

Integrated Impact Assessment

Llais Strategic Plan 2024-2027 & Llais Annual Plan 2024-2025.

Please complete the following table to state whether the following groups will be adversely, positively, differentially affected by the proposal or that it will have no affect at all.

Impact	None	Negative	Positive	Assessment
Protected Characteristics				
Age			X	<p>Our strategic plan specifically references involving children and young people in our activities to ensure that we can effectively represent their voices.</p> <p>Whilst there is no explicit reference to older people within the plan our data tells us that we are reaching some older communities already and we will respond in our activities to what people are telling us.</p> <p>The census tells us that we have an aging population, and we understand that this is (and will continue to) have an impact on both health and social care services.</p>

			Our work in helping to influence and shape health and social care by striving to be a key partner in people-centred engagement is likely to have a positive impact on this group.
Disability		X	<p>This plan will be made available in a range of formats including Easy Read and will be embedded into our website to allow for better access for those who use communication aids.</p> <p>We are in the process of obtaining British Sign Language interpretation services to allow for key documents (including this one) to be developed into a video with accessible subtitles.</p> <p>The areas of focus set out within this plan actively promote better practice.</p> <p>Improving our communications and the way we promote services in conjunction with the embedding of equity, diversity and inclusion is likely to have a positive impact on this group, particularly in terms of accessibility.</p>
Sex/gender	X		<p>No impacts have been identified for this characteristic. There are no explicit references to sex within the plan.</p> <p>However, the priorities and outcomes outlined within it may</p>

				have a positive impact on this group.
Race			X	<p>This plan acknowledges that we have a duty to be actively anti-racist and whilst there is no explicit mention of how this might be achieved within this plan, our areas of focus and collective outcomes have been created to ensure that our work and activities are understood by diverse communities.</p> <p>We understand that building relationships and trust is key to ensuring that we hear people from Black and ethnic minority backgrounds and Gypsy, Roma, and Traveller communities who may be seldom heard.</p> <p>Our ambition is to grow and improve as an organisation and the actions set out within this plan should have a positive impact on this group.</p>
Religion/Beliefs			X	<p>Whilst there are no explicit references to Religion/Beliefs in this plan the actions set out under our areas of focus should ensure that our internal and external practices and processes are not detrimental and promote equity and accessibility for this protected characteristic.</p>
Sexual Orientation			X	<p>Once again, the plan acknowledges our commitment to wider Welsh government</p>

			<p>initiatives like the LGBTQ+ action plan.</p> <p>Sexual orientation is not specifically referenced within this plan but the focus and outcomes it sets out have the potential to positively impact and improve health and social care services for this group.</p> <p>As outlined in the plan, our aim is to continue to listen and represent the voices of those within Wales.</p> <p>As with any other group, where we identify challenges and barriers to services, we will act to help raise concerns and use our influence to dismantle them.</p>
Gender reassignment		X	<p>Gender-neutral language is used throughout the document.</p> <p>This plan does not contain explicit detail as to how our work may affect trans people. This may cause concern for trans individuals, however, the actions that sit under this plan should ensure that our work has no detrimental impact on this protected characteristic.</p> <p>As indicated above, we are here to listen and one of the priorities set out in this plan is for us to push for services that meet everyone's needs.</p>

				<p>The potential to positively impact this group is likely to be fulfilled through our actions, with an understanding that trust and accessibility is key to ensure we can work together to achieve this.</p>
Marriage and civil partnership			X	<p>Whilst there is no duty other than to eliminate discrimination in terms of employment, there are no impacts identified as part of this work.</p> <p>As with the other protected groups, the work undertaken as part of this plan has the potential to ensure that we are meeting the internal requirements.</p> <p>As we embed equity, diversity and inclusion into everything that we do we should be meeting our requirements under the PSED.</p> <p>This plan runs parallel to the SEP 24-28 which also covers this.</p>
Pregnancy and maternity			X	<p>The areas of focus and outcomes set out in this plan have the potential to eliminate health and social care inequities for this group.</p> <p>Once again, key to enabling us to do this is the increased awareness in who we are, what</p>

				we do and how we can support this group in raising their voices and concerns.
Other characteristics to consider				
Welsh Language			X	<p>This plan is available in Welsh and people are encouraged to communicate with us in the language of their choice.</p> <p>Whilst there is no explicit reference to the Welsh language within this plan our broader work around communication will encompass this group.</p> <p>Additionally, ensuring access to services that meet people's needs is likely to incorporate elements of championing services in the medium of Welsh based on some of our previous engagement.</p>
Other Languages			X	<p>We are in the process of procuring translation services for our key documents (of which this plan is one) to be available in a range of languages.</p> <p>In the interim we have encouraged people to contact us to ensure they receive this plan in the language of their choice.</p> <p>As part of our key areas of focus and in conjunction with the activities and objectives set out in the SEP 24-28 there is</p>

				potential to positively impact this group and their access to health and social care services.
Human Rights			X	This plan is designed to ensure that we continue to put people at the centre of all that we do as our priorities demonstrate.
Deprivation	X			No identified impacts for this group. As part of our person-centred engagement activity and ensuring we are listening to the people of Wales we are committed to raising concerns in this area where challenges are identified.
Persons with dependents			X	This group has been identified under our priorities of ensuring services meet everyone's needs. We recognise the vital role of caregivers and want to work with others to acknowledge their contributions to community health and wellbeing alongside developing support and resources to help improve their lives.
Rural residence	X			More broadly the scope of this plan's priorities and actions may facilitate positive change for those who face barriers because of rurality. Whilst no specific impacts have been identified, potential

			<p>positive impact may occur as part of this work.</p> <p>Consideration as to how this plan will be shared with those who may face exclusion due to rural residence has been considered in conjunction with digitally vulnerable people below.</p>
Gypsy and traveller communities		X	See Race.
Digitally vulnerable		X	<p>Explicit reference is made to technology within this plan as part of our priorities.</p> <p>We recognise that some people need more support and reassurance to build their confidence in utilising new technologies.</p> <p>Our focus is to increase digital inclusion, ensuring that people are involved in the development of new technology within health and care.</p> <p>This priority emphasises the importance of people being supported in how to use tech in a way that is accessible to them considering their:</p> <ul style="list-style-type: none"> -learning needs -broader accessibility requirements and;

				<p>-socio-economic barriers that may cause additional challenges when accessing technology either through finances, equipment, or opportunities.</p> <p>This plan will be made available in non-digital formats for those who are at risk of digital exclusion.</p>
Future generations			X	<p>This plan, its priorities and outcomes work towards the following well-being goals: A More Equal Wales, A Wales of Cohesive Communities and A Healthier Wales.</p>

Overall assessment of the potential impact on particular groups

Summary

This assessment primarily refers to the Strategic Plan 2024-2027 but is overarching to consider the impacts of our Annual Plan 2024-2025. We have taken this approach as our Annual Plan has been directly informed by our Strategic Plan and any impacts will have been considered during the development process.

There are no detrimental impacts on any protected characteristics identified during the development of this plan. Our Strategic Plan has been drafted using a wide range of internal evidence e.g., staff engagement sessions and external evidence e.g., external reports and information from the census.

As part of the development of this plan the strategic priorities have been made available through various channels including social media and our website for people to share their thoughts and feedback to ensure that our direction aligns with what they have told us.

This plan encourages new ways of working and trying new things to ensure that we set the example for inclusivity, alongside the SEP 24-28. As indicated throughout this assessment, there is a lot of potential for positive impact on a range of protected characteristics.

What action will be taken to mitigate any potential negative impact on a particular group/s?

As with most broad strategy there are likely to be individual projects and workstreams that are identified as part of this plan. As part of the openness and transparency that we highlight within both documents we will ensure that those pieces of work have individually assessed their impacts on particular groups.

The above also pertains to any projects or work identified as part of our Annual Plan.

In general, the priorities, areas of focus and outcomes detailed within this plan should in themselves mitigate any potential negative impacts on particular groups as detailed within the content.

Regular reporting to our Board will monitor our performance against the actions set out in this plan and to ensure our work reflects what we have set out to do.

Welsh Language

This proposal has been assessed in line with our Welsh language requirements for standards.

Outcome

No impact.

Data Protection

This proposal has been assessed in line with our data protection responsibilities.

Outcome

No DPIA required.

Document considered and assessed by _____ on _____

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