plan, procedure and/or service impact on:-</b>	<b>Potential positive and/or negative impacts</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Action taken by Clinical Board / Corporate Directorate.</b> Make reference to where the mitigation is included in the document, as appropriate
<p><b>6.1 Age</b> For most purposes, the main categories are:</p> <ul style="list-style-type: none"> <li>• under 18;</li> <li>• between 18 and 65; and</li> <li>• over 65</li> </ul>	<p>Positive impacts for various ages groups with regards to:</p> <ul style="list-style-type: none"> <li>• older people (over 65)</li> <li>• children and young people with complex needs (under 18)</li> </ul>	<p>Deliver Area Action Plan priorities in relation to 'older people':</p> <ul style="list-style-type: none"> <li>• Building on the First Point of Contact and Single Point of Access services, further develop digital services along with easily accessible telephone, online and face-</li> </ul>	<p>Updates to be provided as part of Cardiff and Vale of Glamorgan Regional Partnership Board Annual Report.</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
		<p>to-face access points for the region, for both professionals and the public</p> <ul style="list-style-type: none"> <li>• Develop resilient communities with local services, infrastructure and strong community networks to meet local needs where older people live</li> <li>• Develop and provide a range of future accommodation options to meet demand and enable people to remain at home for as long as possible</li> <li>• Develop improved assessment, diagnosis and care planning practices which are built upon genuine collaboration with older people and their carers and families, so that their plan reflects what is important to them and achieves the outcomes they seek</li> <li>• Develop Cardiff and Vale of Glamorgan as a dementia friendly region</li> </ul>	

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
		Deliver Area Action Plan priorities in relation to 'children and young people with complex needs': <ul style="list-style-type: none"> <li>• Improve provision for children and young people with Additional Learning Needs</li> <li>• Improve integrated provision for children with complex needs, including transition between children's and adult's services</li> </ul>	
<b>6.2 Persons with a disability as defined in the Equality Act 2010</b> Those with physical impairments, learning disability, sensory loss or impairment, mental health conditions, long-term medical conditions such as diabetes	Positive impacts for people with autism and learning disabilities which together form one of the five Regional Partnership Board priority areas for integration.	Deliver Area Action Plan priorities in relation to 'learning disability and autism': <ul style="list-style-type: none"> <li>• People with learning disabilities are supported to maximise their independence</li> <li>• People with learning disabilities are supported to play an active role in society and engage in meaningful day time activities and employment or volunteering</li> <li>• People with learning disabilities are valued and</li> </ul>	Updates to be provided as part of Cardiff and Vale of Glamorgan Regional Partnership Board Annual Report.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
	Potential positive impacts with regards to all other persons with a disability as defined in the Equality Act 2010, due to the services provided by our key partners.	<p>included, supported to have a voice, and able to exercise choice and control over their lives</p> <ul style="list-style-type: none"> <li>• People with learning disabilities are enabled to stay healthy and feel safe</li> <li>• People with learning disabilities are supported to become lifelong learners</li> <li>• Develop a new Integrated Autism Service which all agencies working in integrated, multidisciplinary ways will provide appropriate services for children, young people and adults with an autism spectrum disorder, addressing their education, health, employment, social interaction and emotional needs</li> </ul> <p>Continue to implement organisational strategies, policies and services that promote equality for persons with a disability. For example:</p>	CVUHB, Cardiff Council and Vale of Glamorgan Council – updates to be provided via Strategic Equality Plan Reports

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
	(refer to Sections 6-13 in Action Plan)	<ul style="list-style-type: none"> <li>• <a href="#">Draft Cardiff and Vale of Glamorgan Dementia Strategy 2017-2027</a></li> <li>• <a href="#">CVUHB Strategic Equality Plan</a></li> <li>• <a href="#">Cardiff Council Strategic Equality Plan</a></li> <li>• <a href="#">Vale of Glamorgan Strategic Equality Plan</a></li> <li>• CVUHB newly established Sensory Loss Standards Working Group and longstanding Sensory Loss Champions Group</li> <li>• <a href="#">All Wales Standards for Accessible Communication and Information for People with Sensory Loss</a></li> </ul> <p>Strengthen the Area Action Plan to include an equalities statement that promotes equality for all protected characteristics to be at the heart of delivery.</p>	CVUHB Equality Manager/Cardiff and Vale of Glamorgan Integrated Health and Social Care Partnership
<b>6.3 People of different genders:</b> Consider men, women, people	Potential positive impacts as a result of the services provided by our key partners.	Continue to implement organisational strategies, policies and services that promote gender	CVUHB, Cardiff Council and Vale of Glamorgan Council – Updates to be

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<p>undergoing gender reassignment</p> <p><b>NB</b> Gender-reassignment is anyone who proposes to, starts, is going through or who has completed a process to change his or her gender with or without going through any medical procedures. Sometimes referred to as Trans or Transgender</p>		<p>equality. For example:</p> <ul style="list-style-type: none"> <li>• CVUHB/local authority Equality, Diversity &amp; Human Rights Policies that are inclusive of all genders.</li> <li>• CVUHB promotion of '<i>It's Just Good Care – A guide for health staff caring for people who are trans*</i>' which aims to help health staff provide trans* people with the respectful and appropriate care they are entitled to. It is on the website and available to staff who are also training on trans* issues.</li> </ul> <p>Strengthen the Area Action Plan to include an equalities statement that promotes equality for all protected characteristics to be at the heart of delivery.</p>	<p>provided via Strategic Equality Plan Reports</p> <p>CVUHB Equality Manager/ Cardiff and Vale of Glamorgan Integrated Health and Social Care Partnership</p>
<p><b>6.4 People who are married or who have a civil partner.</b></p>	<p>This protected characteristic only applies to employment / staffing issues. It does not apply to service provision. There appears to be no evidence to suggest that there will</p>		

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
	be any positive or negative impacts on this protected characteristic at this moment in time.		
<p><b>6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding.</b> They are protected for 26 weeks after having a baby whether or not they are on maternity leave.</p>	<p>There appears to be no evidence to suggest that there will be any positive or negative impacts on this protected characteristic at this moment in time.</p>		
<p><b>6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers</b></p>	<p>Potential positive impacts with regards to asylum seekers and refugees (see section 10 in Action Plan) as a result of the services provided by our key partners.</p>	<p>Continue to implement organisational strategies, policies and services that promote race, nationality, colour, culture and ethnic origin equality. For example:</p> <ul style="list-style-type: none"> <li>• Cardiff and Vale of Glamorgan Community Cohesion Delivery Plan 2017-2020 (under development)</li> <li>• CVUHB/local authority Equality, Diversity and Human Rights Policies that focus on inclusivity for all</li> </ul>	<p>CVUHB, Cardiff Council and Vale of Glamorgan Council – Updates to be provided via Strategic Equality Plan Reports</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
		<p>population groups</p> <p>Strengthen the Area Action Plan to include an equalities statement that promotes equality for all protected characteristics to be at the heart of delivery.</p>	<p>CVUHB Equality Manager/ Cardiff and Vale of Glamorgan Integrated Health and Social Care Partnership</p>
<p><b>6.7 People with a religion or belief or with no religion or belief.</b> The term 'religion' includes a religious or philosophical belief</p>	<p>Potential positive impacts as a result of the services provided by our key partners.</p>	<p>Continue to implement organisational strategies, policies and services that promote equality for people with a religion belief or with no religion belief. For example:</p> <ul style="list-style-type: none"> <li>• CVUHB/local authority Equality, Diversity and Human Rights Policies and other HR policies</li> </ul> <p>Strengthen the Area Action Plan to include an equalities statement that promotes equality for all protected characteristics to be at the heart of delivery.</p>	<p>CVUHB, Cardiff Council and Vale of Glamorgan Council - Updates to be provided via Strategic Equality Plan Reports</p> <p>CVUHB Equality Manager/ Cardiff and Vale of Glamorgan Integrated Health and Social Care Partnership</p>
<p><b>6.8 People who are attracted to other people of:</b></p> <ul style="list-style-type: none"> <li>• the opposite sex (heterosexual);</li> </ul>	<p>Potential positive impacts as a result of the services provided by our key partners.</p>	<p>Continue to implement organisational strategies, policies and services that promote equality for people and their preferred</p>	<p>CVUHB, Cardiff Council and Vale of Glamorgan Council - Updates to be provided via Strategic</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
<ul style="list-style-type: none"> <li>the same sex (lesbian or gay);</li> <li>both sexes (bisexual)</li> </ul>		<p>sexual orientation. For example:</p> <ul style="list-style-type: none"> <li>CVUHB/Local authority Equality, Diversity and Human Rights Policies and other HR policies</li> </ul> <p>Strengthen the Area Action Plan to include an equalities statement that promotes equality for all protected characteristics to be at the heart of delivery.</p>	<p>Equality Plan Reports</p> <p>CVUHB Equality Manager/ Cardiff and Vale of Glamorgan Integrated Health and Social Care Partnership</p>
<p><b>6.9 People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design</b></p> <p>Well-being Goal – A Wales of vibrant culture and thriving Welsh language</p>	<p>Potential positive impacts as a result of the services provided by our key partners.</p>	<p>Continue to implement organisational strategies, policies and services that promote equality for people who communicate using the Welsh language. For example:</p> <ul style="list-style-type: none"> <li>CVUHB/Local authority Welsh Language Schemes</li> </ul>	<p>CVUHB, Cardiff Council and Vale of Glamorgan Council - Updates to be provided via Welsh Language Scheme Reports</p>
<p><b>6.10 People according to their income related group:</b> Consider people on low income, economically inactive, unemployed/workless, people who are unable to work due to</p>	<p>Positive impacts with regards to:</p> <ul style="list-style-type: none"> <li>Children and young people with complex needs</li> <li>Learning disability and autism</li> <li>Integrated family support</li> </ul>	<p>Deliver Area Action Plan priorities in relation to 'children and young people with complex needs':</p> <ul style="list-style-type: none"> <li>Improve provision for children and young people with Additional Learning</li> </ul>	<p>Updates to be provided as part of Cardiff and Vale of Glamorgan Regional Partnership Board Annual Report.</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
ill-health	services <ul style="list-style-type: none"> <li>• Adult and young carers</li> </ul>	Needs  Deliver Area Action Plan priorities in relation to 'learning disability and autism': <ul style="list-style-type: none"> <li>• People with learning disabilities are supported to play an active role in society and engage in meaningful day time activities and employment or volunteering</li> <li>• People with learning disabilities are supported to become lifelong learners</li> <li>• Develop a new Integrated Autism Service which all agencies working in integrated, multi-disciplinary ways will provide appropriate services for children, young people and adults with an autism spectrum disorder, addressing their education, health, employment, social interaction and emotional needs</li> </ul> Deliver Area Action Plan priorities in	

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		<p>relation to 'integrated family support services':</p> <ul style="list-style-type: none"> <li>• Continue to provide an intensive intervention with families referred by Children's Services where there are serious child protection concerns as a result of parental / carer substance misuse, domestic abuse or mental health</li> <li>• Explore the extension of the Integrated Family Support Service model to include other parental additional needs (e.g. learning disability) and consider how it can help tackle adverse childhood experiences</li> </ul> <p>Deliver Area Action Plan priorities in relation to 'adult and young carers':</p> <ul style="list-style-type: none"> <li>• Increase support for young carers including reducing the risk of Adverse Childhood Experiences (ACEs) and raising awareness of what young carers do</li> </ul>	

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	Potential positive impacts as a result of the services provided by our key partners.	<p>Continue to implement organisational strategies, policies and services that promote equality for people according to their income group. For example:</p> <ul style="list-style-type: none"> <li>• CVUHB/local authority Equality, Diversity and Human Rights Policies and other HR policies</li> </ul> <p>Strengthen the Area Action Plan to include a statement that ensures actions address inequalities in health and focus on the health needs of the poorest communities and those in greatest health need.</p>	<p>CVUHB, Cardiff Council and Vale of Glamorgan Council - Updates to be provided via Strategic Equality Plan Reports</p> <p>Principal Health Promotion Specialist/Cardiff and Vale of Glamorgan Integrated Health and Social Care Partnership</p>
<p><b>6.11 People according to where they live:</b> Consider people living in areas known to exhibit poor economic and/or health indicators, people unable to access services and facilities</p>	Positive impacts with regards to older people.	<p>Deliver Area Action Plan priorities in relation to 'older people':</p> <ul style="list-style-type: none"> <li>• Develop resilient communities with local services, infrastructure and strong community networks to meet local needs where older people live</li> </ul>	Updates to be provided as part of Cardiff and Vale of Glamorgan Regional Partnership Board Annual Report.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
	Potential positive impacts as a result of the services provided by our key partners.	<p>Continue to implement organisational strategies, policies and services that promote equality for people according to where they live. For example:</p> <ul style="list-style-type: none"> <li>• <a href="#">CVUHB's Shaping Our Future Well-being</a> – their principle of 'home first' to provide community based services</li> <li>• <a href="#">Cardiff Council's Corporate Plan</a> – their hub provision at the heart of communities</li> <li>• <a href="#">Vale of Glamorgan Council's Corporate Plan</a> – their priority of ensuring an inclusive and safe Vale</li> </ul> <p>Strengthen the Area Action Plan to include a statement that ensures actions address inequalities in health and focus on the health needs of the poorest communities and those in greatest health need.</p>	<p>CVUHB, Cardiff Council and Vale of Glamorgan Council</p> <p>Principal Health Promotion Specialist /Cardiff and Vale of Glamorgan Integrated Health and Social Care Partnership</p>
<b>6.12 Consider any other groups and risk factors relevant to this strategy,</b>	<p>Positive impacts with regards to housing provision for:</p> <ul style="list-style-type: none"> <li>• Older people</li> </ul>	<p>Deliver Area Action Plan priorities in relation to 'older people':</p> <ul style="list-style-type: none"> <li>• Develop and provide a range</li> </ul>	<p>Updates to be provided as part of Cardiff and Vale of Glamorgan Regional</p>

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<p><b>policy, plan, procedure and/or service</b></p>	<ul style="list-style-type: none"> <li>Learning disability and autism</li> </ul> <p>The Area Action Plan does not specifically address homelessness. However, potential positive impacts as a result of the services provided by our key partners.</p>	<p>of future accommodation options to meet demand and enable people to remain at home for as long as possible</p> <p>Deliver Area Action Plan priorities in relation to ‘learning disability and autism’:</p> <ul style="list-style-type: none"> <li>People with learning disabilities are supported to maximise their independence</li> <li>People with learning disabilities are enabled to stay healthy and feel safe</li> </ul> <p>Continue to implement organisational strategies, policies and services that address homelessness. For example:</p> <ul style="list-style-type: none"> <li><a href="#">Cardiff Housing Strategy 2016-2021</a></li> <li><a href="#">Vale of Glamorgan Local Housing Strategy 2015-2020</a></li> </ul> <p>Continue to implement organisational strategies, policies and services that promote equality</p>	<p>Partnership Board Annual Report.</p> <p>CVUHB, Cardiff Council and Vale of Glamorgan Council – Updates to be provided via Public Service Boards</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
	<p>Potential positive impacts with regards to veterans, offenders, domestic abuse and sexual violence as a result of the services provided by our key partners.</p>	<p>for these other groups and risk factors. For example:</p> <ul style="list-style-type: none"> <li>• Cardiff and Vale Armed Force Community Covenant Action Plan 2017-2019</li> <li>• <a href="#">Cardiff and Vale Substance Misuse and Wellbeing Commissioning Strategy 2016-2020</a></li> <li>• Cardiff and Vale of Glamorgan Violence Against Women, Domestic Abuse and Sexual Violence Strategy (under development)</li> </ul>	<p>CVUHB, Cardiff Council and Vale of Glamorgan Council</p>

**6. HIA / How will the strategy, policy, plan, procedure and/or service impact on the health and well-being of our population and help address inequalities in health?**

Questions in this section relate to the impact on the overall health of individual people and on the impact on our population. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
<p><b>7.1 People being able to access the service offered:</b> Consider access for those living in areas of deprivation and/or those experiencing health inequalities</p> <p>Well-being Goal - A more equal Wales</p>	<p>Positive impacts with regards to older people.</p> <p>Potential positive impacts owing to the principles, priorities and services that underpin the work of our key partners (and therefore this Area Action Plan).</p>	<p>Deliver Area Action Plan priorities in relation to 'older people':</p> <ul style="list-style-type: none"> <li>• Develop resilient communities with local services, infrastructure and strong community networks to meet local needs where older people live</li> </ul> <p>Continue to implement organisational strategies, policies and services that promote equality with regards to people being able to access the service offered. For example:</p> <ul style="list-style-type: none"> <li>• <a href="#">CVUHB's Shaping Our Future Well-being</a> – their principle of 'home first' to provide community based services</li> <li>• <a href="#">Cardiff Council's Corporate Plan</a> – their priority of supporting vulnerable people</li> </ul>	<p>Updates to be provided as part of Cardiff and Vale of Glamorgan Regional Partnership Board Annual Report.</p> <p>CVUHB, Cardiff Council and Vale of Glamorgan Council - Updates to be provided via Strategic Equality Plan Reports</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
		<ul style="list-style-type: none"> <li><a href="#">Vale of Glamorgan Council's Corporate Plan</a> – their priority of ensuring an inclusive and safe Vale</li> </ul> <p>Strengthen the Area Action Plan to include a statement that ensures actions address inequalities in health and focus on the health needs of the poorest communities and those in greatest health need.</p>	Principal Health Promotion Specialist/Cardiff and Vale of Glamorgan Integrated Health and Social Care Partnership
<p><b>7.2 People being able to improve /maintain healthy lifestyles:</b> Consider the impact on healthy lifestyles, including healthy eating, being active, no smoking /smoking cessation, reducing the harm caused by alcohol and /or non-prescribed drugs plus access to services that support disease prevention (eg immunisation and vaccination, falls prevention). Also consider impact on access to supportive services including smoking cessation services, weight</p>	<p>Positive impacts with regards to:</p> <ul style="list-style-type: none"> <li>Older people</li> <li>Learning disability and autism</li> <li>Adult and young carers</li> </ul>	<p>Deliver Area Action Plan priorities in relation to 'older people':</p> <ul style="list-style-type: none"> <li>Develop resilient communities with local services, infrastructure and strong community networks to meet local needs where older people live</li> </ul> <p>Deliver Area Action Plan priorities in relation to 'learning disability and autism':</p> <ul style="list-style-type: none"> <li>People with learning disabilities are enabled to stay healthy and feel safe</li> <li>Develop a new Integrated</li> </ul>	Updates to be provided as part of Cardiff and Vale of Glamorgan Regional Partnership Board Annual Report.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
<p>management services etc</p> <p>Well-being Goal – A healthier Wales</p>	<p>Potential positive impacts owing to the principles, priorities and services that underpin the work of our key partners (and therefore this Area Action Plan).</p>	<p>Autism Service which all agencies working in integrated, multidisciplinary ways will provide appropriate services for children, young people and adults with an autism spectrum disorder, addressing their education, health, employment, social interaction and emotional needs</p> <p>Deliver Area Action Plan priorities in relation to ‘adult and young carers’:</p> <ul style="list-style-type: none"> <li>• Increase support for young carers including reducing the risk of Adverse Childhood Experiences (ACEs) and raising awareness of what young carers do</li> </ul> <p>Continue to implement organisational strategies, policies and services that promote equality with regards to people being able to access the service offered. For example:</p> <ul style="list-style-type: none"> <li>• <a href="#">CVUHB’s Shaping Our Future</a></li> </ul>	<p>CVUHB, Cardiff Council and Vale of Glamorgan Council - Updates to be provided via Strategic Equality Plan Reports</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
		<p><a href="#">Well-being</a> – their mission of ‘caring for people, keeping people well’</p> <ul style="list-style-type: none"> <li>• <a href="#">Cardiff Council’s Corporate Plan</a> – the adoption of ‘prevention’ as one of their five ways of working under the Well-being and Future Generations (Wales) Act 2015</li> <li>• <a href="#">Vale of Glamorgan Council’s Corporate Plan</a> – their priority of early intervention and preventative strategies in adult and children’s services</li> <li>• <a href="#">Cardiff and Vale Substance Misuse and Wellbeing Commissioning Strategy 2016-2020</a></li> </ul>	
<p><b>7.3 People in terms of their income and employment status:</b> Consider the impact on the availability and accessibility of work, paid/ unpaid employment, wage levels, job security, working conditions</p>	<p>Positive impacts with regards to:</p> <ul style="list-style-type: none"> <li>• Children and young people with complex needs</li> <li>• Learning disability and autism</li> <li>• Integrated family support services</li> <li>• Adult and young carers</li> </ul>	<p>Deliver Area Action Plan priorities in relation to ‘children and young people with complex needs’:</p> <ul style="list-style-type: none"> <li>• Improve provision for children and young people with Additional Learning Needs</li> </ul> <p>Deliver Area Action Plan priorities in relation to ‘learning disability and</p>	<p>Updates to be provided as part of Cardiff and Vale of Glamorgan Regional Partnership Board Annual Report.</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
Well-being Goal – A prosperous Wales		<p>autism’:</p> <ul style="list-style-type: none"> <li>• People with learning disabilities are supported to play an active role in society and engage in meaningful day time activities and employment or volunteering</li> <li>• People with learning disabilities are supported to become lifelong learners</li> <li>• Develop a new Integrated Autism Service which all agencies working in integrated, multi-disciplinary ways will provide appropriate services for children, young people and adults with an autism spectrum disorder, addressing their education, health, employment, social interaction and emotional needs</li> </ul> <p>Deliver Area Action Plan priorities in relation to ‘integrated family support services’:</p> <ul style="list-style-type: none"> <li>• Continue to provide an intensive intervention with</li> </ul>	

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
	Potential positive impacts owing to the principles, priorities and services that underpin the work	<p>families referred by Children's Services where there are serious child protection concerns as a result of parental / carer substance misuse, domestic abuse or mental health</p> <ul style="list-style-type: none"> <li>• Explore the extension of the Integrated Family Support Service model to include other parental additional needs (e.g. learning disability) and consider how it can help tackle adverse childhood experiences</li> </ul> <p>Deliver Area Action Plan priorities in relation to 'adult and young carers':</p> <ul style="list-style-type: none"> <li>• Increase support for young carers including reducing the risk of Adverse Childhood Experiences (ACEs) and raising awareness of what young carers do</li> </ul> <p>Continue to implement organisational strategies, policies and services that promote equality with regards to</p>	CVUHB, Cardiff Council and Vale of Glamorgan Council - Updates to be

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
	of our key partners (and therefore this Area Action Plan).	<p>people in terms of their income and employment status. For example:</p> <ul style="list-style-type: none"> <li>• CVUHB/local authority Equality, Diversity and Human Rights Policies and other HR policies</li> </ul>	provided via Strategic Equality Plan Reports
<p><b>7.4 People in terms of their use of the physical environment:</b> Consider the impact on the availability and accessibility of transport, healthy food, leisure activities, green spaces; of the design of the built environment on the physical and mental health of patients, staff and visitors; on air quality, exposure to pollutants; safety of neighbourhoods, exposure to crime; road safety and preventing injuries/accidents; quality and safety of play areas and open spaces</p> <p>Well-being Goal – A resilient Wales</p>	Potential positive impacts owing to the principles, priorities and services that underpin the work of our key partners (and therefore this Area Action Plan).	<p>Continue to implement organisational strategies, policies and services that promote equality with regards to people being able to access the service offered. For example:</p> <ul style="list-style-type: none"> <li>• <a href="#">CVUHB's Shaping Our Future Well-being</a> – provision of primary care, wellbeing hubs, and health and wellbeing centres</li> <li>• <a href="#">Cardiff's Well-being Plan</a> – the development and delivery of a Sustainable Transport Strategy</li> <li>• <a href="#">Vale of Glamorgan Council Well-being Plan 2018-2023</a> – their priority to protect, enhance and value the environment</li> </ul>	CVUHB, Cardiff Council and Vale of Glamorgan Council - Updates to be provided via Public Service Boards and Strategic Equality Plan Reports

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
<p><b>7.5 People in terms of social and community influences on their health:</b> Consider the impact on family organisation and roles; social support and social networks; neighbourliness and sense of belonging; social isolation; peer pressure; community identity; cultural and spiritual ethos</p> <p>Well-being Goal – A Wales of cohesive communities</p>	<p>Positive impacts with regards to:</p> <ul style="list-style-type: none"> <li>• Older people</li> <li>• Learning disability and autism</li> </ul>	<p>Deliver Area Action Plan priorities in relation to 'older people':</p> <ul style="list-style-type: none"> <li>• Develop resilient communities with local services, infrastructure and strong community networks to meet local needs where older people live</li> <li>• Develop Cardiff and Vale of Glamorgan as a dementia friendly region</li> </ul> <p>Deliver Area Action Plan priorities in relation to 'learning disability and autism':</p> <ul style="list-style-type: none"> <li>• People with learning disabilities are value and included, support to have a voice, and able to exercise choice and control over all aspects of their lives</li> <li>• Develop a new Integrated Autism Service which all agencies working in integrated, multidisciplinary ways will provide appropriate services for children, young people and adults with an autism spectrum</li> </ul>	<p>Updates to be provided as part of Cardiff and Vale of Glamorgan Regional Partnership Board Annual Report.</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
	Potential positive impacts owing to the principles, priorities and services that underpin the work of our key partners (and therefore this Area Action Plan).	<p>disorder, addressing their education, health, employment, social interaction and emotional needs</p> <p>Continue to implement organisational strategies, policies and services that promote equality with regards to people in terms of social and community influences on health. For example:</p> <ul style="list-style-type: none"> <li>• <a href="#">CVUHB's Shaping Our Future Well-being</a></li> <li>• <a href="#">Cardiff Well-being Plan</a> – an objective to help develop 'safe, confident and empowered communities'</li> <li>• <a href="#">Vale of Glamorgan Community Strategy 2011-2021</a> – an action to promote the benefits of volunteering</li> </ul>	CVUHB, Cardiff Council and Vale of Glamorgan Council - Updates to be provided via Public Service Boards and Strategic Equality Plan Reports
<p><b>7.6 People in terms of macro-economic, environmental and sustainability factors:</b> Consider the impact of government policies; gross</p>	Positive impacts as a result of the Area Action Plan being informed by the Social Services and Well-being (Wales) Act 2014 and its links with the	At this time, there are no recommendations for improvement	

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
domestic product; economic development; biological diversity; climate  Well-being Goal – A globally responsible Wales	Wellbeing of Future Generations (Wales) Act 2015		

**Please answer question 8.1 following the completion of the EHIA and complete the action plan**

<p><b>8.1 Please summarise the potential positive and/or negative impacts of the strategy, policy, plan or service</b></p>	<p><u>Positive impacts</u> In relation to ‘older people’:</p> <ul style="list-style-type: none"> <li>• Building on the First Point of Contact and Single Point of Access services, further develop digital services along with easily accessible telephone, online and face-to-face access points for the region, for both professionals and the public</li> <li>• Develop resilient communities with local services, infrastructure and strong community networks to meet local needs where older people live</li> <li>• Develop and provide a range of future accommodation options to meet demand and enable people to remain at home for as long as possible</li> <li>• Develop improved assessment, diagnosis and care planning practices which are built upon genuine collaboration with older people and their carers and families, so that their plan reflects what is important to them and achieves the outcomes they seek</li> <li>• Develop Cardiff and Vale of Glamorgan as a dementia friendly region</li> </ul> <p>In relation to ‘children and young people with complex needs’:</p> <ul style="list-style-type: none"> <li>• Improve provision for children and young people with Additional Learning Needs</li> </ul>
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- Improve integrated provision for children with complex needs, including transition between children's and adult's services

In relation to 'learning disability and autism':

- People with learning disabilities are supported to maximise their independence
- People with learning disabilities are supported to play an active role in society and engage in meaningful day time activities and employment or volunteering
- People with learning disabilities are valued and included, supported to have a voice, and able to exercise choice and control over their lives
- People with learning disabilities are enabled to stay healthy and feel safe
- People with learning disabilities are supported to become lifelong learners
- Develop a new Integrated Autism Service which all agencies working in integrated, multidisciplinary ways will provide appropriate services for children, young people and adults with an autism spectrum disorder, addressing their education, health, employment, social interaction and emotional needs

In relation to 'integrated family support services':

- Continue to provide an intensive intervention with families referred by Children's Services where there are serious child protection concerns as a result of parental / carer substance misuse, domestic abuse or mental health
- Explore the extension of the Integrated Family Support Service model to include other parental additional needs (e.g. learning disability) and consider how it can help tackle adverse childhood experiences

In relation to 'adult and young carers':

- Increase support for young carers including reducing the risk of Adverse Childhood Experiences (ACEs) and raising awareness of what young carers do

	<p><u>Negative impacts</u></p> <p>No specific negative impacts have been identified at this stage.</p>
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## Action Plan for Mitigation / Improvement and Implementation

	Action	Lead	Timescale	Action taken by Clinical Board / Corporate Directorate
<b>8.2 What are the key actions identified as a result of completing the EHIA?</b>	Deliver the Area Plan priorities detailed above.	Cardiff and Vale of Glamorgan Regional Partnership Board	April 2018 – March 2022	Updates to be provided as part of Cardiff and Vale of Glamorgan Regional Partnership Board Annual Report.
	Continue to implement the various organisational strategies, policies and services that promote equality for the nine protected characteristics and in terms of health.	CVUHB, Cardiff Council and Vale of Glamorgan Council	Ongoing	Updates to be provided via Public Service Boards and Strategic Equality Plan Reports
	Strengthen the Area Action Plan by including an equalities statement that promotes equality for all protected characteristics to be at the heart of delivery.	CVUHB Equality Manager/Cardiff and Vale of Glamorgan Integrated Health and Social Care Partnership	20 <sup>th</sup> December 2017	Completed
	Strengthen the Area Action Plan to include a statement that ensures actions address inequalities in health	Principal Health Promotion Specialist/ Cardiff	21 <sup>st</sup> December 2017	Completed

	<b>Action</b>	<b>Lead</b>	<b>Timescale</b>	<b>Action taken by Clinical Board / Corporate Directorate</b>
	and focus on the health needs of the poorest communities and those in greatest health need.	and Vale of Glamorgan Integrated Health and Social Care Partnership		
<p><b>8.3 Is a more comprehensive Equalities Impact Assessment or Health Impact Assessment required?</b></p> <p>This means thinking about relevance and proportionality to the Equality Act and asking: is the impact significant enough that a more formal and full consultation is required?</p>	<p>As no negative impacts have been identified, and extensive engagement and consultation for the Population Needs Assessment and supporting strategies (e.g. Shaping Our Future Well-being) have already taken place, it is not necessary at this point in time to undertake a more comprehensive EHIA.</p>	N/a	N/a	N/a
<p><b>8.4 What are the next steps?</b></p> <p>Some suggestions:-</p> <ul style="list-style-type: none"> <li>• Decide whether the strategy, policy, plan, procedure and/or service proposal: <ul style="list-style-type: none"> <li>○ continues unchanged as there are no significant negative impacts</li> <li>○ adjusts to account for the negative impacts</li> </ul> </li> </ul>	<p>Strengthen the Area Action Plan by including a statement that:</p> <ul style="list-style-type: none"> <li>• promotes equality for all protected characteristics to be at the heart of delivery</li> <li>• ensures actions address inequalities in health and focus on the health needs of the poorest communities and those in greatest health need</li> </ul> <p>Subject to these amendments, it has</p>	Cardiff and Vale of Glamorgan Integrated Health and Social Care Partnership	December 2017	Completed

	<b>Action</b>	<b>Lead</b>	<b>Timescale</b>	<b>Action taken by Clinical Board / Corporate Directorate</b>
<ul style="list-style-type: none"> <li>○ continues despite potential for adverse impact or missed opportunities to advance equality (set out the justifications for doing so)</li> <li>○ stops.</li> <li>● Have your strategy, policy, plan, procedure and/or service proposal approved</li> <li>● Publish your report of this impact assessment</li> <li>● Monitor and review</li> </ul>	<p>been decided that the Area Action Plan will continue unchanged as there are no significant impacts.</p> <p>After being approved by the decision makers (the Cardiff and Vale Regional Partnership Board), the Area Action Plan and EHIA will be published on the Cardiff and Vale of Glamorgan Integrated Health and Social Care Partnership website once approved. Both documents will be monitored and reviewed in line with the Cardiff and Vale of Glamorgan Regional Partnership Board's current reporting arrangements.</p> <p>It should be noted however, that the CVUHB policy is that policies will be reviewed three years after approval (one year if a statutory requirement) unless changes to terms and conditions, legislation or best practice determine that an earlier review is required.</p>	Cardiff and Vale of Glamorgan Regional Partnership Board	Annual	