



Integrated Impact Assessment Template

(incorporating Equalities, Socio-economic Duty, Future Generations, Welsh Language Measures, Corporate Parenting)

<p>Name of the Officer completing the evaluation Ian Hoccom</p> <p>Phone no: 01633 64 4448 / 07920 504695 E-mail: IanHoccom@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Install energy conservation measures across MCC buildings to reduce energy consumption and carbon emissions, funded from the energy savings generated.</p>
<p>Name of Service area</p> <p>Decarbonisation</p>	<p>Date</p> <p>May 2026</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.

<p><u>Protected Characteristics</u></p>	<p>Describe any positive impacts your proposal has on the protected characteristic</p>	<p>Describe any negative impacts your proposal has on the protected characteristic</p>	<p>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</p>
<p>Age <i>Consider the impact on our community in relation to age, e.g. how do we engage with older and younger people about our services, access issues etc. Also consider what issues there are for employment and training.</i></p>	<p>Use of local contractors already working under the Property maintenance framework will increase demand and drive opportunities for employment and training.</p>	<p>No significant impacts</p>	<p>No significant impacts</p>

<u>Protected Characteristics</u>	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?
Disability <i>Consider the impact and what issues there are around each of the disability needs groups e.g. access to buildings/services, how we provide services and the way we do this; producing information in alternative formats, employment issues etc.</i>	Lighting upgrades in buildings may improve accessibility and safety for users with disabilities through improved lighting levels.	No significant impacts	No significant impacts
Gender reassignment <i>Consider the provision of inclusive services for transgender people and groups. Also consider what issues there are for employment and training.</i>	No significant impacts	No significant impacts	No significant impacts
Marriage or civil partnership <i>Same-sex couples registered as civil partners have the same rights as married couples and must be provided with the same benefits, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance. Consider the impact of your proposal on these rights.</i>	No significant impacts	No significant impacts	No significant impacts

<u>Protected Characteristics</u>	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?
Pregnancy or maternity <i>A woman is protected from discrimination during her pregnancy, maternity leave and 26 weeks from the day she gives birth. Including the provision of services, goods and facilities and recreational or training facilities. Consider the impact of your proposal on these protections.</i>	No significant impacts	No significant impacts	No significant impacts
Race <i>What will the proposal do to promote race equality with the aim of eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between different racial groups. Think about the potential to affect racial groups differently. Possible issues include providing translation/interpreting services, cultural issues and customs, access to services, issues relating to Asylum Seeker, Refugee, Gypsy & Traveler, migrant communities and recording of racist incidents etc.</i>	No significant impacts	No significant impacts	No significant impacts
Religion or Belief <i>Consider the impact e.g. dietary issues, religious holidays or days associated with religious observance, cultural issues and customs. Also consider what issues there are for employment and training.</i>	No significant impacts	No significant impacts	No significant impacts

<u>Protected Characteristics</u>	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?
Sex <i>Consider what issues there are for men and women. Will this impact disproportionately on one group more than another e.g. equal pay, responsibilities for dependents, issues for carers, access to training, employment issues.</i>	No significant impacts	No significant impacts	No significant impacts
Sexual Orientation <i>Consider the provision of inclusive services for e.g. older and younger people from the Lesbia, Gay and Bi-sexual communities. Also consider what issues there are for employment and training.</i>	No significant impacts	No significant impacts	No significant impacts

2. The Socio-economic Duty

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.

Socio-economic disadvantage can be defined as living in less favorable social and economic circumstances than others in society. It also includes social justice, which is about reducing inequalities by working towards more equal distribution of wealth and opportunities so everyone can achieve their full potential.

Consider how the proposal could affect the following vulnerable groups:

Armed Forces Community (including veterans)

Single parents

Vulnerable families

Single adult households

Carers

Students

People living in the most deprived areas

Pensioners

Homeless People

People misusing substances

People who have experienced the asylum system

People involved in the criminal justice system

<u>Socio-economic Duty</u>	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 from socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts in relation to the Socio-economic disadvantage?
<p><i>Think of what evidence you have about socio-economic disadvantage and inequalities of outcome in relation to this proposal. Will it impact disproportionately on certain groups? Can the proposals be improved to reduce inequalities of outcome?</i></p>	<p>No significant impacts</p>	<p>No significant impacts</p>	<p>No significant impacts</p>

3. Policy making and the Welsh language

What are the effects that the proposals would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English? How could positive effects be increased, or negative effects be mitigated? Explain how you believe the proposals could be improved so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English 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: <i>Consider what impact this policy decision will have on the Welsh Language. This includes opportunities for people to use the language, opportunities to promote the language and treating the language no less favourably than the English language. Include any data and evidence e.g. WESP, Census Data, Cymraeg 2050, Welsh Language Strategy.</i>	No significant impacts	No significant impacts	No significant impacts
Operational: Recruitment & Training of workforce <i>Carefully consider whether vacant posts require Welsh language skills as a desirable or essential skill. This is especially pertinent with front line roles as more than 10 % of the population of Monmouthshire speak Welsh. Also, when assessing the need for Welsh language skills keep in mind the existing Welsh language skills within the workforce. In service areas where there is a current lack of Welsh language skills, posts should be advertised as Welsh language essential. Additionally, consider where further training may be needed to increase the number of staff who can speak Welsh and to enhance the skills of current Welsh speakers.</i>	No significant impacts	No significant impacts	No significant impacts
Service Delivery: Use of Welsh language in service delivery <i>When advertising our services you must promote the fact that people can deal with the council in Welsh by</i>	No significant impacts	No significant impacts	No significant impacts

phone, email, twitter, Facebook, letters, forms, website transactions etc.			
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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!




<u>Well Being Goals</u>	Describe the positive impacts the proposal has on the wellbeing goal.	Describe the negative impacts the proposal has on the wellbeing goal.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales <i>An innovative, productive and low carbon society which recognises global limits and uses resources efficiently (including acting on climate change); a skilled and well-educated population in an economy which generates wealth and provides jobs.</i>	<p>Will generate energy savings from Council revenue budgets of over £100,000 p.a. and reduce carbon emissions from our operations. Although these will be used to repay loan funding, the lifetime of the equipment and savings will exceed the payback.</p> <p>Opportunities for local contractors.</p>	No significant impacts	<p>The delivery programme will be timed to ensure loan repayments commence after energy savings are achieved to avoid revenue pressures</p> <p>95% of energy savings have been used to calculate paybacks and a loan repayment schedule longer than the paybacks will be requested in order to create a net revenue saving.</p>
A resilient Wales <i>Maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</i>	<p>Will reduce energy consumption from our buildings by over 500,000 kWh and resulting carbon emissions by 115 tCO₂e p.a., including those from non-renewable grid electricity generation that contributes to climate change.</p>	No significant impacts	No significant impacts
A healthier Wales <i>People's physical and mental well-being is maximised and in which choices and behaviours that</i>	<p>The built environment in workplaces and public buildings will be improved through lighting upgrades, thereby contributing to</p>	No significant impacts	<p>Where existing negative environmental issues have been identified (e.g. light levels, thermal discomfort), the measures will be designed so as to maintain an</p>

<u>Well Being Goals</u>	Describe the positive impacts the proposal has on the wellbeing goal.	Describe the negative impacts the proposal has on the wellbeing goal.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<i>benefit future health are understood.</i>	the physical and mental wellbeing of occupiers and visitors.		improved environment for building occupiers usersimpacts
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	Lighting upgrades may improve the aesthetics of public buildings and bring emergency lighting requirements up to date.	No significant impacts	Site supervision and clerking will ensure they are installed safely. Other building improvement works may be identified and undertaken while delivering measures.
A globally responsible Wales <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	The project is forecast to result in carbon savings of 115 tCO ₂ e p.a. or approximately 7% of the total carbon emissions from the buildings, or 2% of all emissions from MCC buildings.	Some sources of solar PV may have negative environmental and social impacts. Although the carbon impact is captured through supply chain emissions reporting, other impacts are more difficult to confirm and influence.	Lighting upgrades may in some cases include control modifications to further reduce energy consumption and carbon emissions. Solar PV designs may be adjusted to include battery storage and allow future expansion to maximise carbon savings. Supply chain emissions are reported and work is ongoing to work with suppliers to encourage them to reduce their carbon emissions and use socially responsible sources.
A Wales of vibrant culture and thriving Welsh language <i>Promotes and protects culture, heritage and the Welsh language, and participation in the arts, and sports and recreation</i>	No significant impacts	No significant impacts	No significant impacts
A more equal Wales	No significant impacts	No significant impacts	No significant impacts

<u>Well Being Goals</u>	Describe the positive impacts the proposal has on the wellbeing goal.	Describe the negative impacts the proposal has on the wellbeing goal.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><i>People can fulfil their potential no matter what their background or circumstances. (This includes the protected characteristics listed in Section 1 above. You can add more detail there. Don't forget to think about the impacts on poverty)</i></p>			

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

<u>Sustainable Development Principles</u>	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> <p><i>We are required to look beyond the usual short term timescales for financial planning and political cycles and instead plan with the longer term in mind (guidance says at least 10 years, but preferably 25)</i></p>	<p>Measures will deliver net energy savings to reduce immediate budget pressures and contribute to existing PIs on carbon reduction.</p> <p>Measures will also reduce long-term revenue expenditure and maintenance budget, and deliver carbon savings over an extended period to deliver long-term climate emergency objectives of MCC operations becoming net zero carbon.</p>	<p>No significant impacts</p>

<u>Sustainable Development Principles</u>	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>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Opportunities have been identified in part from decarbonisation surveys commissioned by WLGA</p> <p>Contractors have been appointed from the collaborative property maintenance framework and the project will be funded by Welsh Government.</p> <p>The resulting carbon emissions will contribute towards WG ambition for a net zero public sector by 2030.</p>	<p>No significant impacts</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p> <p><i>Who are the stakeholders who will be affected by your proposal? Have they been involved? Do those people reflect the diversity of the area which is served?</i></p>	<p>The proposal has been developed in consultation with internal teams and building occupiers, including Decarbonisation, Landlord Services (Estates and Property), Education, and MonLife.</p>	<p>No significant impacts</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>Investment in the LED lighting upgrades using low-interest loans repaid from the savings generated will replace aging lighting that would otherwise need to be funded from capital maintenance budgets.</p> <p>The energy savings generated will contribute to easing budget pressures and limiting exposure to any future increases in energy prices.</p>	<p>No significant impacts</p>

<p><u>Sustainable Development Principles</u></p>	<p>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</p>	<p>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
<div data-bbox="107 284 286 466" data-label="Image"> </div> <p data-bbox="136 480 259 504">Integration</p> <p data-bbox="309 256 607 403">Considering impact on all wellbeing goals together and on other bodies</p> <p data-bbox="309 440 607 539"><i>Focus here on how you will better integrate the Wellbeing Goals impacts</i></p> <p data-bbox="107 547 589 715"><i>on people, economy and environment described above and balance any competing impacts. Think about impacts the proposal may have on other organisations</i></p>	<p data-bbox="633 256 1294 355">The measures proposed will contribute to delivering the overall carbon reduction targets and WBFGA goals of Welsh Government.</p>	<p data-bbox="1352 256 1615 280">No significant impacts</p>

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting, Care Leavers, Care Experienced People 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?
<p><u>Safeguarding</u> <i>Safeguarding in this context applies to children (not yet reached 18th birthday) and adult at risk (identified as a person over the age of 18 and who (a) is experiencing or is at risk of abuse or neglect, (b) has needs for care and support (whether or not the authority is meeting any of those needs), and (c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.) Safeguarding is about ensuring that everything is in place to promote the well-being of children and adults at risk, preventing them from being harmed and protecting those who are at risk of abuse and neglect.</i></p>	<p>No significant impacts</p>	<p>No significant impacts</p>	<p>No significant impacts</p>

<p><u>Corporate Parenting, Care Leavers and Care Experienced People</u></p> <p><i>This relates to those children who are 'looked after' by the Local Authority either through voluntary arrangements with their parents or through a Court Order. The Council has a corporate duty to consider 'children who are looked after especially and to promote their welfare (in a way, as though those children were their own). It also relates to care experienced people (people who have spent time in care when they were under 18 years old). The Council must consider how to help overcome the disadvantages and discrimination they experience.</i></p>	No significant impacts	No significant impacts	No significant impacts
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7. What evidence and data has informed the development of your proposal?

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Key strategies and documents that may help you include: Community and Corporate Plan, Asset Management Strategy, Digital and Data Strategy, Medium Term Financial Strategy, People Strategy, Socially Responsible Procurement Strategy: [Enabling Strategies](#) See Guidance for more examples.

Data on emissions has been derived from energy data from utility bills and annual Net Zero reporting submitted to WG.

Designs and quotations have been obtained from contractors and suppliers for the LED lighting upgrades and solar PV installations. MCC officers have reviewed the proposals and used the equipment specification, occupancy hours, generation modelling, and existing energy tariffs to calculate energy savings.

Costs and savings have been entered into the Salix Wales Funding Programme assessment tool to confirm funding eligibility.

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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee Report Template

Positive impacts: The main impact of the proposal is a reduction in carbon savings contributing to a prosperous, resilient, and globally responsible Wales.

Based on energy use data for the 14 buildings in the proposal, carbon emissions in 2024/25 were 1,329 tCO₂e and 2025/26 energy expenditure is forecast to be £824,775. The proposal is forecast to produce carbon savings of 115 tCO₂e (7% of the emissions from the buildings) and revenue savings of £112,422 (12% of the expenditure), although the savings will be used to repay the low-interest loan used to fund the project.

Negative impacts: The proposal has very few negative impacts. The project will cost approximately £877,473 with £799,435 funding from a low-interest loan from WG via the Salix Wales Programme Fund repayable from energy savings. The Council would be committed to a £799,435 low-interest loan repayable over 10 years, although costs would be covered by the energy savings that would continue past the 10 year payback.

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?
Request approval to submit an application to Salix for loan funding.	June 2026	Ian Hoccom, Decarbonisation Manger.
Complete a mini-competition procurement exercise for larger value sites items within the proposal.	April 2026	Isobel Preece, Decarbonisation Project Officer.
Submit the funding application to Salix, pending internal approval to do so.	May 2026	Ian Hoccom, Decarbonisation Manger.

10. VERSION CONTROL: The Integrated Impact Assessment 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 <i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinet etc</i>	Date considered	Brief description of any amendments made following consideration
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1.0	Council	June 2026	