



Integrated Impact Assessment document

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

<p>Name of the Officer John Pearson</p> <p>Phone no: E-mail:johnpearson@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To encourage greater diversity in candidates standing for election and ultimately representing residents as a County Councillor.</p>
<p>Name of Service area</p> <p>Democratic Services</p>	<p>Date 4th November 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 / Disability / Gender reassignment / Marriage or civil partnership / Pregnancy or maternity / Race / Religion or Belief / Sex / Sexual Orientation	A more diverse set of Councillors from wide ranging backgrounds and protected characteristics will hopefully ensure that policies and decisions taken by the Council better reflect society as a whole and serve the needs of all residents. It could also lead to higher levels of engagement in the democratic process to help shape policies through to the decisions being made.		

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	Increased diversity amongst Councillors who make decisions for their ward should ensure that those decisions better reflect the diversity of the residents of that particular area and Monmouthshire as a whole.		

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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	Welsh speaking Councillors may wish to use the Welsh language in meetings and promote that medium through meetings being live streamed.		
Operational Recruitment & Training of workforce	If more Welsh speaking councillors are elected we will need to consider advertising a future vacancy as Welsh essential in order that those councillors can communicate with us through the medium of Welsh		
Service delivery Use of Welsh language in service delivery Promoting use of the language	We comply with the Welsh Language Standards as applicable to us as a department.		



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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	A more diverse Council can contribute to all the Well Being Goals by bringing different experiences and knowledge that the Council doesn't currently have. This can then be used to improve decisions that the Council take that have an impact on all the residents of Monmouthshire.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood		
A Wales of cohesive communities Communities are attractive, viable, safe and well connected		
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
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		
A more equal Wales		

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?
People can fulfil their potential no matter what their background or 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?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>Councillors from different age groups could lead to an increase in candidates standing for election over time and encourage other young people to stand for election.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>A diverse Council can lead to better cohesion between the County Council and the Community by introducing relationships that may not exist without the wider representation.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>A diverse Council could encourage more people to engage in local democracy and shape the decisions the council make.</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Councillors with more diverse backgrounds may highlight issues to the Council at an earlier stage than may have been the case if they were not engaged in the democratic process.</p>	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p><i>.There is space to describe impacts on people, economy and environment under the Wellbeing Goals above, so instead focus here on how you will better integrate them and balance any competing impacts. Also think about impacts the proposal may have on other organisations</i></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		.	All councillors will be required to undertake the necessary Safeguarding and corporate parenting training as part of their induction programme to make them aware of their responsibilities as a councillor.
Corporate Parenting			

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

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?

A more diverse Council can lead to better and more relevant decisions taken locally that will have a greater impact on residents and the local area.

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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

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