



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CORPORATE PARENTING BOARD

28TH JANUARY 2019

CWM TAF REGIONAL STATEMENT OF INTENT FOR SUPPORTING CHILDREN AND YOUNG PEOPLE AND FAMILIES

REPORT OF GROUP DIRECTOR, COMMUNITY & CHILDREN'S SERVICES IN DISCUSSIONS WITH THE RELEVANT PORTFOLIO HOLDER, COUNCILLOR C LEYSHON

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1. PURPOSE OF THE REPORT

- 1.1 To present to the Corporate Parenting Board for information, the final draft of the Cwm Taf Regional Statement of Intent for Supporting Children and Young People which was endorsed by Cabinet on 21st November, 2018.

2. RECOMMENDATIONS

It is recommended that the Corporate Parenting Board:

- 2.1 Note the Cwm Taf Regional Statement of Intent for Supporting Children and Young People.

3. REASONS FOR RECOMMENDATIONS

- 3.1 To ensure that the Corporate Parenting Board are fully aware of The Cwm Taf Regional Statement of Intent for Supporting Children and Young People and Families.

4. BACKGROUND

- 4.1 The establishment of the Regional Partnership Board and completion of the Population Needs Assessment have led to the development of a Regional Partnership Statement of Intent for children, young people and their families
- 4.2 Rhondda Cynon Taf County Borough Council, Merthyr Tydfil County Borough Council and Cwm Taf University Health Board, together with a range of stakeholders, worked together to produce the first draft of the shared regional statement of intent. The initial draft document was presented to Cabinet in

November 2017. It set out a shared commitment to deliver services jointly under the Social Services and Well Being Act (Wales) 2014.

5. THE STATEMENT OF INTENT

- 5.1 The final document (see Appendix 1) sets out the shared vision, principles and objectives which will direct the work of all partners when addressing Welsh Government legislation. It will, where necessary, ensure high quality accessible and integrated services to help children, young people, families and communities effectively.
- 5.2 To arrive at the finalised draft Statement of Intent it needed to be subject to an engagement strategy to ensure that it matched the shared needs and expectations of colleagues, partners, organisations and local citizens. The engagement process was developed and implemented at the beginning of 2018 and a report outlining the feedback from the engagement is attached. (See Appendix 2)
- 5.3 Unfortunately, the level of response received from the engagement was very low (28 responses). The responses received were overall positive but reflected the need for more detailed information to be provided in order for participants in further engagement to understand how the Statement of Intent will make a difference and be implemented.
- 5.4 A meeting held with partner agencies concluded that nothing further would be achieved by extending the engagement process, however, it was acknowledged that a continuous engagement and co-productive approach would be important in the ongoing work to deliver the objectives within the Statement of Intent.

6. NEXT STEPS

- 6.1 Whilst the Regional Partnership Board has agreed to this final draft, formal sign off is needed from Cabinet in Rhondda Cynon Taff, Merthyr Tydfil and Cwm Taf University Health Board. Once this is achieved the next step will be to set up a Children and Young People's Delivery Group which will be a sub group of the Transformational Leadership Group that reports to the Regional Partnership Board. This group will be responsible for developing an implementation plan that will focus on:
 - Shaping service improvement and developments across the region so that they meet the aims and objectives of the Statement of Intent.
 - Taking responsibility for designing and testing new initiatives to ensure they address the shared priorities of partners.
 - Reviewing intelligence about performance by partners in any new initiatives that support children and young people across the region.

- Advising on major initiatives across the region of relevance to children and young people such as, for example, Together for Mental Health, Community Zones, Primary Care.
- Making recommendations to the RPB about the most appropriate ways to use emerging grants from Welsh Government or elsewhere to ensure they are of value to children and young people in the region.

6.2 The implementation plan will be brought back to Cabinet for sign off once completed.

7. EQUALITY AND DIVERSITY IMPLICATIONS

7.1 A comprehensive Equality Impact Assessment, undertaken during the development and engagement of the Statement of Intent, is attached. (See Appendix 3).

8. CONSULTATION

8.1 The outcome of the consultation on the Statement of Intent can be found at Appendix 2.

9. FINANCIAL IMPLICATION(S)

9.1 There are no direct financial implications aligned to this report for the Council

10. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

10.1 The Social Services and Wellbeing (Wales) Act 2014 is the significant influence for this report. The fundamental principles of the Act of note are:

- People - Putting an individual and their needs at the centre of their care and giving them voice in, and control over reaching the outcomes that help them achieve well-being.
- Wellbeing - Supporting people to achieve their own well-being and measuring the success of care and support.
- Earlier intervention - Increasing preventative services within the community to minimise the escalation of critical need.
- Collaboration - Strong partnership working between all agencies and organisations.

11. LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT

11.1 The Statement of Intent will complement the Council's corporate priorities to promote independence and positive lives for everyone by ensuring:

- Health and social care services will be personalised and integrated with more people supported to live longer in their own homes.
- Rhondda Cynon Taf's children and young people will receive a great start in life.

12. CONCLUSION

12.1 The Statement of Intent sets out a shared vision, principles and objectives for children and young people that are resident in Cwm Taf. Each partner agency in Cwm Taf provides a wide range of activities and services across the region that respond to vulnerable children, young people and their families. Each partner is committed to promoting high quality, responsive services but recognise that in order to do this they have to work together to transform services to meet the challenges ahead.

Appendix 1

Regional Statement of Intent for Children, Young People and Families

Consultation Summary – Online Survey

1 Introduction

As part of the Engagement Strategy agreed in November 2017 to consult on the draft Regional Strategy for Children, Young People and Families, an online survey was designed.

2 Responses

First of all, could you give us an indication of your interest in the strategy? Are you:

A child or young person	13
A carer, parent, other family member	11
A professional working with children, young people and families	4
Total	28

N.B. Not all who have participated in the consultation have answered all the questions below:

Question 1: Do you think we listened to children, young people and families when writing this strategy?

Yes	12
No	3
Unsure	8
Total	23

Additional Comments:

- How was this communicated to Parents and young people? There were no involvement of Schools, PTA's or Sports clubs.
- There was not enough Parent/carers consulted.

Question 2: Do you agree with the main points in the strategy?

Yes	16
No	1
Unsure	2
Total	19

Additional Comments:

- 1 person was unaware of how to view the strategy.

Question 3: What is the most important point of the strategy for you?

Unsure	9
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Additional Comments:

- To help me and my family
- Children and young people thought point 2 was most important
- Also discussed was the 12-point plan, young people felt points 3, 4, 9 and 10 were most important.
- There was confusion around what was required to be achieved, due to only a summary being available, it is difficult to understand what is going to be done. How it is going to be done, who is going to do it and by when. It also does not state how you can engage with those who will benefit from the strategy.

Question 4: How would you like to be involved in this strategy in the future?

Unsure	7
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Additional Comments:

- Workshops
- To engage in any future discussions regarding the consultation
- Would like to know what the delivery and communication plans are, and how he/she could influence these.

Question 5: What impact/outcome has the Cwm Taf shared joint strategy had so far?

Unsure	9
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Additional Comments:

- There is no awareness of this.

Question 6: What things would you like to do differently?

Unsure	6
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Additional Comments:

- People who are using drugs in Towns/Housing sites to be moved.
- Communication again, how are we engaging and communicating.
- To make things easier for children to understand.

Question 7: How would you like us to take the engagement forward?

Unsure	5
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Additional Comments:

- Young people to have more of a say.
- To go out, talk and do things.
- To speak to children, young people and families.

Question 8: What else would you like to say about the proposed strategy?

Unsure	7
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Additional Comments:

- The complete strategy would like to be seen, rather than the summary.

Question 9 What is the most important part of the strategy for you?

Unsure	7
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Additional Comments:

- Point 3
- What are the objectives and how does it define success.

3 Key points from the consultation exercise

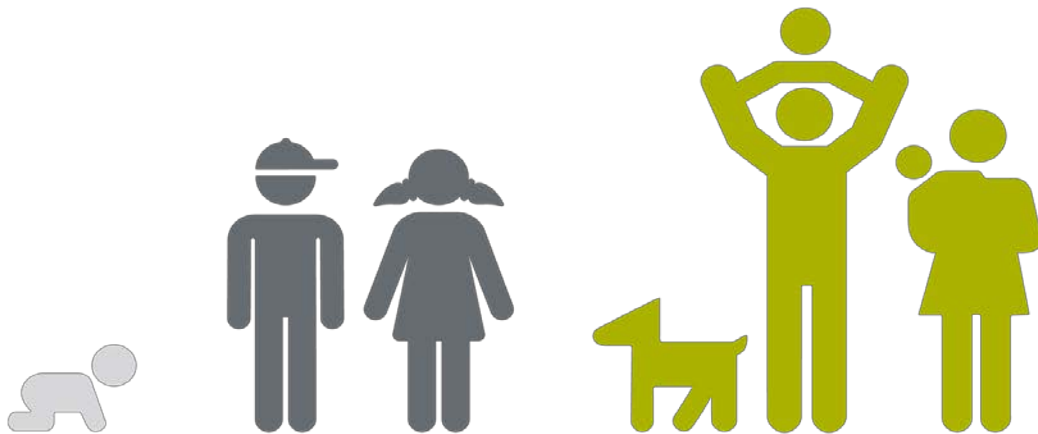
The following key points may be noted:

- The questionnaire received only 28 responses. It is not known how many people may have been given the opportunity to complete it and so a “response rate” cannot be calculated.
- Although relatively few responses were received, their comments can still be regarded as significant

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- The majority of the responses were from a child, young person or a family member
 - Four responses were received from professionals
 - It is not possible to attribute subsequent responses to each individual category
 - Only 3 out of 23 respondents felt that the Partnership had not paid attention to the views of children, young people and families in the development of the strategy. A further 8 out of 23 were unsure.
 - Additional comments indicated that additional opportunities to engage may have been exploited further eg: parents, schools, PTAs, sports clubs etc.
 - 16 out of 19 respondents agreed with the main points of the strategy. Only 2 were unsure and only 1 did not agree.
 - There was some indication that participants felt the need for greater clarity around how the strategy will be implemented.
 - There is an opportunity to continue (and extend) engagement processes as Action Plans are developed.
 - Children and Young People felt the most significant aspect of the 12-point plan is Point 2: ***“We will invest in and collaborate with our local communities to support children, young people and families’ learning, resilience, and wellbeing”.***
 - Other significant points were:
 - 3 – ***“We will co-produce shared plans for the development and organisation of early help interventions in localities, underpinned by information sharing, joint-working arrangements and the active involvement of children, young people and families in their co-production”***
 - 4 – ***“We will enhance partner’s joint arrangements for safeguarding, risk assessment and information sharing, ensuring that they are successful in protecting children, young people and vulnerable adults in communities.”***
 - 9 – ***“We will have effective shared information arrangements in place between all key agencies across Cwm Taf.”***
 - 10 – ***“We will have a shared performance framework reflecting our continuum of services, which meets the requirements of the Welsh Government and allows us to review the impact of our services on wellbeing outcomes for children, young people and families.”***
 - There was no awareness of the impact so far of the strategy
 - Some participants expressed the view that a summary of the strategy was not sufficient and wanted to see the full document.
 - There was a generally expressed appetite to be further involved in the development of strategies and plans; perhaps adopting a workshop-based approach.
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Cwm Taf Social Services And Well-Being Partnership Board

A Shared Regional Strategy For Supporting Children, Young People And Families



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1 Introduction and Context

Partners in Cwm Taf have built on a strong record of constructive working on support for children and young people across the region to develop a joint strategy, the purpose of which is to steer the development of children's health, wellbeing and social services for the next five years. It will help partners address the resource and capacity issues facing them, and new and emerging Welsh Government legislation and policy requirements.

Partners have all undertaken significant work in recent years to help shape different aspects of their children's services offer and this work has been heavily informed by recent changes and ongoing commitments.

The strategy document was developed by a multi-agency working group in 2017-18, guided by the Regional Partnership Board and supported by the Institute of Public Care at Oxford Brookes University (IPC). It involved detailed analysis of local partner priorities, workshops to explore challenges and agree priorities, and engagement with children and young people.

The document has been prepared in a way to minimise the complexity of the messages in it, be readable to members of the public, and to ensure that further work by partners is informed by a clear set of priorities and objectives. It sets out the 5-year shared priorities for the region and it will be supported by a set of realistic but challenging milestones. Subject to the addition of the Bridgend area to the regional partnership it will be revised to incorporate new or revised priorities.

The document sets out how we will work together to address Welsh Government legislation and how we will pool our resources to ensure high quality, accessible and integrated services that will help children, young people, families and communities quickly and effectively. It explains our shared vision, and how it will be implemented, overseen and measured to ensure it is implemented effectively.

The plan to support the strategy has also been produced jointly by partners in Cwm Taf in response to the population analysis, and consultation with the public and professionals in 2016 and 2017. It is intended to remain relevant until 2022. There is proposed a shared vision, principles and objectives which will direct the work of all partners over that period. It takes into account:

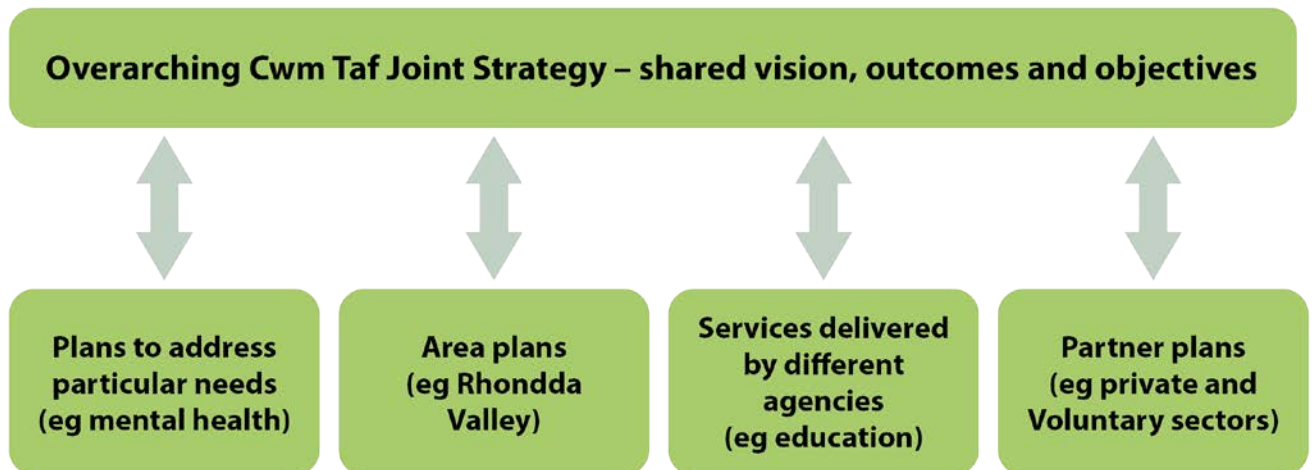
- The Social Services and Well-being (Wales) Act which gives people more of a say in the care and support they receive.
- Well-being of Future Generations (Wales) Act 2015. This Act is about improving the social, economic, environmental and cultural well-being of Wales.
- The Population Assessment which captures the needs and resources of the local population and how public resources can best be used to deployed support to them.
- The Well-being Assessment (WBFAG) which is expected to capture the strengths and assets of the people and communities in the area in their assessment.

- The commitment of the Cwm Taf Public Services Board on a range of strategic intentions across the region including delivering the goals of the Well-being of Future Generations (Wales) Act.
- Universal services that are those services (sometimes also referred to as mainstream services) that is provided to, or is routinely available to all children, young people and families.
- Early help to ensure working with children and families to help them deal with difficulties or challenges as soon as they arise.

2 Vision Statement

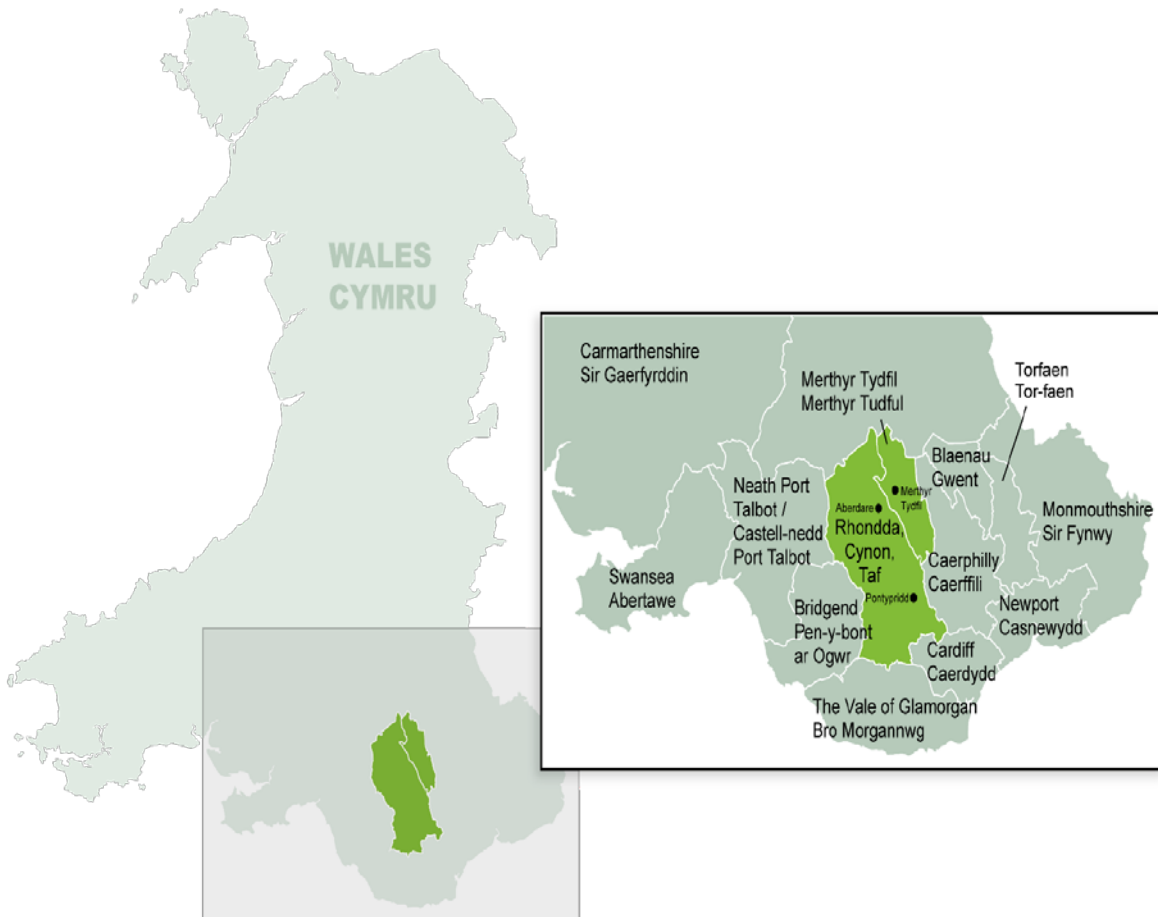
Our shared vision is that children, young people and families in Cwm Taf live safe, healthy and fulfilled lives and that they can achieve their full potential by building resilient communities.

The Cwm Taf Public Services Board will make sure that all our activities and services are driven by this Vision Statement.



3 Cwm Taf Area

The partnership is made-up of public and third sector organisations in the Cwm Taf region, and we are concerned with the wellbeing of all children, young people and their families in Cwm Taf.



4 Our population

Overall, we think that Cwm Taf is a great place to grow up, but children, young people and families do face challenges.



3.064 million people live in Wales. 10% of the Wales' population live in Cwm Taf.



For every **100** adults in Wales **47%** have suffered at least one adverse childhood experience (ACE) during their childhood and 14% have suffered 4 or more



2,625 children in need live in Cwm Taf and make up 13.5% of all children in need in Wales.
28.7% children aged 4 to 5 are overweight or obese in Cwm Taf, highest in Wales 26.2%
1 in 5 children report low life satisfaction in Wales.



2,615 children and young people are reported to have experienced mental ill-health in Cwm Taf and make up 13.5 % of all such children and young people in Wales



765 children and young people are looked After in Cwm Taf, which is 13.5 % of all those looked after in Wales.
555 children and young people are on the Child Protection Register in Cwm Taf and make up 18.5% of all such children in Wales.



56% of pupils in Merthyr and **62%** in RCT gained A* - C grade in GCSE
Care leavers leaving school with no qualifications was **38%** RCT and 29% Merthyr in 2016



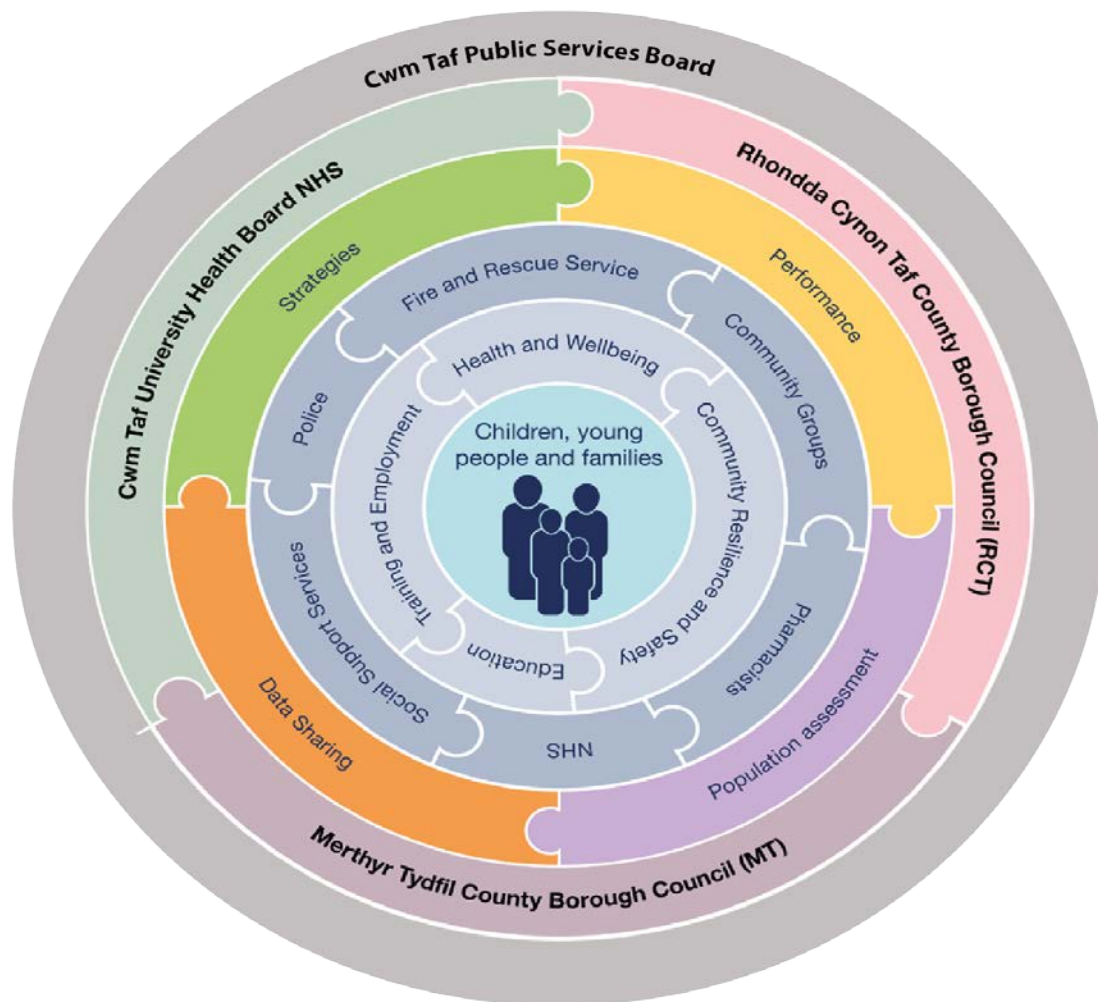
3,263 self-reported young carers aged under 25 years in Cwm Taf, an increase of **16%** since 2001.



483 households were assessed as homeless in Cwm Taf in 2016.
24% of children living households below average income in Cwm Taf in contrast to 22.2% in Wales.

5 A History of Partnership

In Cwm Taf we have a strong history of partnership working and this is evident on our collaborations:



These include:

- Cwm Taf Public Services Board
- Cwm Taf Safeguarding Board
- Cwm Taf Youth offending Service
- Cwm Taf Multi-agency Safeguarding Hub
- Vale, Valleys and Cardiff Adoption Collaborative
- Intensive Family Support Team
- Out of Hours Duty Service (MT, RCT and Bridgend)
- Joint Education and Psychology Service
- Cwm Taf Children and Young People's Emotional and Mental Health Partnership

6 Our Shared Vision

We have agreed a shared vision which recognises these challenges, and sets out how we will address them:

- Children, young people and families in Cwm Taf will live safe, healthy and fulfilled lives and achieve their full potential.
- Families and communities will be more resilient and independent.
- Our focus on communities will give children, young people and families the best possible environment to thrive.
- The balance of resource will shift from safeguarding, substitute and complex care to early and targeted help.

In summary:



7 Some of the challenges we face together

This is a challenging time for us all, as we work together to address issues including:



Significant changes in family and community structures



Increasing financial pressure on public services



Changing Populations including a higher proportion of older people



New technology changing the way we interact and communicate with each other



Changing public expectations about what is a good life and what services are needed to support them



Increasing complexity of need for some of our children and young people

8 Our shared principles

To address these issues and deliver on our vision over the next five years we will work as partners to deliver the Social Services and Well-being (Wales) Act 2014 and Well-being and Future Generations (Wales) Act 2015 and:

- Work better in partnership with local children, young people, families and communities to help them achieve their personal well-being outcomes and build resilience.
- Work positively with children, young people and families taking a strengths-based, co-production approach.
- Take a place-based approach to working collaboratively in and with communities to develop the best possible environment for them to thrive
- Focus our intensive support on those children and young people who need help to deal with significant adverse experiences.

9 Our three-year shared objectives

In the next three years each partner will use our shared vision and principles as the basis for their own detailed plans and services. In addition, we will work together to secure the following twelve objectives:

1. We will work to achieve an integrated place-based approach to building resilient communities that prevents and mitigates the effects of adverse childhood experiences (ACEs).
2. We will invest in and collaborate with our local communities to support children, young people and families' learning, resilience, and wellbeing.
3. We will co-produce shared plans for the development and organisation of early help interventions in localities, underpinned by information sharing, joint-working arrangements and the active involvement of children, young people and families in their co-production.
4. We will enhance partner's joint arrangements for safeguarding, risk assessment and information sharing, ensuring that they are successful in protecting children, young people and vulnerable adults in communities.
5. We will have a full range of integrated services for children, young people and families with complex needs to provide care and support at the right time and place.
6. We will implement a shared framework for the assessment, eligibility and support for children, young people and families, to ensure we are collaborating effectively across professions and agencies.

7. We will have effective shared information arrangements in place between all key agencies across Cwm Taf.
8. We will have a shared performance framework reflecting our continuum of services, which meets the requirements of the Welsh Government and allows us to review the impact of our services on wellbeing outcomes for children, young people and families.
9. All of our local plans will be informed by a single population assessment for Cwm Taf, which will be kept under review.
10. We will have a workforce across Cwm Taf which is working effectively with children, young people and families in the spirit of the SSWB (W) Act.

10 Governance and accountability

The strategy is owned by the Cwm Taf Regional Partnership Board, which will hold partners to account for its delivery and ensure that local plans are developed within these overall priorities.

The Regional Partnership Board will review targets and performance measures (including relevant National and Regional Performance Indicators) to ensure that the strategy is having its intended impact.

Every partner agency will seek agreement from the Partnership Board for any key local plans related to the strategy.

11 Performance and delivery

The Partnership Board will review the impact of the shared strategy through a twice-annual review, and an annual report to the Welsh Government covering:

Population outcomes, needs and services from the data collected for the Government such as education returns, health performance and social care outcomes.

Service activity and performance from the same sources and our locally collected data.

Progress against milestones identified in the delivery plan for the five-year priorities and three-year objectives in this strategy.

Cwm Taf Social Services and Wellbeing Partnership Board

Regional Strategy for Supporting Children, Young People and Families

Equality Impact Assessment

**Draft V1
May 2018**

Cwm Taf Social Services and Wellbeing Partnership Board: Regional Statement of Intent for Supporting Children, Young People and Families

Equality Impact Assessment

1 Introduction

The development of a Cwm Taf Regional Statement of Intent for Supporting Children, Young People and Families has been considered against the Equality Act 2010 and specifically the Public Sector Equality Duty, which came into force on 5th April 2011.

As part of this duty, public sector bodies in Wales are required to publish an assessment of impact in order to be transparent and accountable i.e. their consideration of the effects that their decisions, policies or services have on people on the basis of their gender, race, disability, sexual orientation, religion or belief, and age, to include gender re-assignment, pregnancy and maternity, marriage and civil partnership issues. These are classed as 'protected characteristics'. Whilst deprivation does not constitute a 'protected characteristic' it is relevant because people from protected groups are more likely to experience it and because there are such high levels of deprivation in our local community. 36% of the Cwm Taf population live in areas which are among the most deprived 20% in Wales.

The need for the collection of evidence to support decisions and for engagement mean that the most effective and efficient impact assessment is conducted as an integral part of policy development or service re-design, with the assessment being commenced at the outset. These will help to eliminate discrimination, tackle inequality, develop a better understanding of the community, and target resources effectively.

2 Context

The Regional Statement of Intent has been developed in the context of the following key Welsh Government legislation and policy guidance:

- **Social Services and Well-being (Wales) Act 2014**¹ places emphasis on children, young people and their families having more of a say in the care and support they receive.
- **Well-being of Future Generations (Wales) Act 2015**² seeks to improve the social, economic, environmental and cultural well-being of Wales.
- **Children and Young People: A Framework for Partnership**³. introduces a commitment to the United Nations Convention on the Rights of the Child and proposes a new method of planning services for children and young people through partnerships of local authorities, the Health Service, and other local bodies.

¹ <https://www.legislation.gov.uk/anaw/2014/4/contents>

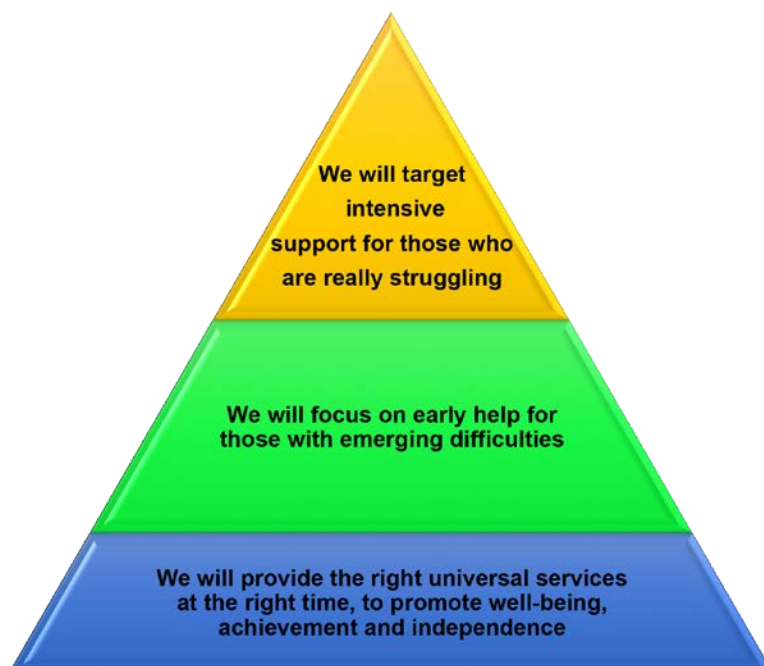
² <http://www.legislation.gov.uk/anaw/2015/2/contents/enacted>

³ <http://dera.ioe.ac.uk/7717/1/090415rightstoactionen.pdf>

3.2 Service Model

The following diagram illustrates the proposed service model:

Figure 1: Pathway to improving outcomes



3.3 Principles

The key principles that underpin the statement of intent are a commitment by all partner organisations to:

- Work better in partnership with local children, young people, families and communities to help them achieve their personal well-being outcomes and build resilience.
- Work positively with children, young people and families taking a strengths-based, co-production approach.
- Take a place based approach to working collaboratively in and with communities to develop the best possible environment for them to thrive
- Focus our intensive support on those children and young people who need help to deal with significant adverse experiences.

3.4 Objectives

For the period 2018-21, partners have committed to the following objectives:

- Work to achieve an integrated place-based approach to building resilient communities that prevents and mitigates the effects of adverse childhood experiences (ACEs).
- Invest in and collaborate with our local communities to support children, young people and families' learning, resilience, and wellbeing.

- Co-produce shared plans for the development and organisation of early help interventions in localities, underpinned by information sharing, joint-working arrangements and the active involvement of children, young people and families in their co-production.
- Enhance partner's joint arrangements for safeguarding, risk assessment and information sharing, ensuring that they are successful in protecting children, young people and vulnerable adults in communities.
- Have a full range of integrated services for children, young people and families with complex needs to provide care and support at the right time and place.
- Have a single set of advocacy arrangements in place to ensure that all children and young people are understood, and able to contribute fully in decision making, which are relevant to them.
- Have a pooled budget in place to support delivery of a continuum of family support services across Cwm Taf and increase our overall proportional spend in this area.
- Implement a shared framework for the assessment, eligibility and support for children, young people and families, to ensure we are collaborating effectively across professions and agencies.
- Have effective shared information arrangements in place between all key agencies across Cwm Taf.
- Have a shared performance framework reflecting our continuum of services, which meets the requirements of the Welsh Government and allows us to review the impact of our services on wellbeing outcomes for children, young people and families
- All local plans will be informed by a single population assessment for Cwm Taf, which will be kept under review.
- Have a workforce across Cwm Taf which is working effectively with children, young people and families in the spirit of the SSWB (W) Act.

4 Understanding the Demographic Profile

The Statement of Intent for Supporting Children, Young People and Families has been developed in the context of, and in response to the following key demographic issues:

- 3.064 million people live in Wales. 10% of the Wales' population live in Cwm Taf.
- For every 100 adults in Wales 47% have suffered at least one "Adverse Childhood Experience"⁵ during their childhood and 14% have suffered 4 or more.
- 2,625 children in need (including disability) live in Cwm Taf and make up 13.5% of all children in need in Wales.
- 28.7% children aged 4 to 5 are overweight or obese in Cwm Taf; the highest in Wales at 26.2%
- 1 in 5 children report low life satisfaction in Wales
- 2,615 children and young people are reported to have experienced mental ill-health in Cwm Taf and make up 13.5 % of all cases in Wales.
- 765 children and young people are looked After in Cwm Taf, which is 13.5 % of all CYP looked after in Wales.

⁵ <http://www.aces.me.uk/in-wales/>

- 555 children and young people are on the Child Protection Register in Cwm Taf, and make up 18.5% of all such children in Wales.
- 56% of pupils in Merthyr and 62% in RCT gained A* - C grade in GCSE
- 3,263 self-reported young carers aged under 25 years in Cwm Taf, an increase of 16% since 2001.
- The percentage of care leavers leaving school with no qualifications was 38% RCT and 29% Merthyr in 2016
- 483 households were assessed as homeless in Cwm Taf in 2016.
- 24% of children live households below the national average income in Cwm Taf in contrast to 22.2% in Wales.

4.1 Ethnicity

Cwm Taf has lower representation from ethnic groups other than white than Wales as a whole. However, there are Polish, Portuguese and Czech people living in the local community and their access issues will need to be considered in terms of language issues and availability of transport.

Language can represent a further barrier for children and young people in accessing public transport and services generally. It can also create further barriers to understanding during diagnosis, treatment and during recovery. The use of translation services may be appropriate and there are supportive policies in relation to these services.

Whilst there is no specific evidence available to examine the ethnicity of children and young people in Cwm Taf at this point it is worth noting that evidence shows that people from different ethnic groups respond differently to health promotion campaigns which may not be sensitive to language or cultural differences. In planning and delivering health and wellbeing activities, providers need to be mindful of these issues. However, the importance of family and community support networks is well recognised by many ethnic groups which will be helpful in building community capacity.

4.2 Religion

There is a lower representation in every religious group in Cwm Taf than is seen in Wales as a whole. Higher than average proportions of the population stated that they had no religion. However, it is important that services take cultural needs into account. A guide to cultural issues has been developed by Mental Health Advocacy Services (partly commissioned by the Health Board).

4.3 Sexuality and transgender

This information is not currently available. However, in general terms, research has suggested there may be an association between harassment and poor mental health. Some evidence suggests lesbian, gay and bisexual and transgender people, are perhaps more likely than other groups to face hostility and misunderstanding, and are more likely to experience poor mental health ("How Fair is Britain?", 2006⁶). Recent

⁶ <https://www.equalityhumanrights.com/sites/default/files/how-fair-is-britain.pdf>

research looking at the mental health and emotional wellbeing of transgender people has found rates of current and previously diagnosed mental ill health are high.

The Isolation to Integration report found that gay men and lesbians are at greater risk of becoming lonely and isolated as they age because they are more likely to live alone and have less contact with family.

4.4 Deprivation

Over 40% of residents in Merthyr Tydfil live in the most deprived fifth of Wales and within Rhondda Cynon Taf over 30% of residents live in the most deprived fifth of Wales. Higher levels of deprivation are evident in every category compared with the rest of Wales and this has implications for access to health generally, as well as other issues such as transport, unemployment and prosperity.

This has implications for our health and wellbeing given the association between deprivation and ill-health, which manifest in shorter life expectancy than the rest of Wales. There is also a gradient in life expectancy across Cwm Taf with higher levels of deprivation in valley communities, compared to the less deprived areas along the M4 corridor.

4.5 Welsh Language

“More than just words”⁷, the Welsh Government’s original strategic framework for Welsh language services in health, social services and social care, launched in 2012, has led to a number of improvements that have helped support Welsh speakers receive health, social services and social care services in their first language. This has been achieved by making the best use of the existing skills and resources across our NHS and social services.

One of the key principles of “More than just words” is the Active offer. An Active Offer simply means providing a service in Welsh without someone having to ask for it. It means creating a change of culture that takes the responsibility away from the individual and places the responsibility on service providers and not making the assumption that all Welsh speakers speak English anyway.

4.6 Human Rights

As described in Section 2 of this document, the Regional Statement of Intent for Supporting Children, Young People and Families responds directly to the Welsh Government strategy: **Children and Young People: A Framework for Partnership**, which in turn commits to the United Nations Convention on the Rights of the Child.

At its most basic, care and support offers protection of people's right to life under Article 2 of the European Convention by ensuring their most fundamental physiological needs, such as eating, taking medication, getting up in the morning and going to bed at night are met. But for those who require it, and those with whom they share their lives, the availability and organisation of care and support also determines whether they enjoy a number of other important human rights including freedom from inhuman and degrading

⁷ http://www.wales.nhs.uk/sites3/documents/415/WEB%20-%2016184_Narrative_e_WEB.pdf

treatment (under Article 3 of the Convention) and the right to respect for private and family life (under Article 8).

One crucial element of ensuring people are treated with dignity is for providers to understand the significance of human rights legislation. The legal framework of human rights law requires that health and social care workers, alongside other providers of public services, respect the dignity of people using services.

The ethics and values that underpin good practice in social care, such as autonomy, privacy and dignity, are at the core of human rights legislation. There are ongoing tensions between adherence to these values and the need to protect people from abuse, neglect and harm.

5 Staff Who May Be Affected by The Statement of Intent

We will need to consider the implications of the new service models for our staff. It is recognised that if staff are required to relocate or work differently, eg as part of integrating services, their personal characteristics and circumstances are taken into account, particularly if their journey is more difficult or their work pattern changes e.g. their age and family commitments.

There are appropriate organisational change policies in place within the local authorities and the University Health Board to manage any staff changes required as a result of this work.

6 The Engagement Exercise

The initial draft Regional Statement of Intent for Supporting Children, Young People and Families was developed in response to what service users, carers and other stakeholders had told us previously, including engagement as part of developing the Cwm Taf Population and Wellbeing Assessments, and with reference to good practice and research from elsewhere.

An Engagement Strategy was approved which included a range of activities undertaken during 2017/18 intended to make sure that we have correctly addressed the things that stakeholders told us and that the Statement of Intent is focussed on what matters

Findings from the Online Survey

An online survey was designed and a summary report is attached as Appendix 1. The following key points were noted:

- The questionnaire received only 28 responses. It is not known how many people may have been given the opportunity to complete it and so a “response rate” cannot be calculated.
- Although relatively few responses were received, their comments can still be regarded as significant

- The majority of the responses were from a child, young person or a family member
- Four responses were received from professionals
- It is not possible to attribute subsequent responses to each individual category
- Only 3 out of 23 respondents felt that the Partnership had not paid attention to the views of children, young people and families in the development of the strategy. A further 8 out of 23 were unsure.
- Additional comments indicated that additional opportunities to engage may have been exploited further eg: parents, schools, PTAs, sports clubs etc.
- 16 out of 19 respondents agreed with the main points of the strategy. Only 2 were unsure and only 1 did not agree.
- There was some indication that participants felt the need for greater clarity around how the strategy will be implemented.
- There is an opportunity to continue (and extend) engagement processes as Action Plans are developed.
- Children and Young People felt the most significant aspect of the 12-point plan is Point 2: ***“We will invest in and collaborate with our local communities to support children, young people and families’ learning, resilience, and wellbeing”.***
- Other significant points were:
 - 3 – ***“We will co-produce shared plans for the development and organisation of early help interventions in localities, underpinned by information sharing, joint-working arrangements and the active involvement of children, young people and families in their co-production”***
 - 4 – ***“We will enhance partner’s joint arrangements for safeguarding, risk assessment and information sharing, ensuring that they are successful in protecting children, young people and vulnerable adults in communities.”***
 - 9 – ***“We will have effective shared information arrangements in place between all key agencies across Cwm Taf.”***
 - 10 – ***“We will have a shared performance framework reflecting our continuum of services, which meets the requirements of the Welsh Government and allows us to review the impact of our services on wellbeing outcomes for children, young people and families.”***
- There was no awareness of the impact so far of the strategy
- Some participants expressed the view that a summary of the strategy was not sufficient and wanted to see the full document.
- There was a generally expressed appetite to be further involved in the development of strategies and plans; perhaps adopting a workshop-based approach.

7 Potential Positive and Negative Impact Identified

7.1 Positive Impact

The primary beneficiaries are children, young people and their families as the Statement of Intent seeks to implement a service model which promotes health and well-being and promotes their rights under the United Nations Convention on the Rights of the Child.

There will be a positive impact in terms of a culture change which promotes independence, social inclusion, greater choice and control. The 12 key objectives of the statement of Intent all seek to achieve a positive impact:

- An integrated, locality based approach mitigates the effects of adverse childhood experiences (ACEs).
- Investment in collaborating with local communities
- Early help services in localities.
- Working together better to respond to safeguarding and child protection
- Joined up and seamless services to provide care and support at the right time and place.
- Co-ordinated advocacy.
- Pooled budgets to support integrated delivery.
- A shared approach to assessment, eligibility and support for children, young people and families.
- Shared information arrangements.
- A shared performance framework.
- Local plans informed by a single population assessment.
- A co-ordinated and shared approach to the workforce.

7.2 Negative Impact

The engagement process has not identified any notable negative impacts. Possible negative impacts may include:

- **Uncertainty during any period of change in arrangements** – Children, young people and families need to understand the way in which they can access information and advice, support and care. If changes are to be made to the way in which these services are made available, then there could be uncertainty during any period of change.
- **New arrangements for staff** – New ways of working may mean new rules, relationships and, possibly, jobs. Staff involved in providing services to children, young people and families may feel uncertain about their future and have concerns about new ways of working.
- **Managing transition** – Introducing new processes and arrangements mean periods of transition and flux in which old systems are no longer used, but new ones are still embedding, for example new safeguarding procedures and information systems.
- **Increased emphasis on community support** – Increased emphasis on community support will require agreement, co-operation and potentially additional

“resource” for those in the community upon whom the new expectation to participate is placed. This will need to be negotiated in some way.

Overall it is considered that the benefits to be gained from the implementation of the Regional Statement of Intent for Supporting Children, Young People and Families will outweigh any negative impacts. The potential negative impacts will be addressed as identified below and as the Statement of Intent is implemented.

8 Plans to Alleviate any Negative Impact

Engagement and communication

The Delivery group overseeing the next steps will comprise of partner representatives. This group will from the outset agree an engagement plan

The purpose of the engagement plan is for the group to think through how stakeholders are going to be kept appropriately informed and involved in each stage of the development of the business case and the implementation of the delivery model.

Effectively engaging and communicating with stakeholders including staff will help facilitate the change management process. It will also help identify as well as reduce the potential risk of stakeholders not engaging in or being committed to the changes. This plan is not a plan for consulting stakeholders about whether any changes should or should not take place. The case for change has been accepted and the focus now is to develop and implement the best solutions to deliver the agreed Vision and outcomes.

The objectives of the engagement plan are to:

- Achieve a shared understanding of what we are doing and why.
- Ensure that a whole system approach is taken towards the agenda for change and that the relevant individual parts of the system understand their contribution towards its delivery.
- Maximise the opportunity for participation of stakeholders into the development and implementation of the changes.
- Build credibility and trust and create an environment that encourages openness and meaningful dialogue.
- Ensure all stakeholders know what is happening, when and how it will affect them.

This Statement of intent is a high-level document that does not go into the detail of service change at an operational level

9 Mitigation

An effective EIA takes into account the views and opinions of those who may be affected by the policy and what is already known about how the policy might affect different groups. This includes national evidence, Public Health Wales information,

census data, public and service user views wherever possible in order to identify and address issues.

The consideration of mitigating measures and alternative ways of doing things is at the heart of the Equality Impact Assessment process. Different options have been considered in the development of the regional Statement of Intent as covered in this document. The consideration of mitigation of adverse impacts is intertwined with the consideration of all actions. Mitigation can take the form of lessening the severity of the adverse impact.

Ways of delivering services which have a less adverse effect on the relevant equality category or issue, or which better promote equality of opportunity for the relevant equality category, have been considered.

The preliminary issues and potential mitigations have been listed earlier in this document and will be revisited as the service changes are agreed and developed. This initial document represents stage one of the equality impact assessment.

10 Summation: General Duty

Due Regard to 3 elements of general equality duty

This Equality Impact Assessment is representative of a real attempt to address the following questions:

- **Does this Statement of Intent help to eliminate discrimination?**

Yes - Although there is no perceived discrimination in the way services are currently provided, the move to this new approach based on Welsh Government Policy and rooted in the principles of the United Nations Convention on the Rights of the Child will help achieve the outcomes we are seeking to achieve for children, young people and their families.

- **Does this service change help promote equality of opportunity?**

Yes - This model of service provision should enhance the service offer to all children, young people and their families.

- **Does this Statement of Intent help/foster good relations between people possessing the protected characteristic and those that do not?**

Yes - We have considered the target population. Where concerns relating to equality have been raised, these have been identified and explored in order to establish possible mitigation and to avoid discrimination against any particular groups and to promote equality of access to services. This has involved engagement with different groups in relation to the use of appropriate media, fora and by building on existing relationships.

The composition of the local population (2011 Census and Public Health information) has been analysed and issues considered.

11 Monitoring Arrangements

The impact of this statement of intent will be closely monitored and careful consideration will continue to be given to the points highlighted in this equality impact assessment.

Further, and as noted above, specific service change resulting from our commitment to this high-level statement will require further comprehensive equality impact assessment and as such this assessment.