



monmouthshire
sir fynwy

Integrated Impact Assessment document (incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

Name of the Officer completing the evaluation Hannah Carter Phone no: E-mail: HannahCarter@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal To seek endorsement of a new Corporate and Community Plan that sets the direction for the council and county of Monmouthshire, articulating the authority's purpose, principles and priorities alongside some of the steps we will take to deliver these.
Name of Service area All Services	Date: 19/12/22

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 services are focused around improving the well-being of both the younger and older generation. The strategic goal 'Learning place where everybody has the opportunity to reach their potential' ensures that children and young people have access to an excellent standard of education; 'Connected place where people feel part of a community, are valued and connected to others' focuses on the well-being of older residents, ensuring a high quality of care and that the issues that they face, such as loneliness, are reduced.</p>	<p>No negative impact identified at this stage. It will be important to ensure that the impacts of any future changes are disaggregated to consider their effects on different groups</p>	<p>This plan sets long-term goals and actions of the Council. Some actions may require specific decisions from council or Cabinet in future. Any changes around positive or negative impacts will be updated accordingly at that point.</p>
Disability	<p>The goal 'a fairer place to live' ensures that the Council is taking steps to become a Disability Confident employer, whilst 'everybody has the opportunity to learn and grow' will strive to create an inclusive educational system, ensuring that the additional needs of learners with disabilities are being met.</p>	<p>As above.</p>	<p>As above.</p>
Gender reassignment	<p>Monmouthshire County Council strives to ensure equality and fairness across the service, and our goals and associated activity will promote diversity and inclusion and aim to bring benefit to everyone.</p>	<p>As above.</p>	<p>As above.</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?
Marriage or civil partnership	Monmouthshire County Council strives to ensure equality and fairness across the service, and our goals and associated activity will promote diversity and inclusion and aim to bring benefit to everyone.	As above.	As above.
Pregnancy or maternity	Monmouthshire County Council strives to ensure equality and fairness across the service, and our goals and associated activity will promote diversity and inclusion and aim to bring benefit to everyone.	As above.	As above.
Race	Monmouthshire County Council strive to ensure equality and fairness across the service and are committed to delivering the Race Equality Action Plan for Wales.	As above.	As above.
Religion or Belief	Monmouthshire County Council strives to ensure equality and fairness across the service, and our goals and associated activity will promote diversity and inclusion and aim to bring benefit to everyone.	As above.	As above.
Sex	Monmouthshire County Council strive to ensure equality and fairness across the service, and will begin to use gender-responsive budget to ensure an equitable use of resources.	As above.	As above.
Sexual Orientation	Monmouthshire County Council strives to ensure equality and fairness across the service, and our goals and associated activity will promote diversity and inclusion and aim to bring benefit to everyone.	As above.	As above.

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?
Socio-economic Duty and Social Justice	Addressing and tackling rising economic and social inequality is incredibly important to Monmouthshire County Council. This determination is embedded within many of the goals in the community and corporate plan, namely, 'a fairer place to live', which ensures improved life changes regardless of income and an inclusive and diverse workforce; 'safe place to live' which sets out to reduce homelessness and increase affordable housing; and 'putting people at the heart of care and community' which ensures everyone feels safe and respected.	No negative impact identified at this stage. However we need to be mindful that the current economic climate is likely to see more people struggling financially and the impacts of all new policies needs to take this into account.	Moving forward, the council should remain vigilant of the wider economic context and should be prepared and able to make changes quickly and effectively in the current fast-paced and ever-changing economy.

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 and the promotion of the Welsh language within Monmouthshire and the council itself is crucial. The Council continues to abide by the legal framework set out by the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards, part of which requires the Council to set out a 5-year Welsh Language Strategy, the most recent of which was published in 2022. This strategy sets out how the Council aim to promote, facilitate and grow the Welsh language over the following five years. An objective from this strategy has been incorporated here within 'everybody has the opportunity to learn and grow' which aims to increase the number of students who receive their education in the medium of Welsh.</p>	<p>No negative impact identified at this stage.</p>	<p>This plan sets long-the long-term goals and actions of the Council. Some actions may require specific decisions from council or Cabinet in future. Any changes around positive or negative impacts will be updated accordingly at that point.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Monmouthshire County Council is dedicated to recruiting and retaining a strong, resilient and adaptable workforce. Training is offered consistently to ensure that all staff are able to expand and grow their learning.</p>	<p>There are no specific negative impacts as a result of the plan. However, recruiting fluent Welsh speaking staff has proved challenging</p>	<p>Ensure that more customer facing roles are designated as 'Welsh essential' and target recruitment campaigns accordingly</p>
<p>Service delivery</p>	<p>The Welsh Language standards are applied as allocated to Monmouthshire</p>	<p>As above.</p>	<p>As above.</p>

Use of Welsh language in service delivery	County Council. The language is promoted through the application of the Welsh Language Standards, the website, correspondence and celebration of Welsh language events throughout the year. The plan contains a specific commitment to increase the number of people speaking and learning Welsh in line with our 5 year Welsh language strategy		
Promoting use of the language			




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	The goal which will have the biggest impact here is 'a thriving and ambitious place' that aims to redevelop town centres and facilitate investment to attract more people to the towns. This goal also aims to support people who are looking to start their own business and additionally to create better links with higher education.	This plan sets long-the long-term goals and actions of the Council. Some actions may require specific decisions from council or Cabinet in future. Any changes around positive or negative impacts will be updated accordingly at that point.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The greatest impact on this well-being goal will be from 'a green place to live and work', which has a particular focus on river health which has been a prominent issue in Monmouthshire. The goal also focuses on sustainable agriculture and reducing the carbon footprint of the county. The goal, 'thriving and ambitious place' goals commits to promote the	As above.

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?
	circular economy by growing our network of re-use shops, repair cafes and libraries of things	
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The learning Place goals aims to promote healthy lifestyles and increased physical activity through MonLife. 'A fairer place to live' also ensures that residents have access to the services and support needed to live a healthy lifestyle, including mental health support. The plan embeds the work on health inequalities as part of the Gwent-wide approach to becoming a Marmot Region.</p>	<p>As above.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The goal, 'connected place' ensures that loneliness and isolation is reduced, which is especially important in an ageing and rural county like Monmouthshire. 'Safe place to live' looks to increase the sustainability of communities through energy efficient housing. The priority 'a thriving, well-connected and fair local economy' aims to reshape and redevelop town centres to attract more people to Monmouthshire's towns.</p>	<p>As above.</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>'A thriving, connected and fair local economy' looks to increase the local generation of renewable energy, promoting both active travel and the circular economy, all of which reduce the negative impact on the environment. The goal, 'safe and secure homes' also ensures that new houses that are built will be more energy efficient, thus reducing carbon emissions.</p>	<p>As above.</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>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>Monmouthshire aims to increase Welsh medium primary school provision including a newly refurbished school on the site of Deri View and also the opening of a seedling provision in Monmouth. Healthy lifestyles and increased physical activity is promoted through MonLife.</p>	<p>As above.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Addressing rising inequality is one of the two biggest priorities facing the council and the emphasis placed on addressing this issue is seen throughout the plan. 'A fairer place to live' aims to improve the life chances of people, regardless of income. 'Safe place to live' aims to increase the number of affordable homes and to also improve the efficiency of homes, thus alleviating fuel poverty for some.</p>	<p>Moving forward, the council should remain vigilant of the wider economic context and should be prepared and able to make changes quickly and effectively in the current fast-paced and ever-changing economy.</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 data-bbox="327 312 517 539">Balancing short term need with long term and planning for the future</p> <p data-bbox="147 528 277 560">Long Term</p>	<p data-bbox="544 253 1328 596">Though this plan will soon be updated, the priorities and actions are forward looking and aim to have a positive long-term impact. The focus on reducing carbon emissions and the health of biodiversity and the environment is incredibly important in fighting the effects of climate change which will be around for many years to come. Increase the energy efficiency of homes is also important to alleviating fuel poverty in the short-run but also has a positive long-term contribution in the form of reduced carbon emissions.</p>	<p data-bbox="1350 253 2103 421">This plan sets long-term goals and actions of the Council. Some actions may require specific decisions from council or Cabinet in future. Any changes around positive or negative impacts will be updated accordingly at that point.</p>
 <p data-bbox="327 671 517 898">Working together with other partners to deliver objectives</p> <p data-bbox="125 887 293 919">Collaboration</p>	<p data-bbox="544 636 1328 940">Collaboration is clearly important to Monmouthshire County Council and can be seen within every goal. The council looks to work with public service partners across Gwent to improve social determinants of health; work with partners to ensure that all homes have good digital connectivity; work with partners to ensure people are able to stay in their own homes and communities wherever possible; and to create better links with further and higher education.</p>	<p data-bbox="1350 636 2103 732">This delivery of the plan is subject to further scrutiny. Collaboration with committees to improve the plan is essential and will help inform any future changes.</p>
 <p data-bbox="327 991 517 1182">Involving those with an interest and seeking their views</p> <p data-bbox="136 1219 295 1251">Involvement</p>	<p data-bbox="544 971 1328 1243">Monmouthshire aims to involve community members wherever possible. The priority, 'a thriving, connected and fair local economy' sets out an aim to work with landlords and property owners to minimise town centre vacancies. 'a learning place and grow' sets out plans to maximise opportunities to hear the voices of learners in schools to ensure that the new curriculum is working for them.</p>	<p data-bbox="1350 971 2103 1107">This plan is subject to further scrutiny. Involvement is key to improving this plan; any future changes will be informed by involvement with committee and cabinet members.</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="152 496 291 523">Prevention</p> <p data-bbox="344 256 506 555">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="546 256 1301 453">The goal, 'Connected place where people feel part of a community putting people at the heart of care and communities' ensures that social care services are able to prevent crisis and that avoidable hospital admissions are reduced. This goal also sets out to maintain and develop early and preventative services for children and families.</p>	<p data-bbox="1352 256 2098 421">This plan sets long-term goals and actions of the Council. Some actions may require specific decisions from council or Cabinet in future. Any changes around positive or negative impacts will be updated accordingly at that point.</p>
 <p data-bbox="152 852 291 879">Integration</p> <p data-bbox="344 612 517 874">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="546 600 1323 895">The Council works closely with business, communities and partners to deliver its goals and to ensure that the potential negative impact on other bodies is mitigated. The seven wellbeing goals are central to the Council's goals and run throughout everything that they do. The plan contains a table highlighting which of the objectives impacts on each of the seven national wellbeing goals. The Council will work together with other partners to help deliver many aspects of the objectives.</p>	<p data-bbox="1352 600 2098 764">This plan sets long-term goals and actions of the Council. Some actions may require specific decisions from council or Cabinet in future. Any changes around positive or negative impacts will be updated accordingly at that point.</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?

	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	Early intervention and prevention approaches will reduce the number of young people at risk of harm. Safeguarding is central to the authority's work and this is highlighted within the corporate plan.	No negative impact identified at this stage.	This plan sets long-term goals and actions of the Council. Some actions may require specific decisions from council or Cabinet in future. Any changes around positive or negative impacts will be updated accordingly at that point.
Corporate Parenting	Reviewing all existing placements of looked after children will ensure that those children are receiving high quality and effective care. This is also important in assessing value for money.	As above.	As above.

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

<ul style="list-style-type: none"> - <i>Equalities dashboard link.</i> Equality data dashboard for EQIA's 2020.xlsx - <i>Well being assessment:</i> Well-being Assessment - <i>Key measures</i> – contained in appendix to this plan

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 plan contributes positively to all seven well-being goals, whilst also considering the five ways of working in all aspects of the actions set out. The plan also takes into account the wider economic and social context, recognising and striving to help those in need as a result. It is clear that there will be a need for the plan to adjust and evolve given the turbulence and volatility of the current economic climate. Though this plan sets out short-term goals, it is forward looking and the actions set out here will have a positive impact in the longer term.

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
A full corporate and community plan, including measures and targets, will be published in early 2023, setting out longer-term goals and actions.	Feb 2023	

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
0.1	Cabinet	October 2022	
0.2	Council	November 2022	
0.3	Council	January 2023	