



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation 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>To approve a policy related to the awarding of grants in response to a recommendation made in an annual review by the Welsh Language Commissioner.</p>
<p>Name of Service area</p> <p>Equality and Welsh Language</p>	<p>Date</p> <p>8th December 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	This policy ensures that the Welsh Language is included in considerations when allocating grants. The Welsh Language is a language for all ages of people in Wales and all over the world		
Disability	N/A		

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?
Gender reassignment	N/A		
Marriage or civil partnership	N/A		
Pregnancy or maternity	N/A		
Race	N/A		
Religion or Belief	N/A		
Sex	N/A		
Sexual Orientation	N/A		

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?

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	N/A	N/A	N/A

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>To ensure compliance with Welsh Language Standard 94 and ensure that those who wish to use the Welsh language in their interactions with the authority are treated no less favourably than those using English.</p>	<p>N/A</p>	<p>N/A</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>This particular review highlighted that we did not have a policy in place with regard to the awarding of grants as required by Welsh Language Standard 94. This report presents an appropriate policy for approval.</p>	<p>N/A</p>	<p>N/A</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	This will ensure that we value people who have learnt the language in terms of enhanced job opportunities and allow them to use their language and that the language is treated on the basis of equality with the English language	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	N/A	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	N/A	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	N/A	
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	This policy ensures that the Welsh Language is considered a key element when allocating grant funding. It will also ensure that we are compliant with our responsibilities under the Welsh Language (Wales) Measure 2011	
A more equal Wales	N/A	

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 Balancing short term need with long term and planning for the future</p>	N/A	N/A
 <p>Collaboration Working together with other partners to deliver objectives</p>	N/A	N/A
 <p>Involvement Involving those with an interest and seeking their views</p>	N/A	N/A

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>	N/A	N/A
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	.N/A	N/A

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	N/A	N/A	N/A
Corporate Parenting	N/A	N/A	N/A

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

The Welsh Language Commissioner regularly monitors user experience by reviewing all 22 local authorities in Wales to test the effectiveness of their Welsh language offer. This process takes the guise of a mystery shopper exercise and is carried out by an external organisation on behalf of the Commissioner. The surveys are very detailed and can involve the following: monitoring written and e-mail correspondence, Facebook and Twitter posts, press releases, vacancies, telephone calls, visits to receptions and sample surveys of pages on the councils website. These interactions are all designed to measure the effectiveness of our provision through the medium of Welsh. This particular review highlighted that we did not have a policy in place with regard to the awarding of grants as required by Welsh Language Standard 94. This report presents an appropriate policy for approval.

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?

.We as a council will consider the Welsh Language when allocating grants as required in Welsh Language standard 94

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
Post the policy on the council intranet	As soon as approved	Alan Burkitt
E mail the policy to officers that allocate grants	As soon as approved	Alan Burkitt

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
one	Individual Member decision	22nd December 2021	