



Integrated Impact Assessment document

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

<p>Name of the Officer Jan Furtek</p> <p>Phone no: 01600 730521 E-mail: janfurtek@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>The proposal is to update the Council’s Code of Corporate Governance so that it remains aligned with the CIPFA/SOLACE Delivering Good Governance in Local Government Framework and the 2025 Addendum. The Code sets out the responsibilities, processes, values and governance principles that underpin how the Council is directed and controlled, how decisions are made, how risk is managed and how accountability is maintained. It also provides the framework on which the Council’s Annual Governance Statement is based and supports the ongoing review and strengthening of governance arrangements.</p>
<p>Name of Service area Internal Audit</p>	<p>Date 01/06/26</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 Code applies to all members, officers and those acting on behalf of the Council. By promoting integrity, ethical values, openness and the rule of law, it supports a fair governance framework that should benefit people of all ages.	No negative impact identified.	No specific mitigation required. The Code will continue to be applied consistently across the Council’s governance arrangements.

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?
Disability	The Code applies to all members, officers and those acting on behalf of the Council. It supports inclusive and accountable governance and can have a positive indirect impact where information is made accessible to people with different needs.	The Code itself is not expected to have a direct negative impact. However, as a written governance document, accessibility may be reduced for people with visual impairments, learning difficulties or other communication needs if information is not made available in suitable formats.	Ensure the document, where required, is made available in accessible or alternative formats to support understanding.
Gender reassignment	The Code applies to all members, officers and those acting on behalf of the Council. By promoting fairness, accountability and respect for the rule of law, it supports a governance framework that should be applied consistently regardless of gender identity.	No negative impact identified.	No specific mitigation required. The Code will continue to be applied consistently across the Council's governance arrangements.
Marriage or civil partnership	The Code applies to all members, officers and those acting on behalf of the Council. It supports a consistent and accountable governance framework regardless of marital or civil partnership status.	No negative impact identified.	No specific mitigation required. The Code will continue to be applied consistently across the Council's governance arrangements.
Pregnancy or maternity	The Code applies to all members, officers and those acting on behalf of the Council. It supports a fair and transparent governance framework regardless of pregnancy or maternity status.	No negative impact identified.	No specific mitigation required. The Code will continue to be applied consistently across the Council's governance arrangements.

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?
Race	The Code applies to all members, officers and those acting on behalf of the Council. By promoting openness, accountability and fairness, it supports a governance framework that should be applied equally regardless of race or ethnic background.	No negative impact identified.	No specific mitigation required. The Code will continue to be applied consistently across the Council's governance arrangements.
Religion or Belief	The Code applies to all members, officers and those acting on behalf of the Council. It supports a fair and lawful governance framework that should be applied consistently regardless of religion or belief.	No negative impact identified.	No specific mitigation required. The Code will continue to be applied consistently across the Council's governance arrangements.
Sex	The Code applies to all members, officers and those acting on behalf of the Council. By promoting integrity, openness and accountability, it supports a governance framework that should be applied fairly regardless of sex.	No negative impact identified.	No specific mitigation required. The Code will continue to be applied consistently across the Council's governance arrangements.

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?
Sexual Orientation	The Code applies to all members, officers and those acting on behalf of the Council. It supports a fair, transparent and accountable governance framework that should be applied consistently regardless of sexual orientation.	No negative impact identified.	No specific mitigation required. The Code will continue to be applied consistently across the Council's governance arrangements.

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	The Code has a positive indirect impact by promoting openness, accountability, ethical decision-making and effective governance across the Council. It supports fair and transparent decision-making and includes consideration of sustainable economic, social, environmental and cultural outcomes, which can help the Council better understand and respond to socio-economic disadvantage.	No direct negative impact identified. As an overarching governance framework, the Code does not itself deliver services, but there is a risk that socio-economic impacts may be less visible if they are not actively considered within wider decision-making processes.	The Council will continue to apply the Code through its wider governance, risk management and decision-making arrangements so that social and economic impacts remain visible and are considered alongside other wellbeing outcomes.

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 favorably</p>	<p>The Code has a positive indirect impact by promoting openness, accountability and fair governance across the Council. Once translated and implemented bilingually, it will support the principle of treating Welsh no less favourably in the Council's governance framework.</p>	<p>At draft stage, the document is currently in English only, which may temporarily limit accessibility for Welsh speakers until the final bilingual version is issued.</p>	<p>The Code will be translated and made available bilingually as part of the approval and publication process, in line with the Council's Welsh Language Standards and wider governance arrangements.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>The Code may support staff awareness of governance responsibilities across the organisation, but it does not directly change recruitment or workforce training arrangements.</p>	<p>No direct negative impact identified.</p>	<p>Any communication or awareness material developed to support implementation should be made available in line with the Council's Welsh Language Standards where appropriate.</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>The Code does not directly change front-line service delivery, but it supports a governance framework that promotes fairness, transparency and accountability across all Council services.</p>	<p>No direct negative impact identified.</p>	<p>The final approved Code should be published bilingually so that governance information is accessible and Welsh is treated no less favourably.</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? 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 prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The Code supports a prosperous Wales by strengthening governance, transparency and accountability, and by helping the Council ensure public money is safeguarded and used economically, efficiently and effectively. It also supports continuous improvement in how functions are exercised.</p>	<p>The Code will be kept under review through the Annual Governance Statement process, with governance arrangements monitored regularly by the Strategic Leadership Team and strengthened where improvement needs are identified.</p>
<p>A resilient Wales Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>No direct environmental impact is identified. However, the Code contributes indirectly by ensuring decisions are taken within a governance framework that considers sustainable economic, social, environmental and cultural outcomes.</p>	<p>Environmental and sustainability considerations will continue to be reflected through the Council's wider decision-making, risk management and performance arrangements operating under the Code.</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>No direct health impact is identified. Indirectly, strong governance supports effective, accountable services and better decision-making, which helps the Council maintain services that contribute to community wellbeing.</p>	<p>The Council will continue to review governance arrangements annually and use findings from Internal Audit, Audit Wales and other regulators to strengthen the control environment where required.</p>
<p>A Wales of cohesive communities The document will be supported by clear summary material and, where required, information can be made available in accessible or alternative formats to support understanding.</p>	<p>The Code contributes positively by promoting openness, accountability and comprehensive stakeholder engagement, helping the Council lead and engage with communities in a transparent and responsible way.</p>	<p>The Strategic Leadership Team will continue to oversee implementation of the Code and monitor the Annual Governance Statement action plan, including a mid-year review.</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The Code supports this goal by requiring decisions to be taken lawfully, ethically and with regard to sustainable economic, social, environmental and cultural benefits, helping the Council consider the wider impacts of its actions.</p>	<p>The Council will continue to apply the Code through its governance, risk management and reporting arrangements so that wider social, environmental and cultural impacts remain visible in decision-making.</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>The Code has a positive indirect impact by embedding openness, ethical values and accountability across the Council's governance arrangements, which supports fair and transparent services for all communities. It does not include specific cultural or Welsh language measures itself.</p>	<p>No specific mitigation is required. Any wider impacts on culture or Welsh language will continue to be considered through separate policy and decision-making processes supported by the governance framework.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>The Code contributes positively by applying to all members, officers and those acting on behalf of the Council, and by promoting integrity, ethical values, openness and the rule of law. This helps provide a fair governance framework that supports equal treatment and accountability.</p>	<p>The Council will continue to review the effectiveness of its governance arrangements through the Annual Governance Statement and address any identified weaknesses through improvement actions.</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>Balancing short term need with long term and planning for the future</p>	<p>Yes. The Code provides a long-term governance framework for how the Council is directed and controlled, while the Annual Governance Statement process ensures regular review and continuous improvement. This balances enduring governance arrangements with ongoing annual monitoring and refinement.</p>	<p>The Strategic Leadership Team will continue to monitor the Code through the Annual Governance Statement action plan, including a mid-year review and early review of the draft statement.</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>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Yes. The Code has been developed with input from key officers and governance stakeholders, including the Chief Executive, the Deputy Chief Executive and Strategic Director – Resources, the Monitoring Officer, the Strategic Leadership Team, the Cabinet Member for Resources and the Chair of Governance & Audit Committee. It also promotes openness and comprehensive stakeholder engagement as a core governance principle.</p>	<p>The Code will continue to be applied across the Council's governance arrangements and considered through the Governance & Audit Committee and Full Council approval process.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>Yes. The Code emphasises openness, accountability and comprehensive stakeholder engagement. Its development included consultation with senior officers and governance stakeholders, and the governance framework is intended to help the Council engage with and account to the community.</p>	<p>No additional action identified beyond the ongoing annual review of governance arrangements and stakeholder input through the AGS process.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>Yes. The Code supports prevention by requiring proper arrangements for governance, risk management and internal control. It promotes strong public financial management, transparency, reporting and audit, helping the Council identify and address weaknesses before they become more significant issues.</p>	<p>Any areas of weakness identified through annual review, Internal Audit, Audit Wales or other regulators will be addressed through improvement actions and, where necessary, reflected in the AGS action plan.</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>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Yes. The Code has been developed around governance principles that include defining outcomes in terms of sustainable economic, social, environmental and cultural benefits. It therefore supports the Council in considering wider wellbeing impacts through decision-making, risk management, performance and accountability arrangements.</p>	<p>The Council will continue to review the effectiveness of governance arrangements annually and use the findings to strengthen how wider wellbeing considerations are reflected in practice.</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 direct positive impact is identified. Indirectly, the Code supports safeguarding by strengthening governance, accountability, risk management and internal control across the Council, helping services operate within a clear and robust framework.	No direct negative impact identified.	Safeguarding considerations will continue to be supported through the Council's wider governance, risk management and review arrangements operating under the Code.
Corporate Parenting	No direct positive impact is identified. Indirectly, the Code supports corporate parenting responsibilities by promoting integrity, accountability, transparency and effective oversight across the Council's decision-making framework.	No direct negative impact identified.	Corporate parenting considerations will continue to be supported through the Council's wider governance and accountability arrangements, with any issues identified through review processes addressed as part of ongoing improvement.

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

The development of the proposal has been informed by the CIPFA/SOLACE Delivering Good Governance in Local Government Framework (2016) and the 2025 Addendum, which prompted the review and update of the Council's Code of Corporate Governance. It has also been informed by the Accounts and Audit (Wales) Regulations 2014, the Council's existing 2020 Code of Corporate Governance, CIPFA's Financial Management Code, and the agreed Medium Term Financial Strategy (2024-29) Delivery Plan. Evidence and assurance have also been drawn from the Annual Governance Statement process, Internal Audit, Audit Wales and other regulatory bodies. In addition, the draft Code has been developed with input from key consultees including the Chief Executive, Deputy Chief Executive and Strategic Director – Resources, Monitoring Officer, Strategic Leadership Team, Cabinet Member for Resources and the Chair of Governance & Audit Committee.

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 positive impact of the proposal is that it strengthens the Council's governance framework by promoting integrity, ethical values, openness, accountability, effective risk management and strong financial stewardship. This supports better decision-making, transparency and continuous improvement across the organisation. No significant negative impacts have been identified through this assessment, although the document itself has limited direct impacts in some areas such as health, environment and culture because it is an overarching governance framework rather than a service delivery proposal. The assessment has informed the development of the proposal by highlighting the importance of accessibility, stakeholder engagement, alignment with wider governance and wellbeing responsibilities, and the need for clear review arrangements. In future, the Code will continue to be monitored and reviewed through the Annual Governance Statement process, with input from the Strategic Leadership Team, Internal Audit, Audit Wales and other regulatory work, and any areas for improvement will be reflected in action planning where required.

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
Not Applicable		

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	Strategic Leadership Team	24/03/26	None
	Governance & Audit Committee	16/04/26	None