



monmouthshire
sir fynwy

Integrated Impact Assessment document

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

Name of the Officer Nikki Wellington Phone no: 07766504389 E-mail: nicolawellington@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal This proposal is for the net financial balances of both King Henry VIII and Deri View Primary as at 31st August 2023 are transferred to the opening King Henry VIII 3 – 19 school and not returned to the Local Authority. This will allow the new school to continue with the support for pupils, the majority of these balances are as a result of Covid related grants from Welsh Government.
Name of Service area Children and Young People	Date 21 st June 2023

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	This will positively impact the pupils of both schools. The funding if agreed will allow the current interventions to continue and staff to be maintained.	No specific impact	Maintain current interventions for pupils and allow exiting staff to be maintained.
Disability	This will positively impact pupils to allow the post pandemic interventions and support to continue.	No specific impact	Maintain current interventions for pupils and allow exiting staff to be maintained.

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?
Gender reassignment	.No specific impact	No specific impact	No specific impact
Marriage or civil partnership	No specific impact	No specific impact	No specific impact
Pregnancy or maternity	No specific impact	No specific impact	No specific impact
Race	.No specific impact	No specific impact	No specific impact
Religion or Belief	.No specific impact	No specific impact	No specific impact
Sex	No specific impact	No specific impact	No specific impact
Sexual Orientation	.No specific impact	No specific impact	No specific 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?
Socio-economic Duty and Social Justice	No specific impact	No specific impact	No specific impact.

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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	No specific impact	No specific impact	No specific impact
Operational Recruitment & Training of workforce	Staff employed from this grant funding will be maintained in post to support the pupils of both schools.	No specific impact	Maintain current interventions for pupils and allow exiting staff to be maintained.
Service delivery Use of Welsh language in service delivery Promoting use of the language	No specific impact	No specific impact	No specific impact



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 positive impact is that staff funded from this grant will continue to be employed, there may be increased employment opportunities as the new school develops a sustainable staffing structure. There are no negative impacts.	No specific impact
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No specific impact	No specific impact
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	No specific impact	No specific impact
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	No specific impact	No specific impact
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No specific impact	No specific impact
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	No specific impact	No specific impact

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 more equal Wales People can fulfil their potential no matter what their background or circumstances	This will allow pupils to continue with their catch up from Covid and help them to achieve their full potential.	The positive impact of continuing to use the school balances as intended to support the pupils will assist in enabling pupils to achieve their goals.

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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	A sustainable staffing structure is being developed by the Head and Governing Body, to enable it to have the full impact and improve standards the funding will be required to support this. If the funding is not transferred the school will need to make immediate staffing reductions to balance the budget.	The school development plan will be agreed by Governors and will need to be costed; this will be the long term plan for the school.
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	The schools already work with a large number of partners to achieve their objectives, this will allow these partnerships to continue.	Should the funding not be transferred this work will need to reduce and which may lead to a reduction in support for pupils
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	None	None

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>Putting resources into preventing problems occurring or getting worse</p>	<p>The grants are for intervention to recover from the pandemic, this will allow the work to continue. Should this not be transferred the support will stop and the attainment of some pupils may reduce meaning they do not achieve their goals.</p>	<p>The intervention programmes already in place will continue and assist in pupils achieving their goals.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>None</p>	<p>None</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	No impact	No impact	N/A
Corporate Parenting	No impact	No impact	N/A

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

School balances / grant plans / staffing proposals / school budget / pupil data

- *Equalities dashboard link.* [Equality data dashboard for EQIA's 2020.xlsx](#)

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 main benefits are:

The school will be able to continue with the intervention work that they have already started to assist pupils in achieving their goals.

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
Review of school budget and impact of grant spend	September 2024	Headteacher and Governing Body with School improvement from the Local Authority.

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
1.1	Individual members decision initial draft	30th June 2023	Initial Draft