



monmouthshire  
sir fynwy

# Integrated Impact Assessment document

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

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| <b>Name of the Officer</b> completing the evaluation<br>Tracey Thomas<br><br><b>Phone no:</b> 01633 644295<br><b>E-mail:</b> traceythomas@monmouthshire.gov.uk | <b>Please give a brief description of the aims of the proposal</b> Seeking approval of Monmouthshire's Cultural Strategy 2026-2036 – the strategic plan that champions cultural activity and creates sustainable and inclusive cultural growth in Monmouthshire. |
| <b>Name of Service area</b><br><br>Place and Community Wellbeing                                                                                               | <b>Date</b> 02/02/2026                                                                                                                                                                                                                                           |

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 Plan promotes an inclusive cultural offer across Monmouthshire.             | There are no negative impacts of this strategy on protected characteristics. The strategy aims to improve inclusiveness and accessibility of cultural activity for the benefit of residents and visitors. | The cultural strategy is a coherent plan that sets out purpose, priorities, and actions for nurturing and sustaining the arts, heritage, and creative industries within our county |

| 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? |
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|                                  |                                                                                                             |                                                                                                                                                                                                                                                                                                                    |                                                                                                              |
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| Disability                       | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire. | The strategy aims to improve inclusiveness and accessibility of cultural activity for the benefit of residents. It will work with stakeholders/event organisers/venues and infrastructure to ensure they are accessible and inclusive – physically, in terms of the product offer and in the way they're promoted. | The strategy aims to improve and increase cultural activity across Monmouthshire.                            |
| Gender reassignment              | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire. | There are no negative impacts.                                                                                                                                                                                                                                                                                     | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire.  |
| Marriage or civil partnership    | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire. | There are no negative impacts.                                                                                                                                                                                                                                                                                     | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire.  |
| Pregnancy or maternity           | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire. | There are no negative impacts                                                                                                                                                                                                                                                                                      | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire.  |
| Race                             | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire. | There are no negative impacts.                                                                                                                                                                                                                                                                                     | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire.  |
| Religion or Belief               | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire. | There are no negative impacts.                                                                                                                                                                                                                                                                                     | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire.  |
| <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> |

|                    |                                                                                                             |                                |                                                                                                             |
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| Sex                | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire. | There are no negative impacts. | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire. |
| Sexual Orientation | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire. | There are no negative impacts. | The strategy aims to improve accessibility to cultural activities for benefit of everyone in Monmouthshire. |

## 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 socioeconomic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

|                                               | <b>Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage</b>                                                                                               | <b>Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.</b> | <b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b> |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| <b>Socio-economic Duty and Social Justice</b> | The strategy is based on fair treatment and equitable status of all groups and individuals in the community, aiming to grow the cultural offer for everyone in Monmouthshire, whether as a visitor or resident. | There are no identified negative impacts.                                                                          | The strategy aims to support growth in cultural industries for the benefit of everyone in Monmouthshire.     |

## 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                                                                                    |
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| <b>Policy Making</b><br><br>Effects on the use of the Welsh language,<br><br>Promoting Welsh language<br><br>Treating the Welsh language no less favourably | The strategy celebrates and promotes Welsh language and sense of place as important elements of the cultural offer.                                                                                                                                                                                                                                           | There are no negative impacts.                 | Welsh language holds a cultural and historical significance for Monmouthshire, serving as a vital expression of local identity and heritage and is underpinned throughout the strategy. |
| <b>Operational</b><br><br>Recruitment & Training of workforce                                                                                               | N/A                                                                                                                                                                                                                                                                                                                                                           | No posts are being created at this time.       | N/A                                                                                                                                                                                     |
| <b>Service delivery</b><br><br>Use of Welsh language in service delivery<br><br>Promoting use of the language                                               | The strategy will not impact on the equal status given to the Welsh language in service delivery.<br><br>Welsh language and culture will be celebrated as critical aspects of the county's cultural strategy to strengthens community cohesion, supports educational opportunities, and attracts visitors who are keen to experience authentic Welsh culture. | None.                                          | N/A                                                                                                                                                                                     |

**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?                                               |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>A prosperous Wales</b><br>Efficient use of resources, skilled, educated people, generates wealth, provides jobs                                                         | The strategy aims to support the wealth of creative talent we have within the county. It will support this ecosystem through established partnership, by offering training, networking, low cost/affordable spaces, and opportunities to showcase work.                                | The strategy identifies the best prospects for sustainable growth of Monmouthshire's creative industries. There are no identified negative impacts.           |
| <b>A resilient Wales</b><br>Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change) | The strategy promotes safe and responsible cultural activity across the county.                                                                                                                                                                                                        | We will work with partners, stakeholders and creatives to promote safe and responsible cultural activity.                                                     |
| <b>A healthier Wales</b><br>People's physical and mental wellbeing is maximized and health impacts are understood                                                          | Access to cultural activity, the arts and heritage enhance mental health, reduces social isolation, and improves overall well-being. Our cultural strategy will commit to making culture accessible to all, by creating more inclusive events, and removing barriers to participation. | The strategy aims to encourage use of our outdoor facilities and spaces to provide opportunities for everyone in Monmouthshire.                               |
| <b>A Wales of cohesive communities</b><br>Communities are attractive, viable, safe and well connected                                                                      | The strategy will support vibrant communities - culture is a source of pride and resilience, helping individuals and communities to flourish, the cultural strategy will nurture the next generation creating sustainable and connected places.                                        | The cultural strategy would bring together the county's unique assets - its history, landscapes, traditions, and people under a shared vision for the future. |
| <b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing                      | The strategy will encourage responsible cultural activity to ensure that our heritage, spaces and places are looked after for future generations to enjoy                                                                                                                              | The impact of increased cultural activity will be monitored, and any negative trends will be addressed based on relevant data and understandings.             |

| 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?                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>A Wales of vibrant culture and thriving Welsh language</b><br>Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation | Creating a cultural strategy for Monmouthshire will assist in preserving and promoting the rich cultural heritage of the county, ensuring that future generations can appreciate and learn from it. | The strategy promotes a confident cultural identity, healthy and active lifestyles and a cohesive heritage offer celebrating sense of place and Welsh culture.                                |
| <b>A more equal Wales</b><br>People can fulfil their potential no matter what their background or circumstances                                                                         | The strategy supports sustainable growth of Monmouthshire's cultural offer for the benefit of everyone in the county irrespective of background or circumstances.                                   | The strategy aims to sustainably grow Monmouthshire's cultural offer and promote access to a wide variety of enriching experiences for everyone in Monmouthshire regardless of circumstances. |

#### 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?                                                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  Balancing short term need with long term and planning for the future | This is a 10-year strategy with an initial two-year action plan. The creation of a Cultural Partnership Forum will be supported from experts in the field along with officers who collectively will design the full action plan to ensure the Monmouthshire is the most inspiring, connected and creative place in Wales to visit and live. | The strategy is a blueprint and stepping stone for further actions. It aims to support and inspire those working in the creative industries and those who enjoy participating or visiting cultural activity. |

| 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?                                                                                                                                                          |
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|  <p>Working together with other partners to deliver objectives</p>               | <p>The strategy has been developed through local and national research and in collaboration with a wide range of local creatives, stakeholders and businesses. It's been designed to be co-owned by everyone in Monmouthshire and to inspire collaboration and co-creation.</p>                                                                                                                                                                                                                                                                                                                       | <p>The strategy and action plans delivery will be overseen by a newly created Cultural Forum, made up of public, private and third sector partners.</p>                                                                                                                          |
|  <p>Involving those with an interest and seeking their views</p>                 | <p>The strategy to date, has been informed by extensive engagement with stakeholders (including MCC services, creatives, businesses, partners) and its delivery will be overseen by the newly formed Cultural Forum, made up of public, private and third sector partners.</p>                                                                                                                                                                                                                                                                                                                        | <p>Resource allowing, regular engagement and annual surveys will be undertaken to assess satisfaction with the way the cultural offer is being developed and managed for our residents and visitors.</p>                                                                         |
|  <p>Putting resources into preventing problems occurring or getting worse</p>    | <p>A range of wellbeing measures will be monitored on an ongoing basis by the Cultural Forum. Any potential issues will be regularly communicated to partnership to enable them to address them promptly</p>                                                                                                                                                                                                                                                                                                                                                                                          | <p>Resource allowing, regular engagement and annual surveys will be undertaken to assess satisfaction with the way the cultural offer is being developed and managed for our residents and visitors., and to identify any wider issues not identified by the cultural forum.</p> |
|  <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>The Wellbeing of Future Generations Act and the Monmouthshire Corporate and Community Plan both outline the need to move towards a healthier Wales, a more equal Wales and a resilient Wales. We will deliver this through:-</p> <ul style="list-style-type: none"> <li>• Establishing a Cultural Strategy for Monmouthshire</li> <li>• Inking with Placemaking; Economy, Skills and Enterprise and Destination Management teams to ensure cross working</li> <li>• Enhancing the cultural offer across the county that deliver opportunities to reduce loneliness and social isolation</li> </ul> | <p>None identified at this time</p>                                                                                                                                                                                                                                              |

|  |                                                                                                                                                                                                                                                                |  |
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|  | <ul style="list-style-type: none"> <li>• Encouraging physical activity through our places and spaces of the county</li> <li>• Commit to making culture accessible to all, by creating more inclusive events, and removing barriers to participation</li> </ul> |  |
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**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        | There are no impacts on safeguarding.                  | There are no impacts on safeguarding.                  | There are no impacts on safeguarding.                                                                             |
| Corporate Parenting | There are no impacts on corporate parenting.           | There are no impacts on corporate parenting.           | There are no impacts on corporate parenting.                                                                      |

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



The Plan has been informed by the following data :

- Consultation workshops held with local creatives, stakeholders including National Trust, CADW, Cardiff University, Creative Cardiff, town and community councils, MCC councillors, MCC officers, cultural businesses, and event organisers.
- Public consultation is running from 31<sup>st</sup> October – 14<sup>th</sup> December 2025
- Monmouthshire Community and Corporate Plan 2022 - 2028
- Monmouthshire town Placemaking Plans
- Place Scrutiny Committee 29<sup>th</sup> January 2026

**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?**

As a county, Monmouthshire is at an exciting point as it cherishes its past and is eager to shape its future. As included in the Community and Corporate Plan under a Fairer Place to Live – we will develop an inclusive cultural strategy working with our partners and communities across the county. We are now able to share a Cultural Strategy for Monmouthshire that honours the unique character of this county, drawing strength from its landscapes, heritage and people. The cultural strategy is a coherent plan that sets out purpose, priorities, and actions for nurturing and sustaining the arts, heritage, and creative industries within our county. It provides a framework for decision-making, helps secure funding, fosters partnerships, and measures progress. For Monmouthshire, a cultural strategy would bring together the county's unique assets - its history, landscapes, traditions, and people under a shared vision for the future.

The Council will need to work across departments and to use all levers available to support culture activity, in tandem with businesses, creatives, stakeholders and the residents of Monmouthshire to grow cultural activity for the benefit of everyone in the county. There is recognition that this isn't a strategy and plan that the Council could deliver on its own, and that we also need buy in from partners and their support to deliver on priorities.

**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           |
|----------------------------------------------------------------------------------------------|------------------------------|------------------------------|
| Analyse and collate all responses to the public consultation for the draft cultural strategy | December 2025 – January 2026 | Tracey Thomas/Rachael Rogers |
|                                                                                              |                              |                              |
|                                                                                              |                              |                              |

**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                                     |
|-------------|--------------------------|----------------------------------------------------|------------------------------------------------------------------------------------------------------|
| 2           | SLT and Business Cabinet | 13 <sup>th</sup> and 20 <sup>th</sup> January 2026 | To revise action plan to include clear outcomes and impact                                           |
| 3           | Place Scrutiny           | 29/01/2026                                         | To consider comments and recommendations from scrutiny committee and reflect changes in the strategy |
| 4           | Cabinet                  | 11/02/26                                           |                                                                                                      |