



Integrated Impact Assessment document

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

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| <p>Name of the Officer completing the evaluation Jane Lee</p> <p>Phone no: 07929 726220 E-mail: janelee@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>To adopt the Usk (& Woodside) Improvement Master Plan and move onto the implementation stage.</p> |
| <p>Name of Service area</p> <p>Strategic Projects</p> | <p>Date 23.11.21</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 | <i>Consider the impact on our community in relation to this e.g. how do we engage with older and younger people about our services, access issues etc. Also consider what issues there are for employment and training.</i> | The purpose of this proposal is to adopt the Usk Master Plan which itself has been subject to consultation so there are no negative impacts anticipated in relation to this particular group. This consultation was undertaken pre-Covid so included face to face consultation which aimed to be fully inclusive | Subsequent implementation of projects will be the subject of further consultation which will seek to be inclusive |
| Disability | <i>What issues are there are around each of the disability needs groups e.g. access to buildings/services, how we provide services and the way we do this, producing information in alternative formats, employment issues.</i> | As above | As above |

| 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 | <i>Consider the provision of inclusive services for Transgender people and groups. Also consider what issues there are for employment and training</i> | As above | As above |
| Marriage or civil partnership | <i>Same-sex couples who register as civil partners have the same rights as married couples in employment and must be provided with the same benefits available to married couples, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance</i> | As above | As above |
| Pregnancy or maternity | <i>In employment a woman is protected from discrimination during the period of her pregnancy and during any period of compulsory or additional maternity leave. In the provision of services, goods and facilities, recreational or training facilities, a woman is protected from discrimination during the period of her pregnancy and the period of 26 weeks beginning with the day on which she gives birth</i> | As above | As above |

| 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 | <p><i>.Think about what the proposal will do to promote race equality with the aim of: eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between persons of different racial groups. Also think about the potential to affect racial groups differently. Issues to look at include providing translation/interpreting services, cultural issues and customs, access to services, issues relating to Asylum Seeker, Refugee, Gypsy & Traveller, migrant communities and recording of racist incidents etc</i></p> | As above | As above |
| Religion or Belief | <p><i>.What the likely impact is e.g. dietary issues, religious holidays or days associated with religious observance, cultural issues and customs. Also consider what issues there are for employment and training</i></p> | As above | As above |
| Sex | <p><i>Consider what issues there are for men and women e.g. equal pay, responsibilities for dependents, issues for carers, access to training, employment issues. Will this impact disproportionately on one group more than another</i></p> | As above | As above |
| Sexual Orientation | <p><i>.Consider the provision of inclusive services for e.g. older and younger people from the Lesbian, Gay and Bi-sexual communities. Also consider what issues there are for employment and training</i></p> | As above | As above |

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 | <p><i>This proposal relates to the adoption of the Usk Masterplan which in itself does not impact on people suffering socio-economic disadvantage. The projects proposed in the masterplan include changes on the ground which will positively impact on people suffering socio-economic disadvantage as it seeks to improve affordable housing and improve the environment for walking and cycling.</i></p> | <p><i>This proposal relates to the adoption of the Usk Masterplan which in itself does not impact on people suffering socio-economic disadvantage</i></p> | <p>Subsequent implementation of projects will be the subject of further consultation which will have due regard to reducing inequalities.</p> |

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 | <p><i>1. We would like to know your views on the effects that the proposals would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English. What effects do you think there would be? How could positive effects be increased, or negative effects be mitigated?</i></p> <p><i>2. Please also explain how you believe the proposals could be improved so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language?</i></p> | | |
| Operational Recruitment & Training of workforce | <i>Not applicable</i> | Not applicable | Not applicable |
| Service delivery Use of Welsh language in service delivery Promoting use of the language | When adopted, Comms will issue a press release bi-lingually and will promote the decision on social media. | | |




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 | Following adoption of the Masterplan, the next stage will be implementation. Proposals seek to secure the longer term sustainable future of Usk as a place to live and work. Specifically there are proposals regarding co-working space and ensuring the continued prosperity of the town centre | |
| A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change) | Following adoption of the Masterplan, the next stage will be implementation. Proposals seek to enhance biodiversity and increase opportunities for active travel | |
| A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood | Following adoption of the Masterplan, the next stage will be implementation. Proposals include more opportunities for cycling and walking | |
| A Wales of cohesive communities Communities are attractive, viable, safe and well connected | Following adoption of the Masterplan, the next stage will be implementation. Proposals seek to secure the longer term sustainable future of Usk as a place to live and work. It will seek to include different partners and connect different groups within the town | |
| A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing | Following adoption of the Masterplan, the next stage will be implementation. Proposals seek to secure the longer term sustainable future of Usk as a place to live and work. | |

| 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 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 | Following adoption of the Masterplan, the next stage will be implementation. Signage, promotional material will be bi-lingual and the heritage and culture of Usk will be celebrated through events and marketing. | |
| A more equal Wales People can fulfil their potential no matter what their background or circumstances | Following adoption of the Masterplan, the next stage will be implementation. Proposals seek to secure the longer term sustainable future of Usk as a place to live and work. | |

4. 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>Long Term</p> | Yes the masterplan provides the framework for strategic change and has a balance of short term projects through to long term projects | None |
|  <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p> | The Masterplan was funded by MCC and UTC and delivery will be through partnership working. The proposals in the Masterplan cannot be delivered in isolation. | None |

| 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="141 480 297 504">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 440">The preparation of the Masterplan sought views of residents and local organisations. Individual projects identified in the Masterplan will be the subject of further consultation. Usk Town Council through their networks will be instrumental in the consultation and informing residents of consultation opportunities</p> | <p data-bbox="1350 256 2103 320">MCC and UTC should ensure that the consultation methods are inclusive and widely publicised.</p> |
|  <p data-bbox="152 759 293 783">Prevention</p> <p data-bbox="349 520 506 815">Putting resources into preventing problems occurring or getting worse</p> | <p data-bbox="544 520 1328 632">A number of the projects identified seek to improve the viability of the town to prevent the town experiencing loss of retail, loss of jobs and an increase in vacant rates</p> | <p data-bbox="1350 520 2103 584">The timing of the interventions will be key to prevent problems getting worse.</p> |
|  <p data-bbox="159 1098 300 1121">Integration</p> <p data-bbox="349 858 517 1121">Considering impact on all wellbeing goals together and on other bodies</p> | <p data-bbox="544 858 1328 1090">.The projects within the Masterplan impact on the wellbeing goals and all have their implementation challenges. There will be opportunities for projects to address multiple goals, an example would be the redevelopment of Twyn Square as a more vibrant outdoor social hub, area of improved planting and a market/retail space</p> | |

5. 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 | None | <i>None</i> | None |
| Corporate Parenting | None | | |

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

When preparing the Masterplan ARUP considered the many national policy documents as well as local policy documents. Local surveys were also carried out by ARUP and the Town Council resulting in good quantitative and qualitative data.

- *Equalities dashboard link.* [Equality data dashboard for EQIA's 2020.xlsx](#)

7. 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?

This proposal seeks to adopt a strategic framework for the future regeneration of Usk with an emphasis on improving active travel, reducing the reliance on private cars and ensuring that Usk has a sustainable future offering a mix of retail, employment, leisure and housing opportunities.

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8. 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 |
|--------------------------|------------------------------|--------------------|
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9. 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 |
|-------------|--|-----------------|--|
| | <i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i> | | |
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