



# Integrated Impact Assessment document

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

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|---|--|
| <p><b>Name of the Officer</b> completing the evaluation<br/>Nicholas Keyse</p> <p><b>Phone no:</b> 01633 644773<br/><b>E-mail:</b> <a href="mailto:nicholaskeyse@monmouthshire.gov.uk">nicholaskeyse@monmouthshire.gov.uk</a></p> | <p><b>Please give a brief description of the aims of the proposal</b></p> <p>To seek approval to proceed with the disposal of land at Caldicot Comprehensive School, for the development of 100% affordable housing.</p> |
| <p><b>Name of Service area</b></p> <p>Landlord Services</p>   | <p><b>Date</b></p> <p>29/09/2022</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                       | The development will promote healthier and local living, providing affordable housing for all age demographics.                        | None identified.  | MCC will engage with the development partner to identify opportunities to improve contribution to this characteristic. |
| Disability                | Development will be undertaken in accordance with the planning and building regulation requirements, including meeting WDQR standards. | No impact   | The design of the properties will be compliant with WDQR.  |
| Gender reassignment       | No impact  | No impact   | No impact  |

| <b>Protected Characteristics</b> | <b>Describe any positive impacts your proposal has on the protected characteristic</b> | <b>Describe any negative impacts your proposal has on the protected characteristic</b> | <b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b> |
|----------------------------------|--|--|--|
| Marriage or civil partnership    | No impact  | No impact  | No impact  |
| Pregnancy or maternity           | No impact  | No impact  | No impact  |
| Race                             | .No impact   | No impact  | No impact  |
| Religion or Belief               | .No impact   | No impact  | No impact  |
| Sex                              | No impact  | No impact  | No impact  |
| Sexual Orientation               | .No impact   | No impact  | No impact  |

## **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?   |
|---|---|---|---|
| <b>Socio-economic Duty and Social Justice</b> | Development of the site will increase the provision of affordable housing in Caldicot. The provision of sufficient good quality housing for people's needs, including affordable housing is a cross-cutting theme that will help deliver many of the wellbeing goals of the Future Generations Act, including a more equal Wales, a Wales of cohesive communities, a prosperous Wales and a healthier Wales. The Council's ambition to undertake an interventionist approach to positively contribute to affordable housing remains | <i>No impact.</i>   | The sites development potential and design principles will be carefully considered to ensure it is enhanced to it's fullest capability, with due consideration for site parameters and contribution to the town centre. |

### 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><b>Policy Making</b></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>Promotion of the affordable housing will be offered bilingually, to ensure promotion of the Welsh Language.</p>   | <p>None identified at this stage.</p>          | <p>No negative impact</p>  |
| <p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>   | <p>MCC's Estates and Housing department will work closely with the development partner to maximise the upskill and shared learning, as well as utilize local labour and materials wherever possible.</p> | <p>None identified at this stage.</p>          | <p>MCC promote opportunities to communicate through Welsh Language and will continue to do so through communication on this scheme progress.</p> |
| <p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>   | <p>Promotion of the affordable housing will be offered bilingually, to ensure promotion of the Welsh Language.</p>   | <p>None identified at this stage.</p>          | <p>MCC promote opportunities to communicate through Welsh Language and will continue to do so through communication on this scheme progress.</p> |




**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?<br>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><b>A prosperous Wales</b><br/>Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>                                       | <p>The proposal would draw upon a local supply chain for materials and in-house partner with construction expertise. The development will support the town centre regeneration proposals and increase the availability of affordable housing.</p>         | <p>The development scheme will improve through the design and planning process, in order to maximise the social and financial benefits.</p>  |
| <p><b>A resilient Wales</b><br/>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>       | <p>The development proposals are for zero/low carbon homes that are supported by renewable technologies, ground source heat pumps, and delivered via modern methods of construction.</p>  | <p>We will continue to explore further opportunities for the use of renewable technologies and innovative approaches to development.</p>   |
| <p><b>A healthier Wales</b><br/>People's physical and mental wellbeing is maximized and health impacts are understood</p>  | <p>The affordability and quality of housing is a key contributor to an individual's physical and mental well-being. The development will comply with the Welsh Development Quality Requirements and Welsh Housing Quality Standards.</p>                  | <p>The scheme will be designed to promote walking and active travel, incorporating linkages between the town centre, Caldicot Comprehensive School, and Caldicot Leisure Centre.</p> |
| <p><b>A Wales of cohesive communities</b><br/>Communities are attractive, viable, safe and well connected</p>  | <p>The development will strive to ensure it maximises social and financial value. The scheme will be pursued in sustainable and connected communities, and provide a housing mix appropriate to service the various housing demands in this location.</p> | <p>The scheme will be designed to ensure a positive contribution to its surrounding environment and the community of Caldicot.</p>   |
| <p><b>A globally responsible Wales</b><br/>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p> | <p>The scheme will be low carbon, develop supply chains, utilise local materials and labour where possible, and ensure its design principles align with the Future Generations Act</p>  | <p>The development scheme will improve through the design and planning process, in order to maximise the social and financial benefits.</p>  |
| <p><b>A Wales of vibrant culture and thriving Welsh language</b><br/>Culture, heritage and Welsh language are promoted and protected. People</p>                 | <p>Developments will ensure compliance with LDP policy, including those relating to green space, affordable housing, amenity and infrastructure.</p>  | <p>The development scheme will improve through the design and planning process, in order to maximise the social and financial benefits.</p>  |

| Well Being Goal   | Does the proposal contribute to this goal?<br>Describe the positive and negative impacts.  | What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?                         |
|---|--|---|
| are encouraged to do sport, art and recreation  |  |   |
| <b>A more equal Wales</b><br>People can fulfil their potential no matter what their background or circumstances | The provision of affordable well designed energy efficient homes will create equity for those who are currently unable to live within the community. The proposals will create opportunities to combat rising rental levels and house prices/availability. | MCC and the Development partner will pursue the most appropriate development that positively contributes to a fair and equal community. |

**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><b>Long Term</b></p> | <p>The development of affordable houses with due consideration for their carbon impact aligns with the aspirations of the Climate Declaration and RLDP. Renewable technology will contribute to offsetting their impact, as well as modern methods of construction which can serve as case study's for subsequent development on public land.</p> | <p>We will continue to explore further opportunities for the use of renewable technologies and innovative approaches to development.</p> |
|  <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>      | <p>The proposal to accept the tender of the preferred bidder is a commitment to working in collaboration with known and trusted partners. The development process will be supported by colleagues in Housing and Estates will be proactively and positively impact the outputs of the development scheme.</p>                                     | <p>MCC will engage with the development partner to enhance collaboration opportunities for the scheme.</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?  |
|---|--|--|
|  <p data-bbox="141 480 297 507"><b>Involvement</b></p> <p data-bbox="349 256 517 440">Involving those with an interest and seeking their views</p>                   | <p data-bbox="544 256 1328 480">The recommendation to release the land for development has been undertaken in conjunction with stakeholders within the local authority. Development proposals, notably the planning application, will receive public consultation and be open to submissions of support or objection through the planning process.</p> | <p data-bbox="1350 256 2103 352">MCC will engage with the development partner to enhance collaboration and consultation opportunities for the scheme.</p>                    |
|  <p data-bbox="152 759 293 786"><b>Prevention</b></p> <p data-bbox="349 520 506 815">Putting resources into preventing problems occurring or getting worse</p>       | <p data-bbox="544 520 1317 679">The development will intervene in the market where house prices are continuing to escalate and supply has failed to meet the pace of demand. The proposals will assist in combating the homelessness demand and necessity for temporary and permanent accommodation.</p>   | <p data-bbox="1350 520 2103 616">The development scheme will improve through the design and planning process, in order to maximise the social and financial benefits.</p>    |
|  <p data-bbox="159 1102 300 1129"><b>Integration</b></p> <p data-bbox="349 860 517 1118">Considering impact on all wellbeing goals together and on other bodies</p> | <p data-bbox="544 860 1317 975">The proposals seek to maximise financial value without compromising on its well being principles and social justice agenda.</p>  | <p data-bbox="1350 860 2103 956">The development scheme is committed to the delivery of affordable housing, and will seek to maximise the social and financial benefits.</p> |

**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?**

|                     | <b>Describe any positive impacts your proposal has</b>  | <b>Describe any negative impacts your proposal has</b> | <b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>                                    |
|---------------------|---|--|--|
| Safeguarding        | The development will provide safe and improved linkages between the town centre, Caldicot Comprehensive School and Caldicot Leisure Centre. | .None identified at this stage.                        | The development will ensure appropriate safeguarding considerations during the design process, given the proximity of the development to the school. |
| Corporate Parenting | No impact identified  | None identified at this stage.                         |  |

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

The Local Housing Market Assessment in 2020 highlighted a growing disparity in the affordability of housing, as well as an increasing demand for the provision of affordable housing across the county. As of August 2022, there were 2,289 households with a recognised housing need registered on the housing waiting list. Of these, 792 have a desire to live in Caldicot, with the majority requiring one bedroom accommodation (48%), followed by two bedroom accommodation (28%). Given increased property prices and the cost of living crisis, social rented affordable housing is expected to remain the greatest proportion of need.

Monmouthshire's housing stock is predominately owner occupier with just under 74% of the market with limited availability of one or two bedrooled properties, which is often the traditional route on to the housing ladder for first time buyers.

Levels of homelessness continue to be a major concern for the Council and Monmouthshire has continued to see a steep increase in the demand for temporary accommodation. As of August 2022, there were 180 households in temporary accommodation, including 95 households in bed and breakfast accommodation. Many of these are single homeless people with support needs but there are also a number of families in temporary accommodation.

The provision of sufficient good quality housing for people's needs, including affordable housing is a cross-cutting theme that will help deliver many of the wellbeing goals of the Future Generations Act, including a more equal Wales, a Wales of cohesive communities, a prosperous Wales and a healthier Wales. The Council's ambition to undertake an interventionist approach to positively contribute to affordable housing remains.

In December 2020 Cabinet agreed a proposal to investigate the potential for residential development on land adjacent to Caldicot Comprehensive School.

**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?**

The current market mechanisms are failing to meet demand and indigenous populations are increasingly being forced to re-locate as housing prices and rental levels become more and more unaffordable. This proposal would enable the Council to deliver a development project, which would provide learning to support the aspirations of higher percentages of affordable housing on MCC land, assist the development of housing ahead of RLDP adoption.



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

| <b>What are you going to do</b>   | <b>When are you going to do it?</b>           | <b>Who is responsible</b> |
|---|---|---------------------------|
| Liaise with the development partner regarding key indicators to demonstrate consideration of the protected characteristics. | Throughout the design and construction period | Nicholas Keyse            |
|   |   |                           |
|   |   |                           |

**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.

| <b>Version No.</b> | <b>Decision making stage</b> | <b>Date considered</b> | <b>Brief description of any amendments made following consideration</b> |
|--------------------|------------------------------|------------------------|---|
| 1                  | Cabinet                      | 19/10/2022             |   |
|                    |                              |                        |   |
|                    |                              |                        |   |