



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 Jonathan Davies Phone no:01633 644114 E-mail: jonathandavies2@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal To allow the draft capital budget proposals for 2022/23 to be released for consultation</p> |
| <p>Name of Service area Whole Authority</p> | <p>Date 10th January 2022</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 | Schools reprovion is likely to provide an Abergavenny area benefit for 3-19 year olds | None | |
| Disability | DDA and DFG budgets have been maintained at current levels | None | |
| Gender reassignment | 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? |
|-------------------------------|---|---|---|
| Marriage or civil partnership | None | None | |
| Pregnancy or maternity | None | None | |
| Race | None | None | |
| Religion or Belief | None | None | |
| Sex | None | None | |
| Sexual Orientation | 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 | The core budgets for DDA work and DFGs budget provision has been maintained at current levels. | | |

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><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> | | |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p><i>If you are advertising new posts you must carefully consider whether these roles require the ability to communicate through Welsh and English (either desirable or essential). This is especially pertinent with front line roles as more than 10 % of the population of Monmouthshire speak Welsh. Also we need to consider additional training when appointing staff that have existing Welsh language skills.</i></p> | | |
| <p>Service delivery</p> | <p>When advertising our services you must promote the fact that people can deal with the council in Welsh by phone, email, twitter,</p> | | |


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|---|--|--|--|
| Use of Welsh language in service delivery | facebook, letters, forms, website transactions etc | | |
| Promoting use of the language | | | |





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 | Investment in the wider Cardiff Capital Region City deal looks to bring about significant economic growth in the region through investment, upskilling, and improved physical and digital connectivity. | |
| 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 | Investment in Future schools provides a key community facility to help promote this goal. | |
| A globally responsible Wales Taking account of impact on global well-being when considering local | | |

| 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? |
|---|---|--|
| 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 People can fulfil their potential no matter what their background or circumstances | The core budgets for DDA work and DFGs budget provision has been maintained at current levels. | |

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>Balancing short term need with long term and planning for the future</p> | Building Future schools will benefit children and communities for future generations | The capital MTFP provides members with prudential indicators to assist their understanding of the medium to longer term consequences |

| 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>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | <p>The funding aspects of capital programme are drawn from a variety of partners e.g. Welsh Government, Health Board, Private developers section106 resourcing etc.</p> | |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | <p>The aim of the report is to present proposals for consultation with key stakeholders</p> | |
|  <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p> | <p>Investment in property and infrastructure assets maintains their condition and prevents future issues or non compliance with legislation</p> | |
|  <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>.Investment in Future Schools will positively impact on the teaching and learning 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 | Safeguarding is taken into account in the design of the new schools | <i>.Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect</i> | |
| Corporate Parenting | <i>This relates to those children who are 'looked after' by the local authority either through a voluntary arrangement with their parents or through a court order. The council has a corporate duty to consider looked after children especially and promote their welfare (in a way, as though those children were their own).</i> | | |

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

Previously determined policy in respect of the priority of investing in future schools. There have been no major changes to the proposals presented here.

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?

Capital budgets which impact on individuals, such as DFGs and DDA works are being maintained at core levels. The investment in future schools is expected to have a benefit for children and communities for future generations.

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 |
|--|------------------------------|------------------------|
| Review the budget consultation results in order to provide a final report for member agreement | March 2022 | Jonathan Davies |
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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 |
|-------------|---|-----------------|--|
| | <i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinet etc</i> | | |
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