



Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p>Name of the Officer completing the evaluation Richard Jones</p> <p>Phone no: 01633 740733 E-mail: richardjones@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To endorse the strategic aims update to guide the Council's activity until May 2022</p>
<p>Name of Service area</p> <p>All services</p>	<p>Date</p> <p>11/11/2021</p>

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	<p>Many of our aims are focused on the wellbeing of young people and older people which is reflected in our strategic aims, in particular:</p> <p>A fair place where your family is safe</p> <p>A sustainable place where people care about each other</p> <p>We have continued to provide vital Adult and Children's social care</p>	<p>Evidence has shown that older age is associated with greater risk and impact of COVID-19.</p> <p>The significant time away from school will have affected the learning trajectory of many learners and this is not likely to be a uniform impact with disadvantaged pupils likely to be impacted upon more significantly.</p> <p>The pandemic could also impact on peoples mental health and feelings of loneliness. We have a continuing focus on this risk and helping those most vulnerable.</p>	<p>Schools are prioritising the wellbeing of all pupils as a pre-requisite for effective learning; this includes the adoption of a flexible approach to curriculum delivery, and the availability of additional support to raise standards for priority groups. The Educational Psychology Service and Healthy Schools Team are providing advice and support to schools to support the wellbeing of children and young people impacted by COVID-19.</p> <p>In order to provide vital social care services for all those who need them, including child protection, care at home, and residential</p>

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
	<p>All schools in Monmouthshire are open in line with Welsh Government guidance.</p>		<p>care, we are regularly assessing the impacts of the pandemic as it continues.</p> <p>We have continued to manage, adapt and provide services to vulnerable citizens. Some services are seeing an increase in demand that is putting pressure on services, particularly in adult's social care which continues to be managed.</p> <p>We are developing, with our public sector partners, a model of neighbourhood networks that work with community volunteers to support long-term benefit.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.</p>
Disability	<p>Our aims A fair place where your family is safe and A sustainable place where people care about each other in particular are focused on supporting the wellbeing of people with disabilities.</p> <p>We have continued to provide vital Adult and Children's social care.</p>	<p>Evidence has shown that certain underlying health conditions are associated with greater risk and impact of COVID-19.</p> <p>The Coronavirus pandemic is likely to have a social impact on disabled people including effecting well-being, concerns about their health and access to health care and access to essentials.</p> <p>It could also impact on disabled peoples mental health and feelings of loneliness.</p>	<p>In order to provide vital social care services for all those who need them, including child protection, care at home, and residential care we are regularly assessing the impacts of the pandemic as it continues.</p> <p>We have continued to manage, adapt and provide services to vulnerable citizens. Some services have seen an increase in demand that is putting pressure on services, particularly in adult's social care which continues to be managed.</p>

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
		We have a continuing focus on this risk and helping those most vulnerable.	<p>As part of the Council's continued commitment to Social Justice, the third iteration of the Social Justice Strategy was approved by Cabinet in March 2021.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.</p>
Gender reassignment	Our aims and associated activity will promote diversity and inclusion.	None identified at this stage	The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.
Marriage or civil partnership	Our aims and associated activity will promote diversity and inclusion	Coronavirus regulations have impacted on Marriage and Civil Partnerships.	<p>The marriage and civil partnership service operated by the authority's Registrars service has provided the service, as permitted in adherence to the latest COVID-19 legislation and guidelines.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.</p>
Pregnancy or maternity	Our aims and associated activity will promote diversity and inclusion.	Pregnant women are in the list of people at moderate risk (clinically vulnerable) of COVID-19 as a precaution.	The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Race	Our aims and associated activity will promote diversity and inclusion.	<p>Evidence has shown that ethnicity is associated with greater risk and impact of COVID-19.</p> <p>There has been a focus on understanding the impact of COVID-19 on BAME groups, including inequalities affecting BAME groups in the UK.</p> <p>We will need to focus on this risk, utilise the evidence and help those most vulnerable.</p>	<p>The Council has completed a response to the consultation on the Welsh Government Race Equality Action Plan.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.</p>
Religion or Belief	Our aims and associated activity will promote diversity and inclusion.		The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.
Sex	Our aims and associated activity will promote diversity and inclusion.	<p>Evidence has shown that male sex is associated with greater risk of COVID-19.</p> <p>The pandemic may have an impact on gender inequality, for example with childcare responsibilities and employment prospects.</p> <p>We will need to focus on this risk, utilise the evidence and help those most vulnerable</p>	<p>As part of the Council's continued commitment to Social Justice, the third iteration of the Social Justice Strategy was approved by Cabinet in March 2021.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.</p>
Sexual Orientation	Our aims and associated activity will promote diversity and inclusion.	None identified at this stage	The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
<p>Socio-economic Duty and Social Justice</p>	<p>We have a focus on the well-being of our people and communities. Sometimes our impact will be directly through services we provide and assets we provide but at other times we will create the conditions for this to happen in a fair and sustainable way. Many of our aims are focused on the supporting those who need help.</p>	<p>Analysis has shown the association between deprivation and the risk of COVID-19.</p> <p>Economic disadvantage is also associated with other health risks such as obesity and, diabetes, which increase the risk of disease severity.</p> <p>There is evidence that the economic impact of the virus disproportionately affects those working in lower-paid sectors, which can exacerbate issues of poverty and inequality. Those on lower incomes are less-likely to have access to technology and outdoor spaces.</p> <p>There is evidence that the pandemic has a bigger impact on the well-being of those in more deprived communities.</p> <p>There is a risk that those already facing poverty and inequality will face a worsening situation due to increased financial hardship, health deterioration and a decline in educational attainment.</p>	<p>As part of the Council’s continued commitment to Social Justice, the third iteration of the Social Justice Strategy was approved by Cabinet in March 2021 and built on learning from the pandemic. Whilst the aim of the strategy will remain the same, this third phase focusses on a number of targeted individual action plans. These include Tackling Poverty and Inequality, Food Development and Homeless Transition.</p> <p>We are focused on Income Inequalities and developing responses to mitigate the impacts of poverty while we work with regional and national partners on policies to raise income levels</p> <p>We are focused on Health Inequalities – We need to narrow the differences in life expectancy in, and between communities with a focus on social determinants of health.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as</p>

		We will need to focus on this risk, utilise the evidence and help those most vulnerable.	evidence, circumstances and guidance changes.
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3. Policy making and the Welsh language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	<p>The use of Welsh language in service delivery will continue to be integral. Systems in place to provide the support required have continued to operate eg translation services, proof checking, advice and guidance.</p>	<p>The significant time away from school and classes will have affected the learning trajectory of many learners. Welsh language skills, particularly of pupils in welsh-medium education, may be impacted as they may have limited opportunity to use the language at home particularly if no one in their home speaks welsh.</p>	<p>The learning of languages online has been reported as being popular during the pandemic, with learning Welsh online seeing an increase in demand. The Council continues to adjust the Welsh language learning provision it provides.</p> <p>The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Training courses are still being provided for both the public and officers of the council</p>	<p>Recruitment of Welsh speakers remains a challenge for the council.</p>	<p>Continue to review welsh language skills requirements of the workforce and options to attract applicants.</p> <p>Pilot a fast track course to endeavor to boost welsh language skills of our existing workforce.</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p>	<p>The Welsh Language standards are applied as allocated to Monmouthshire County Council. The language is promoted through the application of the Welsh Language Standards, the website, correspondence and celebration</p>	<p>Recruitment of Welsh speakers remains a challenge for the council.</p>	<p>Continue to review welsh language skills requirements of the workforce and options to attract applicants.</p>

Promoting use of the language	of Welsh Language events throughout the year.		Pilot a fast track course to endeavor to boost welsh language skills of our existing workforce.
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4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	We have been doing all that we can to help reduce the impact on covid-19 on local businesses through contacting local businesses advising them they were eligible for financial support and paying grants to local businesses. Work is underway to continue to support businesses.	We have administer payment of a range of financial support under each of the government grant schemes. We have promoted businesses through 'Shop Local' campaigns to encourage visitors back to our town centers. The strategic aims include: An ambitious place full of hope and enterprise
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Air quality has improved through the reduction of traffic, and people have become more aware of the wildlife around them. One by product of redeploying grounds staff to waste has been a reduction in mowing and an increasing in wildflowers and pollinators. projects include 'Neglected Grasslands' and 'Resilient Grasslands', aimed at regenerating green areas and promoting biodiversity.	We are considering the learning from the changes to our grounds maintenance services to inform how we can enhance the biodiversity and ecology of our open spaces going forward, whilst maintaining the standards of green spaces expected by our residents We were successful in obtaining funding to encourage active travel to continue.




Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
		<p>The strategic aims include; A sustainable place where people care about each other</p> <p>We updated our decarbonisation action plan in November 2021 and will be working on a more ambitious programme which will be published in 2022</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Saving lives and protecting health has been the number one driver through the pandemic, and this has shaped and informed service provision, PPE provision, new ways of working etc.</p> <p>There has also been a recognition of the importance of mental well-being at this time, with measures such as the Digital Cwtch and the Go To Team for staff and important messages about mental health going out on social media.</p>	<p>Ongoing work will continue to focus on protecting health in line with the latest legislation and guidance.</p> <p>Work to encourage healthy modes of travel such as walking and cycling will continue to be developed through our Active Travel programme.</p> <p>We are focused on Health Inequalities – We need to narrow the differences in life expectancy in, and between communities with a focus on social determinants of health</p> <p>Public services must work together to ensure the availability of information and resources so that people can protect and manage their own mental health and well-being</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>There has been a huge response from residents to volunteer across Monmouthshire and these efforts have been integral in supporting those most in need in our communities during the pandemic.</p>	<p>The Connect Monmouthshire community networking platform has been implemented to provide the digital tools for active citizens to support each other in their communities.</p> <p>We have launched, with our public sector partners, place based community support networks to work with</p>


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	<p>We want to build on the energy we saw in our communities throughout the pandemic and create the conditions for people to support each other.</p>	<p>community volunteers to identify local needs and issues and develop collaborative solutions.</p> <p>The strategic aims include; A place you are proud to call home</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Fewer people have been travelling by road or by air, which has had huge air quality benefits globally.</p> <p>Data shows that compared with previous years recycling rates are up and waste collected is down. A number of changes to service provision have been agreed which will help to ensure that these trends continue.</p>	<p>We updated our decarbonisation action plan in November 2021 and will be working on a more ambitious programme which will be published in 2022</p>
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>Heritage and cultural assets such as libraries, leisure centres and visitor attractions have been re-opened in line with legislation</p> <p>MonLife have continued continue to promote participation in physical activity and culture</p>	<p>The learning of languages online has been reported as being popular during lockdown, with learning Welsh online seeing an increase in demand. The Council is adjusting the Welsh language learning provision it provides.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Much work has gone on to support more vulnerable people in our communities.</p> <p>Evidence has shown age, underlying health conditions and ethnicity, along with other factors, is associated with greater risk and impact of COVID-19.</p> <p>Our continuing activity will need to focus on these risks, utilise the evidence and help those most vulnerable.</p>	<p>Vital social care services, including child protection, care at home and residential care will continue.</p> <p>As part of the Council's continued commitment to Social Justice, the third iteration of the Social Justice Strategy was approved by Cabinet in March 2021 and built on learning from the pandemic. Whilst the aim of the strategy will remain the same, this third phase focusses on a number of targeted individual action plans. These</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
		<p>include Tackling Poverty and Inequality, Food Development and Homeless Transition.</p> <p>We are focused on Income Inequalities and developing responses to mitigate the impacts of poverty while we work with regional and national partners on policies to raise income levels.</p>

5. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p>	<p>Whilst rapid, short term decisions have had to be made over the pandemic, consideration of the longer term has continued, for example through the prioritisation of maintaining our financial sustainability.</p> <p>There is also a recognition that dealing with how to manage the virus itself is not just a short term issue and is likely to impact on the way we deliver services for many months or even years.</p>	<p>There is a recognition that COVID-19 will have a long term impact on our communities, and an understanding that our actions will need to think and plan for the things we will be doing to mitigate the impact of the virus in the short term while continuing to focus on the things we need to have in place for long-term well-being and prosperity.</p> <p>We are working on longer term programmes of activities for longer term challenges including Health Inequalities, Transition towards Net Zero, Social Care Reform, Well-being of Children and Young People & Mental Health</p> <p>The further development of the Wellbeing Assessment will focus on what the impacts of the pandemic have been in order to inform the next Wellbeing Plan.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
		Despite many challenges, efforts have resulted in new ways of doing things, some of which can form part of a lasting legacy of transformation with needs being met in new ways.
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Rapid working with multiple partners has been key to our COVID-19 response.</p> <p>We will develop our thinking and ideas as we plan for the longer term. We want to do this alongside Monmouthshire's community groups and our public service partners to understand what matters and ensure that we have bold and ambitious programmes</p>	Collaboration continues to be key to mitigating the impact of the virus in the short term and focusing on the things we need to have in place for long-term well-being and prosperity.
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>As demonstrated through the huge amount of volunteer effort, involvement of the wider community has been key to our response.</p> <p>We will develop our thinking and ideas as we plan for the longer term. We want to do this alongside Monmouthshire's community groups and our public service partners to understand what matters and ensure that we have bold and ambitious programmes.</p>	Involvement and engagement of the community has been and will continue to be a central part of the way we work as an organisation.
 <p>Putting resources into preventing problems occurring or</p> <p>Prevention</p>	<p>Reducing the spread of COVID-19 has been and continues to be a key driver.</p> <p>We have a focus on the well-being of our people and communities. Sometimes our impact will be directly through services we provide and assets we provide but at other times we</p>	We are working on longer term programmes of activities for longer term challenges including Health Inequalities, Transition towards Net Zero, Social Care Reform, Well-being of Children and Young People & Mental Health.

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
getting worse	will create the conditions for this to happen in a fair and sustainable way.	
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	We are working closely with partners, businesses and communities to ensure that our actions protect people's health, whilst at the same time making sure that we think about impacts on our communities, environment, culture and economy.	The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	<p>Safeguarding has remained an essential part of our delivery supporting adults and children in Monmouthshire.</p> <p>Many of our aims are focused on the supporting those who need help and safeguarding remains central to the authority's work.</p>	<p>The COVID-19 pandemic has put families under increased strain and increases risks to vulnerable individuals, at the same time as decreasing the visibility of children and adults at risk because universal support services are harder to access.</p> <p>A number of potential risks have been identified due to the Coronavirus pandemic that will need to be managed and monitored as far as possible. The long-term impact of the pandemic is not yet fully understood so we will analyse and monitor to determine the impact on families and communities and ensure that services are in place to respond to increased risk and vulnerability</p>	<p>Through the Coronavirus pandemic, safeguarding has remained an essential part of our delivery supporting adults and children in Monmouthshire. Arrangements have been adjusted, where required, different solutions have been needed to deal with situations during the pandemic.</p> <p>The impact of COVID-19 on protecting vulnerable families and individuals cannot be underestimated, and further analysis of risks related to the impact of COVID-19 continues.</p>
Corporate Parenting	<p>Corporate Parenting has remained an essential part of our delivery.</p> <p>Many of our aims are focused on the supporting those who need help and corporate parenting remains essential.</p>	<p>A number of potential risks have been identified due to the Coronavirus pandemic that will need to be managed and monitored as far as possible. The long-term impact of the pandemic is not yet fully understood so we will analyse and monitor to determine the impact on families and communities and ensure that services are in place to respond to increased risk and vulnerability</p>	<p>Arrangements have been adjusted, where required, different solutions have been needed to deal with situations during the pandemic.</p> <p>The impact of COVID-19 on protecting vulnerable families and individuals cannot be underestimated, and further analysis of risks related to the impact of COVID-19 continues.</p>

7. What evidence and data has informed the development of your proposal?

Evidence generated locally, regionally, nationally and globally continues to be used to inform the delivery of the strategic aims and is reflected in this assessment.

Existing mechanisms such as the Public Service Board's (PSB) Well-being Assessment remain an important lens for understanding well-being in Monmouthshire. Harnessing the latest views, evidence and thinking on issues of importance to and in our communities is important to make sure that the aims remain relevant to the significant issues for well-being in Monmouthshire.

The data and evidence to better understand the Covid-19 virus is developing as is data, evidence and research on the well-being impact of the pandemic. There is still more to learn and understand, some of which will not become clearer until the longer term, although there is an ever expanding and continually developing evidence base that can be utilised.

8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

This is an evaluation of the process of producing the strategic aims, rather than the more specific action that support them. Specific programmes of work aimed at achieving the aims will have associated Future Generations evaluations where they are brought to Cabinet or council for a decision.

The delivery of the aims is not without challenges and risks, they will continue to be monitored and will be flexible and adapt as evidence, circumstances and guidance changes.

9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible
To support this work we will ensure we have the supporting structures and mechanisms in place to track our progress, assess impact and ensure we remain focused on our purpose	Ongoing	Policy and Performance Team

10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Cabinet	1 December 2021	