



<p>Name of the Officer Mike Moran Phone no: 07894 573834 E-mail: mikemoran@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Abergavenny Town Women's FC - Floodlights</p> <p>To create a capital budget in 2021/22 to facilitate the upgrade of the floodlights at the Penypound Stadium, Abergavenny.</p>
<p>Name of Service area: MonLife</p>	<p>Date 8 September 2021</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 club operates women's, men's and junior football teams from players as young as 6 years of age up to 30 years of age	None	Close working relationship between the council and the club and with the governing body, i.e. the Football Association of Wales (FAW)
Disability	The club has an inclusive policy, in line with FAW protocols and includes provision for children with disabilities	None	Continue to identify potential to sustain and enhance inclusivity for young people with disabilities
Gender reassignment	None	None	None
Marriage or civil partnership	None	None	None

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?
Pregnancy or maternity	None	None	None
Race	None	None	None
Religion or Belief	None	None	None
Sex	None	None	None
Sexual Orientation	None	None	None

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	Participation in sport and outdoor recreation is important, both for its recreational value and for the important part that it plays in the physical and emotional health and well-being of children and adults. Women's and girls' football is one of the fastest growing sports in Wales and it is important to have appropriate facilities to promote good quality participation opportunities		Good quality and accessible sports facilities and opportunities contribute to the quality of lives of individuals and families and to the the social fabric and well-being of local communities. The council continues to work with sports clubs in the county to access funding and to help facilitate the provision of good quality sports provision – and in turn to encourage participation by girls and women in sporting activities.

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 favourably</p>	<p>It is difficult to demonstrate any positive impacts of this proposal on the use or promotion of the Welsh language</p>	<p>It is difficult to demonstrate any negative impacts on the use or promotion of the Welsh language, as there is no demonstrable demand from existing participants or spectators to use the Welsh language as a means of communication or promotion.</p>	<p>Will continue to explore the demand for Welsh language provision with both the club and with the FAW.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>			<p>Will ask the club to consider the use of the Welsh language when recruiting and training volunteers</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>			<p>Will ask the club to ensure that publicity material and on-site signage is produced bilingually</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>Positive – sports clubs in the county are run by local volunteers who are trained to verified standards to enable them to deliver participation for children and adults across a wide range of ages and abilities</p>	<p>Continue to support local volunteers and club coaches to take appropriate qualifications and to provide CPD opportunities at all levels.</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Positive – this particular proposal is to improve the energy efficiency of the light fittings installed at the ground, which is a county council asset. This is in line with current LED replacement works taking place in other county council establishments</p>	<p>Continue to identify opportunities to work with clubs to increase and improve their energy efficiency rating</p>
<p>A healthier Wales People’s physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive – participation in sport is proven to be beneficial to the health and well-being of individuals and communities and this proposal will enhance the opportunities for participation.</p>	<p>The conversion of the floodlights to LED lighting will produce energy savings but will also extend the hours of use of the facility.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Positive – participation in sport contributes not only to the lives of individuals but also to the well-being of their families and communities. It is important that clubs good quality facilities with up to date fixtures and fittings.</p>	<p>The action proposed is intended to support the delivery of good quality participation opportunities, in particular for female participation</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Positive – it is important to create good quality provision and participation at a local level to reduce the need for people to travel outside of their communities to access facilities.</p>	
<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>Positive – this proposal will improve and enhance participation in sport and recreation activities and will create better quality participation opportunities.</p>	<p>Continue to encourage clubs to instal bilingual signage at sports facilities leased to them by the council and to use bilingual literature in any publicity material.</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?
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Access to good quality sports provision can be a way of reducing inequalities between male and female participants and in this case the proposal is to create standards to help the women's team gain promotion to the Welsh Premier League	The council's policy is to provide facilities to meet diverse needs and to seek to better understand demand, existing provision and opportunities for improvement.

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>Access to good quality sports participation opportunities is a long term investment in children, families and communities. However short term pressures need to be managed in terms of expectations and financing change for the better.</p>	<p>The council has helped a number of sports clubs in the county to improve facilities and supports them in other ways to improve the delivery of their programmes. Continued support and partnership working will help to deliver incremental improvements</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Partnership working is central to the delivery of good quality sports participation opportunities.</p>	<p>The proposed action is based on partnership delivery with Abergavenny Town Women's FC and the FAW</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 data-bbox="136 480 297 507">Involvement</p> <p data-bbox="349 256 517 440">Involving those with an interest and seeking their views</p>	<p data-bbox="544 256 1328 363">Ongoing dialogue with local clubs and organisations enables needs and priorities to be identified and to determine which projects should be selected for support.</p>	<p data-bbox="1350 256 2103 320">Continue the ongoing dialogue with local organisations, clubs and national governing bodies.</p>
 <p data-bbox="136 759 297 786">Prevention</p> <p data-bbox="349 520 517 815">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="544 520 1328 627">Continued incremental improvements where this is possible enables facilities to better meet the needs of their users and to improve council assets in the longer term.</p>	
 <p data-bbox="136 1098 297 1125">Integration</p> <p data-bbox="349 858 517 1118">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="544 858 1328 965">Working in partnership enables improvements to be made that have a positive impact on people, the economy and the environment.</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	In its work with local sports organisations and clubs the council ensures that they have in place appropriate safeguarding and equality of opportunity policies in line with the recommendations of their governing bodies.	N/A	Safeguarding policies are reviewed to ensure that they are up to date and relevant to the different age groups affected by any proposed improvements.
Corporate Parenting	Clubs have in place appropriate policies on inclusion but would be unlikely to know whether or not they have any looked after children as part of their membership.	N/A	Continue to make sure that clubs have in place appropriate policies and that they adhere to apply equality of opportunity to all their members and prospective members

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

- Review of FAW facility requirements for clubs in the Wales football pyramid
- Assessment report of existing lighting standards and proposed improvements to LED lighting
- Demographic breakdown of the club's membership

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 impact of the proposal will be investment in improved lighting standards at the Penypound Stadium for the benefit of a large number of male, female and junior participants and the improvement of a county council asset, utilising a significant amount of grant aid from the FAW towards the overall cost of the project. Whilst there are no negative aspects of this particular proposal it is difficult to demonstrate any positive impacts on the Welsh Language.

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
Seek approval of the proposal to create a capital budget for this project	ICMD 8 September 2021	Community Infrastructure Coordinator

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.	ICMD	8 September 2021	