

## CYNGOR SIR CEREDIGION

<b>Adroddiad i'r:</b>	<b>Cabinet</b>
<b>Dyddiad y cyfarfod:</b>	<b>4<sup>ydd</sup> Gorffennaf 2023</b>
<b>Teitl:</b>	<b>Darpariaeth Cartref Gofal yn Hafan y Waun yn Aberystwyth</b>
<b>Pwrpas yr adroddiad:</b>	<b>Rhoi'r diweddaraf i'r Cabinet ar ddatblygiadau diweddar ac ystyried cynnig i sicrhau dyfodol Cartref Gofal Hafan y Waun.</b>
<b>Er:</b>	<b>Penderfyniad</b>
<b>Portffolio'r Cabinet ac Aelod y Cabinet:</b>	<b>Y Cyngorydd Alun Williams – Gydol Oed, Llesiant, Gwasanaethau Gofal a Chymorth</b>

### 1. Cefndir a Chyd-destun

Mae Hafan y Waun (HYW) yn gartref gofal sy'n cael ei redeg a'i reoli gan *Methodist Homes for the Aged* (MHA) ar Waun Fawr yn Aberystwyth. Rhoddodd y Cyngor les i MHA ym mis Ionawr 2007, a roddodd ddarn o dir yr adeiladodd MHA y cartref gofal arno.

Mae gan y cartref 90 ystafell wely, pob un yn en-suite. Mae yna 4 adain i gyd, a gall pob un ohonynt fod yn hunangynhwysol, mae cyntedd mawr wrth i chi ddod i mewn i'r cartref ac mae mannau cyffredin ar gael yn yr adenydd ar wahân ond hefyd ym mhrif ran y cartref. Mae MHA wedi darparu gofal dydd mewn anecs y gellir ei gyrchu'n uniongyrchol o'r cartref ac yn allanol, ond daeth hyn i ben ym mis Chwefror 2017. Mae gan y cartref hefyd ardd fawr sy'n gyfeillgar o safbwynt 'dementia' ac sy'n canolbwyntio ar ddull gardd synhwyrdd o weithredu.

Pan agorodd y cartref am y tro cyntaf roedd gan y Cyngor gytundeb prynu bloc ar gyfer yr holl welyau preswyl am gyfnod o 10 mlynedd ac ar y llawr uchaf roedd 40 o welyau nyrsio cyffredinol. Ym mis Rhagfyr 2010 penderfynodd yr Awdurdod Lleol ac MHA ar y cyd ddod â'r pryniant bloc ar gyfer gofal nyrsio i ben a gostyngodd MHA ei nyrsio i 20 gwely mewn dim ond un o'r adenydd i fyny'r grisiau. Yn 2016, cyflwynodd MHA hysbysiad i weddill y ddarpariaeth nyrsio, gyda hwn yn dod i ben ym mis Mawrth 2016. Daeth taliadau bloc y gwelyau preswyl i ben ym mis Chwefror 2017, ac ers hynny mae'r holl leoliadau wedi'u comisiynu ar sail prynu yn ôl y galw.

Mae cynnal lefelau staffio digonol wedi bod yn her erioed, yn fwy felly ers Covid ac oherwydd hyn, mae MHA wedi gorfod cyfyngu ar nifer y derbyniadau i'r cartref, gyda nifer presennol y preswylwyr yn eistedd ar ychydig dros 50. Mae gan MHA bolisi ar waith ar hyn o bryd i beidio â derbyn derbyniadau oherwydd y sefyllfa staffio, er gwaethaf y ffaith y dywedwyd bod recriwtio diweddar yn fwy cadarnhaol. Nid oes dim

rheolwr cofrestredig ar y safle ar hyn o bryd yn dilyn ymddiswyddiad, gyda'r swyddogaeth yn cael ei chyflawni gan reolwr rhanbarthol.

## **2. Sefyllfa MHA**

Cysylltodd uwch reolwyr MHA â thîm Comisiynu'r Cyngor ym mis Mawrth 2023 yn gofyn am gael cyfarfod. Dywedodd MHA fod y cartref yn ei chael hi'n anodd yn ariannol a'i fod am drafod cyfleoedd ac opsiynau posibl mewn perthynas â chynnal y cartref yn y dyfodol. Wedi hynny, gwnaeth Bwrdd MHA benderfyniad ffurfiol i gynnal trafodaethau pellach gyda'r Cyngor i ystyried cynllun ar gyfer y dyfodol, gyda mandad i fynd ar drywydd trosglwyddiad lesddaliad a reolir fel opsiwn.

Cyhoeddodd MHA gyfathrebiadau mewnol i'w staff ar 02/05/23 i gadarnhau bod yr MHA yn bwriadu rhoi'r gorau i nifer o Gartrefi Gofal ar draws y DU a'i fod yn chwilio am Ddarparwyr parod i ymgymryd â'r rhain fel busnes gweithredol, gan gynnwys Hafan y Waun.

*Safbwynt y Cyngor bryd hynny oedd 'Mae MHA wedi cysylltu â'r Cyngor ynghylch Hafan y Waun ac rydym yn gwbl ymwybodol o'r risgiau sy'n gysylltiedig â cholli cyfleuster mor bwysig yng Ngogledd y Sir. Fodd bynnag, mae'r Cyngor yn gweld hwn yn gyfle i ddatblygu a gwella gwasanaethau allweddol yn y dyfodol. Rydym ar hyn o bryd yn gweithio gyda MHA i ganfod atebion tymor canolig i hirdymor, gyda'r nod o sicrhau dyfodol y Cartref.'*

## **3. Ystyriaethau Cychwynnol**

Ar hyn o bryd mae gan y Cyngor les adeilad 125 mlynedd gyda MHA ar gyfer Hafan y Waun, felly mae'r adeilad yn rhan o'r 'Eiddo' y mae'r Cyngor yn berchen arno. Mae gan y les rent hedyn pupur ar yr amod bod Contract sy'n ymwneud â Gofal yn bodoli, fel arall mae'n dychwelyd i werth rhentu llawnach. Mae'n rhaid i'r tenant (MHA) gynnal a chadw'r adeilad ynghyd â gweddill y safle ond pan ddaw'r les i ben, sut bynnag y daw i ben, byddai'r adeilad (ynghyd â'r tir) yn dychwelyd i feddiant y Cyngor. O ystyried bod yr ased wedi'i adeiladu tua 2007, mae'n adeilad pwrpasol modern cwbl weithredol sy'n bodloni gofynion sylfaenol AGC. Dylai fod angen llai o fuddsoddiad cyfalaf a chynnal a chadw na Chartref Gofal mwy nodweddiadol o arddull hŷn.

Felly mae'r opsiwn o ddod â'r ddarpariaeth drosodd i berchnogaeth y Cyngor trwy drosglwyddiad lesddaliad a reolir wedi dechrau cael ei archwilio. Byddai'r dull hwn o weithredu yn sicrhau bod y Cartref Gofal yn parhau i weithredu, bod swyddi Ceredigion yn cael eu diogelu cyn belled ag y bo modd a bod adnodd gwerthfawr yn parhau i gael ei ddarparu i'r sir a'n cymunedau. Byddai'n rhoi sicrwydd i'r preswylwyr presennol a'u teuluoedd ac yn atal y cynnwrf a'r her logistaidd sylweddol o symud a rhoi dros 50 o unigolion mewn Gartrefi Gofal newydd o dan y senario posibl arall o Gau'r Cartref.

Mae risgiau sylweddol i'r Cyngor pe bai'r cartref yn cael ei roi mewn sefyllfa lle byddai'n cau. Byddai colli prif gyfleuster preswyl Dementia'r Sir gyda lle i 90 o welyau yn golygu y byddai'n rhaid i ddefnyddwyr y gwasanaeth a theuluoedd ystyried lleoliadau y tu

allan i'r sir ac ymhell o'u cartrefi. Byddai cau'r cartref hefyd yn golygu bod angen dod o hyd i leoliadau eraill ar gyfer preswylwyr presennol y cartref (50+ o breswylwyr). Gallai fod difrod i enw da'r Cyngor hefyd gyda chanfyddiad y cyhoedd y dylid bod wedi gwneud mwy i sicrhau parhad y ddarpariaeth.

Byddai hefyd yn rhoi cyfleoedd strategol amrywiol posibl i wneud y mwyaf o'r lle adeiladu sydd ar gael o safbwynt y Cyngor, yn ogystal â cheisio gweithio gyda phartneriaid allweddol i ddatblygu prosiectau arloesol trwy gydweithio, megis cefnogi darpariaeth cam-i-fyny a cham-i-lawr ar gyfer Ysbyty Bronglais.

#### **4. Ystyriaethau Ariannol a Chyfreithiol**

Er gwaethaf y cyfleoedd strategol a ddaw gyda'r opsiwn o drosglwyddo lesddaliad, o ystyried mai un o'r sbardunau ar gyfer sefyllfa MHA yw un o fynd i golledion ariannol, mae'n hollbwysig nad yw'r Cyngor yn ei dro yn mynd i golledion ariannol tebyg yn y pen draw.

Felly mae angen i strategaeth ariannol fod yn ei lle i reoli'r risgiau ariannol posibl. Byddai hyn yn cynnwys neilltuo cyllid refeniw (cynigir swm refeniw o £1.0m i'w glustnodi mewn cronfa wrth gefn i ganiatáu ar gyfer cyfnod trosiannol) ynghyd â rhywfaint o gyllid cyfalaf cychwynnol yn y flwyddyn ariannol gyfredol (cynigir swm cyfalaf o £200k i'w ddyrannu ar gyfer 23/24).

Ar yr ochr Gyfalaf, mae Arolwg o Gyflwr Adeiladau yn cael ei gynnal a bydd hyn yn helpu i fod yn sail i ofynion cyfalaf eraill yn y dyfodol gan gynnwys anghenion buddsoddi tymor canolig i hirdymor ar sail amnewid cydrannau ar ddiwedd cylch oes e.e. lifftiau / system wresogi / to ac ati. Adeiladwyd yr adeilad yn 2007, felly o'i gymharu â'r rhan fwyaf o Gartrefi Gofal eraill yn y sir, mae'n gyfleuster modern a adeiladwyd i'r pwrpas, er y gallai fod cydrannau allweddol yn dechrau cael eu hadnewyddu/amnewid.

Byddai'r dull hwn o weithredu hefyd yn golygu y byddai angen lefelau uwch o ddefnydd gwelyau. Byddai angen mwy o lwyddiant gyda recriwtio a chadw a dibyniaeth is ar staff Asiantaeth. Mae amodau a thelerau cyflogaeth y Cyngor (sy'n cynnwys lefelau Tâl a bennir yn genedlaethol gydag ychwanegiadau ar gyfer gweithio yn ystod y penwythnos a gyda'r nos, hawliau gwyliau blynyddol, cyfraniadau cyflogwr i'r Cynllun Pensiwn Llywodraeth Leol a thâl salwch y tu hwnt i dâl salwch statudol yn unig yn ogystal ag ystod lawer ehangach ar rai nad ydynt yn fuddion ariannol yn gynnig deniadol. Byddai proses TUPE ffurfiol ar gyfer staff presennol MHA o fewn cwmphas gweithrediadau presennol y Cartref Gofal. Mae cynhyrchu incwm ychwanegol o rannau dibreswyl o'r adeilad hefyd yn debygol o fod yn hanfodol. Byddai angen gwneud y defnydd mwyaf posibl o'r lle sydd ar gael, a ddylai roi cyfleoedd integreiddio sylweddol o ran lechyd a Gofal Cymdeithasol ar gyfer gwasanaethau'r Cyngor a'r Bwrdd lechyd ac mae'n debygol y bydd ffrydiau cyllid grant Llywodraeth Cymru a ddylai gynorthwyo gyda'r wedd hon.

Mae'n hanfodol felly bod yr holl ystyriaethau ac opsiynau a allai ddod o dan ddull gweithredu Cam 2 yn cael eu datblygu a'u gweithredu cyn gynted â phosibl ar ôl i Gam 1 gael ei gyflawni'n ddiogel. Os na ddatblygir opsiynau arloesol yn y dyfodol (a bod

y Cartref Gofal yn cael ei redeg yn union yr un modd), yna ni fydd yn gynaliadwy yn ariannol. Hyd yn oed gydag ystyriaethau ac opsiynau ehangach yn cael eu dilyn, nid oes dim sicrwydd y gellir cwrdd â diffygion ariannol yn gyfan gwbl, felly mae risg y gallai fod angen dod o hyd i ddarpariaeth ychwanegol yn y gyllideb ar ryw adeg yn ystod 2024/25.

Dangosir materion masnachol gan gynnwys Diwydrwydd Dyladwy Ariannol a Chyfreithiol yn fanylach yn Atodiad 1 (papur EITHRIEDIG).

## **5. Camau Nesaf Arfaethedig**

Mae dull gweithredu Rheoli Prosiect strwythuredig wedi'i roi ar waith er mwyn canolbwyntio ar lunio'r opsiwn a ffeirir. Cefnogir hyn gan ffrydiau gwaith sy'n edrych ar y meysydd allweddol i'w hystyried gan gynnwys Adnoddau Dynol, Eiddo, Ystadau, Cyfreithiol a Llywodraethu, Cyllid, TGCh, Gofal Cymdeithasol Proffesiynol a Chyfathrebu.

Y dull arfaethedig o weithredu yw ystyried 2 gam gwahanol:

**Cam 1: Cynllunio a gweithredu trosglwyddiad Cartref Gofal Hafan y Waun o MHA i berchnogaeth y Cyngor gan gynnwys trosglwyddiad lesddaliad wedi'i reoli y cytunwyd arno ar y cyfle ymarferol cynharaf, gyda ffocws cychwynol i sicrhau parhad gweithrediadau'r cartref gan y Cyngor o adeg trosglwyddo'r teitl lesddaliadol ymlaen ac i sicrhau bod pob agwedd angenrheidiol ar hyn yn cael ystyriaeth ddyledus, gan gynnwys cwblhau'r holl gytundebau cyfreithiol angenrheidiol i gyflawni hyn.**

**Cam 2: Datblygu a gweithredu dulliau cydweithredol ac arloesol o weithredu, gan gynnwys gweithio gyda phartneriaid allweddol, er mwyn gwneud y mwyaf o botensial datblygu safle Cartref Gofal Hafan y Waun, gyda'r nod o sicrhau bod gweithrediad cartref gofal a gynhelir gan y Cyngor yn ariannol gynaliadwy ac y gwneir y mwyaf o'r cyfle sy'n cyflwyno ei hun yn awr.**

Er y bydd cymorth o ran Rheoli Prosiect wedi'i neilltuo i'r prosiect hwn, mae hon yn fenter fawr ac mae angen canolbwyntio cryn dipyn o amser swyddogion ar y prosiect hwn, a bydd yn parhau i fod angen gwneud hynny, er mwyn cyflawni canlyniad llwyddiannus er mwyn sicrhau canlyniad llwyddiannus yn y tymor byr a'r tymor canolig. Nid yw'n bosibl cadarnhau dyddiad penodol ar gyfer trosglwyddo lesddaliad ar hyn o bryd, ond mae'n debygol y gellid ei gyflawni yn ystod Ch3 y flwyddyn ariannol gyfredol.

Bydd swyddogion yn gweithio'n agos gydag uwch staff MHA fel rhan o'r dull gweithredu Rheoli Prosiect strwythuredig i sicrhau y byddai'r trawsnewidiad i berchnogaeth y Cyngor yn cael ei wneud mor ddiogel â phosibl, tra hefyd yn sicrhau bod y cartref yn parhau i weithredu fel arfer a rhoi'r gofal gorau posibl i'r preswylwyr.

<b>Argymhellion:</b>	<ol style="list-style-type: none"> <li>1. Nodi cynnwys yr adroddiad.</li> <li>2. Cydnabod a nodi'r Materion Masnachol (gan gynnwys Diwydrwydd Dyladwy Ariannol a Chyfreithiol) a gynhwysir yn Atodiad 1 (Eitem EITHRIEDIG).</li> <li>3. Awdurdodi Swyddogion i fwrw ymlaen â'r dull gweithredu Cam 1 arfaethedig, sy'n cynnwys 'Cynllunio a gweithredu'r broses o drosglwyddo Cartref Gofal Hafan y Waun o MHA i berchnogaeth y Cyngor gan gynnwys trosglwyddiad lesddaliad a reolir y cytunwyd arno ar y cyfle ymarferol cynharaf, a chynnwys cwblhau'r holl gytundebau cyfreithiol angenrheidiol i gyflawni hyn'.</li> <li>4. Awdurdodi Swyddogion i wneud a gweithredu gwaith datblygu mewn perthynas â'r dull gweithredu Cam 2 arfaethedig.</li> </ol>
<b>Rhesymau dros y penderfyniad:</b>	<b>Diogelu dyfodol agos Cartref Gofal Hafan y Waun a chaniatáu i Swyddogion symud ymlaen fel yr amlinellwyd yn yr adroddiad.</b>
<b>Trosolwg a Chraffu:</b>	Dim
<b>Amcanion Llesiant Corfforaethol:</b>	Creu Cymunedau Gofalgar ac Iach Hybu'r Economi, Cefnogi Busnesau a Galluogi Cyflogaeth
<b>Goblygiadau Cyllid a Chaffael:</b>	<ul style="list-style-type: none"> <li>• Cynigir bod cyllid refeniw o £1.0m yn cael ei glustnodi yn y gronfa wrth gefn Creu Cymunedau Gofalgar ac Iach er mwyn caniatáu cyfnod trosiannol ar draws 23/24 a rhan o 24/25.</li> <li>• Cynigir dyrannu cyllid cyfalaf cychwynnol o £200k yn 23/24.</li> <li>• Risg o ddiffyg parhaus yn y Gyllideb y tu hwnt i'r cyfnod trosiannol cychwynnol.</li> <li>• Amlinellir ymhellach yn Atodiad 1 (Eitem Eithriedig)</li> </ul>
<b>Goblygiadau Cyfreithiol:</b>	Amlinellir yn Atodiad 1 (Eitem Eithriedig)
<b>Goblygiadau Staffio:</b>	Amlinellir yn Atodiad 1 (Eitem Eithriedig)
<b>Goblygiadau eiddo / asedau:</b>	Amlinellir yn Atodiad 1 (Eitem Eithriedig)
<b>Risg(iau):</b>	Amlinellir yn Atodiad 1 (Eitem Eithriedig)

<b>Pwerau Statudol:</b>	Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 Rheoliadau Trosglwyddo Ymgymeriadau (Diogelu Cyflogaeth) 2006 (fel y'u diwygiwyd)
<b>Papurau Cefndir:</b>	Dim
<b>Atodiadau:</b>	Atodiad 1 – Materion Masnachol gan gynnwys Diwydrwydd Dyladwy Ariannol a Chyfreithiol (EITHRIEDIG)
<b>Swyddogion Arweiniol Corfforaethol:</b>	Donna Pritchard – Swyddog Arweiniol Corfforaethol Porth Gofal Audrey Somerton-Edwards – Swyddog Arweiniol Corfforaethol Porth Cynnal Greg Jones – Swyddog Arweiniol Corfforaethol Porth Cymorth Cynnar Duncan Hall – Swyddog Arweiniol Corfforaethol Cyllid a Chaffael Elin Prysor – Swyddog Arweiniol Corfforaethol Cyfreithiol a Llywodraethu Lowri Edwards – Swyddog Arweiniol Corfforaethol Gwasanaethau Democrataidd Alan Morris – Swyddog Arweiniol Corfforaethol TGCh a Gwasanaethau i Gwsmeriaid Geraint Edwards – Swyddog Arweiniol Corfforaethol Pobl a Threfniadaeth Russell Hughes-Pickering – Swyddog Arweiniol Corfforaethol Economi ac Adfywio
<b>Swyddogion Adrodd:</b>	Donna Pritchard – Swyddog Arweiniol Corfforaethol Porth Gofal Duncan Hall – Swyddog Arweiniol Corfforaethol Cyllid a Chaffael Elin Prysor – Swyddog Arweiniol Corfforaethol Cyfreithiol a Llywodraethu Greg Jones – Swyddog Arweiniol Corfforaethol Porth Cymorth Cynnar Lowri Edwards – Swyddog Arweiniol Corfforaethol Gwasanaethau Democrataidd Geraint Edwards – Swyddog Arweiniol Corfforaethol Pobl a Threfniadaeth George Ryley – Rheolwr Corfforaethol Caffael a Chomisiynu
<b>Dyddiad:</b>	15/06/23

# Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



This **Integrated Impact Assessment tool** incorporates the principles of the Well-being of Future Generations (Wales) Act 2015 and the Sustainable Development Principles, the Equality Act 2010 and the Welsh Language Measure 2011 (Welsh Language Standards requirements) and Risk Management in order to inform effective decision making and ensuring compliance with respective legislation.

## 1. PROPOSAL DETAILS: (Policy/Change Objective/Budget saving)

Proposal Title	Hafan Y Waun Project				
Service Area	Residential care home	Corporate Lead Officer	Donna Pritchard	Strategic Director	James Starbuck
Name of Officer completing the IIA	Donna Pritchard	E-mail	Donna.pritchard@ceredigion.gov.uk	Phone no	

### Please give a brief description of the purpose of the proposal

Hafan Y Waun (HYW) is a care home run and managed by Methodist Homes for the Aged (MHA) and is on Waun Fawr in Aberystwyth. Senior managers from MHA contacted the Council Commissioning team in March 2023 asking to meet and subsequently reported that the home has been struggling financially for the past couple of years. They wish to discuss with the Council potential opportunities in relation to maintaining the home within the county going forward.

The option of bringing the provision over to Council ownership in a managed is proposed and would ensure that the home continues to operate, providing a valuable resource to our county/ community whilst securing the placements already in situ, preventing the upheaval of moving 54 individuals to new homes under the possible alternative scenario of a potential Home Closure. A Project group has been initiated to focus on a number of key workstreams. These workstreams will include matters relating to several key areas of consideration including HR, Property, Estates, Legal and Governance, Finance, ICT, Professional Social Care & Communications

Who will be directly affected by this proposal? (e.g. The general public, specific sections of the public such as youth groups, carers, road users, people using country parks, people on benefits, staff members or those who fall under the protected characteristics groups as defined by the Equality Act and for whom the authority must have due regard).

The key groups affected will be the current cohort of residents residing in the home. The project will also impact on their families and carers as well as the staff currently employed in the home.

**VERSION CONTROL:** The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development, Welsh language and equality considerations wherever possible.

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Author	Decision making stage	Version number	Date considered	Brief description of any amendments made following consideration
Donna Pritchard	Initial draft	V1		N/A

## COUNCIL STRATEGIC OBJECTIVES: Which of the Council's Strategic Objectives does the proposal address and how?

Boosting the Economy, supporting Business and enabling employment.	Hafan y Waun is a 90 bedded care home in the North of the County, it provides a valuable resource in delivering Dementia residential care. The home employs a high number of staff (Approx 90), ranging from management, care staff, catering and facilities staff. The success of this project will ensure the sustainability of the home for the future, secure the current workforce and provide opportunities for further employment in the future.
Creating caring and healthy communities	Dementia residential care is a specialist provision and there is currently limited availability within county. Without this facility people with dementia would have to be placed in homes out of county.
Providing the best start in life and enabling Learning at all ages	Possible future opportunities for working with Aberystwyth University on the delivery of the Nursing courses provided currently as well as potential to explore opportunities of working with Local Learning Establishments on the practical delivery of their care related courses including Social care
Creating sustainable, greener and well-connected communities	N/A

**NOTE:** As you complete this tool you will be asked for **evidence to support your views**. These need to include your baseline position, measures and studies that have informed your thinking and the judgement you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation will have a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people's perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data from the census figures (such as Ceredigion Welsh language Profile and Ceredigion Demographic Equality data)*
- *National Household survey data*
- *Service User data*
- *Feedback from consultation and engagement campaigns*
- *Recommendations from Scrutiny*
- *Comparisons with similar policies in other authorities*



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- Academic publications, research reports, consultants' reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors, 'Is Wales Fairer' document.
- Welsh Language skills data for Council staff

## 2. SUSTAINABLE DEVELOPMENT PRINCIPLES: How has your proposal embedded and prioritised the five sustainable development principles, as outlined in the Well-being of Future Generations (Wales) Act 2015, in its development?

Sustainable Development Principle	Does the proposal demonstrate you have met this principle? If yes, describe how. If not, explain why.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the principle?
<b>Long Term</b> Balancing short term need with long term and planning for the future.	<ul style="list-style-type: none"> <li>• The prevalence of dementia is increasing as our aging population increases.</li> <li>• There will be an increased need for specialist residential provision to support the rising demand for care</li> </ul>	The 2021 census reported that most people diagnosed as living with Dementia in Ceredigion are over 65 years of age (97%). This is the age group that has seen a dramatic increase in population change with 2,700 more 65+ people in Ceredigion than in 2011, leading to a 17.2% increase in 10 years.	Bringing Hafan Y Waun into Council ownership and operation will enable a long term plan to be developed to meet the needs of this population group in the future. It will create opportunities for integrated innovation and creative delivery models
<b>Collaboration</b> Working together with other partners to deliver.	<ul style="list-style-type: none"> <li>• The project will require the Council to work collaboratively with the current owners of the provision as part of the transition arrangements and longer term with key partners such as the Health Board and 3<sup>rd</sup> Sector in supporting the delivery of services in the future.</li> </ul>	Project Board in place with partners involved in the process	Robust project management support to ensure the project board delivers on its objectives.
<b>Involvement</b> Involving those with an interest and seeking their views.	Following the initial phase of the project in managing the transfer of the home the project team will ensure that the residents, families and carers will be involved in the development of the	Communication plans from MHA Project plan	

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	proposed model of care for the future, There is regular communication to all groups on the current situation and progress being made.		
<b>Prevention</b> Putting resources into preventing problems occurring or getting worse.	The project board monitors progress and risks associated with the work programme, identifies any emerging issues or challenges and ensures that actions are taken as needed.	Project plan	
<b>Integration</b> Positively impacting on people, economy, environment and culture and trying to benefit all three.	The project will have a positive impact in relation to maintaining job Security, future provision of dementia residential care and will create opportunities to work in Partnership with key stakeholders in delivering innovative services for the future.	Project plan	

**3. WELL-BEING GOALS:** Does your proposal deliver any of the seven National Well-being Goals for Wales as outlined on the Well-being of Future Generations (Wales) Act 2015? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. We need to ensure that the steps we take to meet one of the goals aren't detrimental to meeting another.

Well-being Goal	Does the proposal contribute to this goal? Describe the positive or negative impacts.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the goal?
<b>3.1. A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs.	Successful completion of the project will support the ongoing employment of the current staff within the home as well as create opportunities for further employment in the future. There will be opportunities for Health and social care student placements and building of links with Aberystwyth University in the future.	Existing staffing numbers (approx. 90)	

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<p><b>3.2. A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change).</p>	<p>N/A</p>		
<p><b>3.3. A healthier Wales</b> People's physical and mental wellbeing is maximised and health impacts are understood.</p>	<p>Ensuring the continuation of this important resource within the county is essential in the provision of local quality Standard care for the older population of Ceredigion</p>		
<p><b>3.4. A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected.</p>	<p>Hafan y Waun has been an important establishment within the Town of Aberystwyth and the North of the County and has become an integral part of the local Community and this should continue in the new arrangements.</p>		
<p><b>3.5. A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	<p>N/A</p>		

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<p><b>3.6. A more equal Wales</b>                  People can fulfil their potential no matter what their background or circumstances.</p> <p><i>In this section you need to consider the impact on equality groups, the evidence and any action you are taking for improvement.</i>  <i>You need to consider how might the proposal impact on equality protected groups in accordance with the Equality Act 2010?</i>  <i>These include the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or beliefs, gender, sexual orientation.</i>  <b>Please also consider the following guide::</b>  <a href="#">Equality Human Rights - Assessing Impact &amp; Equality Duty</a></p>	<p>Describe why it will have a positive/negative or negligible impact.</p> <p><i>Using your evidence consider the impact for each of the protected groups. You will need to consider do these groups have equal access to the service, or do they need to receive the service in a different way from other people because of their protected characteristics. It is not acceptable to state simply that a proposal will universally benefit/disadvantage everyone. You should demonstrate that you have considered all the available evidence and address any gaps or disparities revealed.</i></p>	<p>What evidence do you have to support this view?</p> <p><i>Gathering Equality data and evidence is vital for an IIA. You should consider who uses or is likely to use the service. Failure to use <u>data</u> or <u>engage</u> where change is planned can leave decisions open to legal challenge. Please link to <b>involvement</b> box within this template. Please also consider the general guidance.</i></p>	<p>What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?</p> <p><i>These actions can include a range of positive actions which allows the organisation to treat individuals according to their needs, even when that might mean treating some more favourably than others, in order for them to have a good outcome. You may also have actions to identify any gaps in data or an action to engage with those who will/likely to be effected by the proposal. These actions need to link to Section 4 of this template.</i></p>																
<p><b>Age</b>                  Do you think this proposal will have a positive or a negative impact on people because of their age? (Please tick ✓)</p> <table border="1" data-bbox="78 1029 786 1431"> <tr> <td data-bbox="78 1029 297 1177">Children and Young People up to 18</td> <td data-bbox="297 1029 448 1106">Positive</td> <td data-bbox="448 1029 618 1106">Negative</td> <td data-bbox="618 1029 786 1106">None/ Negligible</td> </tr> <tr> <td data-bbox="78 1177 297 1294">People 18-50</td> <td data-bbox="297 1177 448 1254">Positive</td> <td data-bbox="448 1177 618 1254">Negative</td> <td data-bbox="618 1177 786 1254">None/ Negligible</td> </tr> <tr> <td data-bbox="78 1294 297 1431">Older People 50+</td> <td data-bbox="297 1294 448 1370">Positive</td> <td data-bbox="448 1294 618 1370">Negative</td> <td data-bbox="618 1294 786 1370">None/ Negligible</td> </tr> <tr> <td></td> <td data-bbox="297 1370 448 1431">X</td> <td></td> <td></td> </tr> </table>	Children and Young People up to 18	Positive	Negative	None/ Negligible	People 18-50	Positive	Negative	None/ Negligible	Older People 50+	Positive	Negative	None/ Negligible		X			<p>Hafan y Waun is a residential care home for older adults who have a diagnosis of dementia. There may be very rare occasions where younger people will be placed in the home who have a young onset dementia. The home environment is specifically designed to meet the needs of this cohort of residents.</p>	<p>Dementia friendly environments, staff trained in dementia care.</p>	
Children and Young People up to 18	Positive	Negative	None/ Negligible																
People 18-50	Positive	Negative	None/ Negligible																
Older People 50+	Positive	Negative	None/ Negligible																
	X																		

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<b>Disability</b> Do you think this proposal will have a positive or a negative impact on people because of their disability? (Please tick ✓)				The environment at Hafan y waun is purposefully built and maintained to support people with dementia needs, this includes a sensory garden, appropriate décor and furnishings. Appropriate equipment is available to support disability needs and staff are trained to ensure that the range of needs are met.	Dementia focused environments Staff training plan	
Hearing Impairment	Positive	Negative	None/ Negligible			
			X			
Physical Impairment	Positive	Negative	None/ Negligible			
	X					
Visual Impairment	Positive	Negative	None/ Negligible			
			X			
Learning Disability	Positive	Negative	None/ Negligible			
			X			
Long Standing Illness	Positive	Negative	None/ Negligible			
	X					
Mental Health	Positive	Negative	None/ Negligible			
	X					
Other	Positive	Negative	None/ Negligible			

<b>Transgender</b> Do you think this proposal will have a positive or a negative impact on transgender people? (Please tick ✓)				The environment within the home – single ensuite rooms and private spaces will support transgender people		
Transgender	Positive	Negative	None/ Negligible			
			X			

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<b>Marriage or Civil Partnership</b> Do you think this proposal will have a positive or a negative impact on marriage or Civil partnership? (Please tick ✓)				No issues identified		
Marriage	Positive	Negative	None/ Negligible			
			X			
Civil partnership	Positive	Negative	None/ Negligible			
			X			
<b>Pregnancy or Maternity</b> Do you think this proposal will have a positive or a negative impact on pregnancy or maternity? (Please tick ✓)				HR policies in place to support staff		
Pregnancy	Positive	Negative	None/ Negligible			
			X			
Maternity	Positive	Negative	None/ Negligible			
			X			
<b>Race</b> Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				No issues identified		
White	Positive	Negative	None/ Negligible			
			X			
Mixed/Multiple Ethnic Groups	Positive	Negative	None/ Negligible			
			X			
Asian / Asian British	Positive	Negative	None/ Negligible			
			X			

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Black / African / Caribbean / Black British	Positive	Negative	None/ Negligible			
			X			
Other Ethnic Groups	Positive	Negative	None/ Negligible			
			X			

<b>Religion or non-beliefs</b> Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs or non-beliefs? (Please tick ✓)				Although the home has been run by Methodist care homes since its opening, they report that there are no specific requirements re faith in relation to admission criteria, therefore all faiths can be accommodated and supported within the home.		
Christian	Positive	Negative	None/ Negligible			
			X			
Buddhist	Positive	Negative	None/ Negligible			
			X			
Hindu	Positive	Negative	None/ Negligible			
			X			
Humanist	Positive	Negative	None/ Negligible			
			X			
Jewish	Positive	Negative	None/ Negligible			
			X			
Muslim	Positive	Negative	None/ Negligible			
			X			
Sikh	Positive	Negative	None/ Negligible			
			X			
Non-belief	Positive	Negative	None/ Negligible			

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			X			
Other	Positive	Negative	None/ Negligible			
			X			

<b>Sex</b> Do you think this proposal will have a positive or a negative impact on men and/or women? (Please tick ✓)				No impact as facilities are supportive of meeting the needs of both men and women.		
Men	Positive	Negative	None/ Negligible			
			X			
Women	Positive	Negative	None/ Negligible			
			X			

<b>Sexual Orientation</b> Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Please tick ✓)				No impact as facilities are supportive of meeting the needs of all individuals regardless of their sexual orientation.		
Bisexual	Positive	Negative	None/ Negligible			
			X			
Gay Men	Positive	Negative	None/ Negligible			
			X			
Gay Women / Lesbian	Positive	Negative	None/ Negligible			
			X			
Heterosexual / Straight	Positive	Negative	None/ Negligible			
			X			





**Having due regards in relation to the three aims of the Equality Duty - determine whether the proposal will assist or inhibit your ability to eliminate discrimination; advance equality and foster good relations.**

**3.6.2. How could/does the proposal help advance/promote equality of opportunity?**

*You should consider whether the proposal will help you to:* ● Remove or minimise disadvantage ● To meet the needs of people with certain characteristics ● Encourage increased participation of people with particular characteristics

The facilities at Hafan y Waun are conducive to meeting the needs of all people and promote equality in the day to day living of the home.

**3.6.3. How could/does the proposal/decision help to eliminate unlawful discrimination, harassment, or victimisation?**

*You should consider whether there is evidence to indicate that:* ● The proposal may result in less favourable treatment for people with certain characteristics ● The proposal may give rise to indirect discrimination ● The proposal is more likely to assist or impeded you in making reasonable adjustments

The facilities at Hafan y Waun are conducive to meeting the needs of all people and promote equality in the day to day living of the home.

**3.6.4. How could/does the proposal impact on advancing/promoting good relations and wider community cohesion?**

*You should consider whether the proposal with help you to:* ● Tackle prejudice ● Promote understanding

The home currently has good relationships with the local community and the wider Aberystwyth area, the council will wish to continue with this going forwards as well as consider further opportunities to promote good relations and wider community cohesion.

**Having due regard of the Socio-Economic Duty of the Equality Act 2010.**

**Socio-Economic Disadvantage is living in less favourable social and economic circumstances than others in the same society.**

*As a listed public body, Ceredigion County Council is required to have due regard to the Socio-Economic Duty of the Equality Act 2010. Effectively this means carrying out a poverty impact assessment. The duty covers all people who suffer socio-economic disadvantage, including people with protected characteristics.*

**3.6.5 What evidence do you have about socio-economic disadvantage and inequalities of outcome in relation to the proposal?**

Describe why it will have a positive/negative or negligible impact.

The proposal is not anticipated to have either a positive or negative impact on people on the basis of socio-economic disadvantage or income inequality.

What evidence do you have to support this view?



What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?

N/A

<b>3.7. A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh Language are promoted and protected. <i>In this section you need to consider the impact, the evidence and any action you are taking for improvement. This in order to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language Measure 2011.</i>				Describe why it will have a positive/negative or negligible impact.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Will the proposal be delivered bilingually (Welsh & English)?	Positive X	Negative	None/ Negligible	The project aims to continue to deliver a bilingual service with an emphasis on ensuring that individuals have the opportunity to use their language of choice.		
Will the proposal have an effect on opportunities for persons to use the Welsh language?	Positive X	Negative	None/ Negligible	No anticipated changes to the opportunities for people to use their language of choice.		
Will the proposal increase or reduce the opportunity for persons to access services through the medium of Welsh?	Positive	Negative	None/ Negligible X	No anticipated changes		
How will the proposal treat the Welsh language	Positive	Negative	None/ Negligible X	Any service changes or developments will be delivered in line with		

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no less favourably than the English language?				existing Welsh Language Standards, which all partners (NHS, local authorities, and third sector) are required to adhere to.		
Will it preserve promote and enhance local culture and heritage?	Positive	Negative	None/ Negligible	No impact in this area		

**4. STRENGTHENING THE PROPOSAL:** If the proposal is likely to have a negative impact on any of the above (including any of the protected characteristics), what practical changes/actions could help reduce or remove any negative impacts as identified in sections 2 and 3?

**4.1 Actions.**

What are you going to do?	When are you going to do it?	Who is responsible?	Progress

**4.2. If no action is to be taken to remove or mitigate negative impacts please justify why.**

*(Please remember that if you have identified unlawful discrimination, immediate and potential, as a result of this proposal, the proposal must be changed or revised).*

**4.3. Monitoring, evaluating and reviewing.**


*How will you monitor the impact and effectiveness of the proposal?*

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5. RISK: What is the risk associated with this proposal?					
Impact Criteria	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very High
Likelihood Criteria	1 - Unlikely to occur	2 - Lower than average chance of occurrence	3 - Even chance of occurrence	4 - Higher than average chance of occurrence	5 - Expected to occur
Risk Description	Impact (severity)		Probability (deliverability)		Risk Score
Financial risks	3		3		9
Inability to progress due to legal issues	2		2		4
Risks associated with not progressing with the project leading to a home closure.	4		4		16
Does your proposal have a potential impact on another Service area?					
Not anticipated at this time, moving into phase 2 of the project may require this to be reviewed					

6. SIGN OFF			
Position	Name	Signature	Date
Service Manager			
Corporate Lead Officer	Donna Pritchard		9 <sup>th</sup> June 2023
Strategic Director			
Portfolio Holder			