



<p>Name of the Officer Alan Burkitt</p> <p>Phone no:01633 644010 E-mail:alanburkitt@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p>
<p>Name of Service area</p> <p>Policy and Performance</p>	<p>Date 25th February 2020</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 Strategic Equality Plan is by its very nature a plan that is looking to address, mitigate and positively address identified issues in Monmouthshire that have an adverse impact upon people or groups of people with protected characteristics. There are a number of initiatives that are designed to have a positive impact on younger and older people in the county.	It is not anticipated that there will be any adverse impacts that arise out of this plan.	

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 Strategic Equality Plan is by its very nature a plan that is looking to address, mitigate and positively address identified issues in Monmouthshire that have an adverse impact upon people or groups of people with protected characteristics. There are a number of initiatives that are designed to have a positive impact on disabled people in the county	It is not anticipated that there will be any adverse impacts that arise out of this plan	
Gender reassignment	The Strategic Equality Plan is by its very nature a plan that is looking to address, mitigate and positively address identified issues in Monmouthshire that have an adverse impact upon people or groups of people with protected characteristics. There is an initiative to try and increase the diversity within our staffing structure.	It is not anticipated that there will be any adverse impacts that arise out of this plan	
Marriage or civil partnership	The Strategic Equality Plan is by its very nature a plan that is looking to address, mitigate and positively address identified issues in Monmouthshire that have an adverse impact upon people or groups of people with protected characteristics. There is an initiative to try and increase the diversity within our staffing structure.	It is not anticipated that there will be any adverse impacts that arise out of this plan	
Pregnancy or maternity	The Strategic Equality Plan is by its very nature a plan that is looking to address, mitigate and positively address identified issues in Monmouthshire that have an adverse impact upon people or groups of people with protected characteristics.	It is not anticipated that there will be any adverse impacts that arise out of this plan	

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Race	The Strategic Equality Plan is by its very nature a plan that is looking to address, mitigate and positively address identified issues in Monmouthshire that have an adverse impact upon people or groups of people with protected characteristics. There is an initiative to try and increase the diversity within our staffing structure.	It is not anticipated that there will be any adverse impacts that arise out of this plan	
Religion or Belief	The Strategic Equality Plan is by its very nature a plan that is looking to address, mitigate and positively address identified issues in Monmouthshire that have an adverse impact upon people or groups of people with protected characteristics. There is an initiative to try and increase the diversity within our staffing structure.	It is not anticipated that there will be any adverse impacts that arise out of this plan	
Sex	The Strategic Equality Plan is by its very nature a plan that is looking to address, mitigate and positively address identified issues in Monmouthshire that have an adverse impact upon people or groups of people with protected characteristics.	It is not anticipated that there will be any adverse impacts that arise out of this plan	
Sexual Orientation	The Strategic Equality Plan is by its very nature a plan that is looking to address, mitigate and positively address identified issues in Monmouthshire that have an adverse impact upon people or groups of people with protected characteristics. There is an initiative to try and increase the diversity within our staffing structure.	It is not anticipated that there will be any adverse impacts that arise out of this plan	





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Welsh Language	The Strategic Equality Plan is by its very nature a plan that is looking to address, mitigate and positively address identified issues in Monmouthshire that have an adverse impact upon people or groups of people with protected characteristics.	It is not anticipated that there will be any adverse impacts that arise out of this plan	
Poverty	The Strategic Equality Plan is by its very nature a plan that is looking to address, mitigate and positively address identified issues in Monmouthshire that have an adverse impact upon people or groups of people with protected characteristics. There are a number of initiatives to try and alleviate issues faced around poverty .	It is not anticipated that there will be any adverse impacts that arise out of this plan	


2. 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	There are actions in this plan that are designed to have a positive impact upon peoples ability to increase their income.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	I am unable to pick out any issues that impact on this.	

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 healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	There are actions in this plan that are designed to have a positive impact upon peoples mental health or look to address mental health issues/triggers.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	There are actions in this plan that are designed to have a positive impact upon creating more cohesive communities.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	I am unable to pick out any issues that impact on this.	
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	The action related to a more diverse workforce will hopefully have a positive impact upon the number of Welsh speakers we are looking to recruit.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	There are actions in this plan that are designed to have a positive impact upon peoples ability to fulfil their potential.	

3. 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>	<p>This plan has a lifespan of 4 years. Some of these actions will be carried out successfully within that timescale and others will need to be extended until they are achieved.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>A high proportion of the issues and actions are being addressed through partnership working which will hopefully increase the chances of achieving hoped for outcomes.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>We have carried out a consultation exercise as highlighted in section 5 of this document. We have had a number of interesting comments and suggestions that we have taken on board.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>It is important that issues are addressed before they escalate and use up even more scarce resources. It is hoped that some of the outcomes in this plan will achieve that aim.</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>This plan ties in very closely with the Social Justice Strategy, Corporate Plan etc and involves quite considerable partnership working to achieve the outcomes the county think are issues that need addressing as a matter of priority.</p>	

4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, 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?
Social Justice	Social justice is very closely aligned to Equality and Diversity agenda. It is, therefore, anticipated that the actions underpinning the strategic objectives in this plan will have only a positive impact on the lives of people or groups of people with protected characteristics		
Safeguarding	This plan is not anticipated to have any adverse impacts upon any safeguarding issues.		
Corporate Parenting	This plan looks to address attainment issues etc for children from families with low income and will not have an adverse impact from a corporate parenting angle.		

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

Well-being Assessment

Population Needs Assessment

EHRC “Is Wales Fairer 2018”

Consultation with:

50+ Forum

Access 4 All Forum

Monmouth Visual Impairment Club

Strong Communities Select

Facebook and Twitter link to consultation document.

6. 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?

Some additions have been made as a result of the consultation process and have been added to the final version of the plan.

7. 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
Monitor progress of this plan on an annual basis	Annually	Policy Officer Equality and Welsh Language

8. 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	Council	5 th March 2020	