

| Reference | |
|------------------------------|--|
| <u>CYP2</u> | Additional learning needs - Independent placements |
| <u>SCH1</u> | Children's services - pressures |
| <u>SCH2</u> | Adult social care - additional staff required to meet care demands |
| <u>SCH5</u> | Public protection - environmental health staffing |
| <u>SCH6</u> | SCH Fees & Charges 2022/23 |
| <u>ENT2</u> | PTU staff and contracts |
| <u>ENT3</u> | Fleet maintenance |
| <u>ENT4</u> | Grounds Maintenance - Increases in service demand |
| <u>ENT5</u> | Placemaking, Regeneration, Highways & Flooding pressures |
| <u>ENT6</u> | Catering income |
| <u>ENT8</u> | Strategic Operations Team |
| <u>ENT9</u> | Building Cleaning |
| <u>ENT10</u> | Fees & Charges - Enterprise |
| <u>CEO1</u> | Community hubs staffing |
| <u>RES2</u> | Rental income |
| <u>RES6</u> | Property services fee income |



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| <p>Name of the Officer completing the evaluation Nikki Wellington</p> <p>Phone no: 07766504389 E-mail: nicolawellington@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>CYP2 - To increase the Additional Learning Needs Budgets £957,017. This is to support pupils with additional learning needs within Monmouthshire. The budget pressure is detailed below.</p> <p>Independents - £276,693 / Out of County Placements £138,377 / Recoupmnt £243,942 / School Action Plus £298,002.</p> |
| <p>Name of Service area Additional Learning Needs and Finance</p> | <p>Date 15th 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 | The proposal will ensure that the current the current financial demand is maintained and will allow all pupils currently requiring support that support to continue. The proposal will support pupils up to the age of 18. | As there is a finite budget for MCC this funding will need to be found from within the overall budget and may result in budgets being reduced in other areas. | All budget impacts will be carefully considered to assess the impact on overall services. Members will be fully informed to enable them to make the necessary decisions. |
| Disability | The proposal will ensure that any pupil will a disability who is currently being supported can continue to have their needs met. The budget is forecast using the data for pupils currently known about and their current needs. | As there is a finite budget for MCC this funding will need to be found from within the overall budget and may result in budgets being reduced in other areas. | All budget impacts will be carefully considered to assess the impact on overall services. Members will be fully informed to enable them to make the necessary decisions. |

| 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 | Neutral | | |
| Marriage or civil partnership | Neutral | | |
| Pregnancy or maternity | Neutral | | |
| Race | Neutral. | | |
| Religion or Belief | Neutral | | |
| Sex | Neutral | | |
| Sexual Orientation | Neutral | | |

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 funding will support pupils who have been identified as having additional learning needs and requiring resources to help them achieve their full potential. All families regardless of their social economic situation will be treated equally. | All pupils will be treated equally. | |

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>No impact</p> | | |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p>If additional staffing resources are required to support pupils this will have a positive impact on recruitment and training opportunities for staff.</p> | <p>If staff are no longer required to support a pupil this may lead to redundancies.</p> | <p>All protection of employment policies will be followed, and all other employment opportunities will be sort.</p> |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | <p>No impact</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>The proposal will allow pupils to access placements that can meet their needs. The proposal ensures that the current pressure for these costs is reflected in the budgets for 2022-23. With the increased budget for Monmouthshire schools many pupils will be able to access provision at their local school with resources being provided to support.</p> <p>The placement charges to other Local Authorities have increased to reflect the actual costs and these will rise in line with inflation.</p> <p>If the needs of pupils cannot be met from within our own school's placements will be sort externally to meet their needs.</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>It is envisaged that pupils should not have to travel long distances to access education which will lead to a reduction in transport costs and the impact on the environment.</p> | |
| <p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p> | <p>Pupils will be able to access placements that can meet their needs, this will allow them to work to the best of their ability in the best environment for them. If this is in their local school, they will be able to stay in their local community.</p> | |
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | <p>Where appropriate pupils will be able to access provision at their local school should their needs be met there.</p> | |
| <p>A globally responsible Wales</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? |
|---|--|--|
| 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 | Monmouthshire has two Welsh Medium Primary schools and if the needs of the pupil can be met in that school environment pupils will be able to attend. All local schools promote the use of the Welsh Language and Welsh Culture. | |
| A more equal Wales People can fulfil their potential no matter what their background or circumstances | The placement will be suitable to meet the needs of the pupil allowing them to fulfil their potential. | |

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> | <p>There has been considerable pressure on the Additional Learning Needs budget in recent years, by supporting this pressure it will allow schools to provide early intervention and support the pupils through their education.</p> <p>This should lead to less pupils needing to be education in placements outside Monmouthshire and provide a stable school environment where they can learn with their peers.</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>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | <p>There are many partners that work together to support pupils with Additional Learning Needs, Education Psychologist and Health for example. By maintaining pupils in their local environment these professionals will be able to provide advice and support and gain a good understanding of the needs of the pupil and their families.</p> | |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | <p>All schools are aware of the process to seek additional support for pupils where required. The work closely with the Local Authority to ensure that the pupil has the best placement to meet their needs.</p> | <p>Where the needs of a pupil cannot be met from a local school several partners including the school and parents work together to agree on the best placement for that pupil. The budget pressure has been provided to meet these placement costs.</p> |
|  <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p> | <p>The early intervention should ensure that needs are met at an early age and allow the pupil to be supported for them to meet their potential.</p> <p>Should there be a requirement for that pupil to access specialist provision the budget has been afforded to allow this.</p> | |
|  <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>The wellbeing of the pupil is at the centre of this, where their needs are met this will impact on the wellbeing of the families, school peers, local communities and other partners that provide support.</p> | |

6. Council has agreed the need to consider the impact its decisions have 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 | Schools have very robust safeguarding policies in place to protect pupils. All of these are regularly reviewed by the Local Authority and the Governing Body. These policies are visible to parents. This proposal does not seek to change any of this. | None | All staff are fully trained in these policies and they receive regular update training. All staff have the necessary safeguarding checks in place before they are employed. |
| Corporate Parenting | Schools are aware of all LAC in their school, again they have clear policies to support these pupils, this proposal does not seek to change any of this. | None | All staff are fully trained in these policies and they receive regular update training. |

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

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| <p>Additional Learning Needs data Month 6 2021-22 financial forecast Current forecasting data for 2022-23.</p> |
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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?

Pupils that are currently supported will be able to continue with their support. The financial forecast also includes a contingency to support pupils moving into Monmouthshire or having additional learning need that require support being identified.

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 |
|---|------------------------------|--------------------|
| Assess the impact on budgets | June 2022 | Nikki Wellington |
| Consider future ALN budget requirements | September 2022 | Nikki Wellington |
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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 |
|-------------|-----------------------|--------------------|--|
| 1.0 | Initial draft | 15th December 2021 | None. |
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| <p>Name of the Officer Jane Rodgers/Ty Stokes</p> <p>Phone no: E-mail: janerodgers@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>SCH1 - Pressure with the Children's budget due to increased demand, with an increase in more complex cases 2021/22 with resultant knock on cost increases for staffing and legal costs.</p> |
| <p>Name of Service area</p> <p>Children's Services</p> | <p>Date 24th 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 | Will ensure that financial resources are made available to provide services for children under the age of 18 to access care | Without further investment the Children's budget will remain in an overspend situation | Review of care provision, ensuring the best services at the right price |
| Disability | Help to maintain services to meet their personal outcomes | Without further investment the Children's budget will remain in an overspend situation | Review of care provision, ensuring the best services at the right price |

| 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 | Ensure service provision meets the needs of children under gender reassignment | | |
| Marriage or civil partnership | | | |
| Pregnancy or maternity | | | |
| Race | | | |
| Religion or Belief | | | |
| Sex | | | |
| Sexual Orientation | | | |

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 | Having financial resources available will give those children the best possible start in life, giving the support required to achieve goals and aspirations afforded to other children in society. | | |

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>Careful consideration is given as to allowing children that require our support to be able to access in the Welsh language</p> | | |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p>When assessing the requirements for recruitment, all posts are considered as to the ability to speak/knowledge of the Welsh language</p> | | |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | <p>When publicising services they are on both the media of English and Welsh</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 | Positive - Ensure there is adequate budgetary provision to meet the needs of the children population within 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 | Positive - Ensure we can support the needs of the children that require Local Authority provision to best meet not only their needs but give them to best possible start and chance in their future. | Establish services and practices that underpin delivery and a balanced approach to meet the child and service needs, and meet the core principles of the Authority. |
| A Wales of cohesive communities Communities are attractive, viable, safe and well connected | Positive – Wherever possible and feasible assist children to remain within their communities. | Recruitment and marketing to grow our in-house foster care provision, establishing of more local partnership arrangements and securing local care provision so we can provide local services. |
| A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing | Positive - Helps to better develop communities and support services users to remain in their communities for longer | |
| 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 | Positive - Offer all the support requires to children to thrive in all areas, especially sport, art and recreational activities | Work with all groups and our internal partners especially Leisure colleagues to have a positive impact on children we support. |

| 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 | Positive - Focus on supporting all children to achieve what matters to them and access services to achieve their personal goals and outcomes | |

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>Offering a support package to remain within their Community where appropriate. If services are not available locally, to try and reduce the need to move out of the Community or retain links.</p> | |
|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | <p>With care providers, Health, third sector and voluntary organisations, as well as internal partners to meet the needs of children.</p> | |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | <p>Help to secure services being received.</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>To promote health and well-being, independence and a sense of purpose and achievement.</p> | |
|  <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>A more cohesive approach to delivering care with the child at the centre.</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 | At the forefront when working with our child population | . | |
| Corporate Parenting | Ensure we can carry out our duties under Corporate Parenting effectively | | |

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

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| <ul style="list-style-type: none"> • Demand data • Current cases • Activity data for 2021/22 and prior • 2021/22 month 6 forecast |
|---|

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?

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| <ul style="list-style-type: none"> • Positive – will allow for financial resources to be matched with the service provision required, mainly driven by legal requirement. • Negative – the cost of the proposal is predicated on the continuation of current short-term funding from Health and Welsh Government. Should the current funding streams cease, the financial cost of the proposal will increase. |
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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 |
|--------------------------|------------------------------|--------------------|
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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 |
|-------------|-----------------------|-----------------|--|
| | | | |
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Integrated Impact Assessment document

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

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| <p>Name of the Officer Eve Parkinson/Ty Stokes</p> <p>Phone no: E-mail: eveparkinson@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>SCH2 - To tackle the increase in demand for social care through a number of initiatives such as development of new facilities/partnerships, increasing in-house care at home service and strengthening our partnership arrangements to meet the needs of our service users through person centre planning.</p> |
| <p>Name of Service area</p> <p>Adult Services</p> | <p>Date 24th 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 | Will ensure that financial resources are made available to provide services for our assessed Adult population to access care, helping to achieve their personal outcomes. | Without further investment the Adult's budget will remain in an overspend situation | Review of care provision, ensuring the best services at the right price |
| Disability | Ensuring financial resources are made available to provide services to adults with disabilities to access care, helping to achieve their personal outcomes. | Without further investment the Adult's budget will remain in an overspend situation | Review of care provision, ensuring the best services at the right price |

| 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 | | | |
| Marriage or civil partnership | | | |
| Pregnancy or maternity | | | |
| Race | | | |
| Religion or Belief | | | |
| Sex | | | |
| Sexual Orientation | | | |

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 | Having financial resources available will ensure services can be provided to those Adults most vulnerable in Society. | | |





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>Careful consideration is given as to allowing adults that require our support to be able to access in the Welsh language</p> | | |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p>When assessing the requirements for recruitment, all posts are considered as to the ability to speak/knowledge of the Welsh language</p> | | |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | <p>When publicising services they are on both the media of English and Welsh</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 | Positive – expand our current skilled workforce and strengthen services and assets available within the Community to best support our service users. | Secure any funding opportunities to maximise the achievement of our goals, whilst reducing the financial burden upon the Authority |
| 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 | Positive – Look at how service users and/or their Community can support them. Focus on the health and well-being and “what matters” most to individuals. | |
| A Wales of cohesive communities Communities are attractive, viable, safe and well connected | Positive – Build upon, develop and utilise place-based services to better integrate communities | |
| 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 People can fulfil their potential no matter what their background or circumstances | Positive - Focus on supporting individuals to achieve what matters to them via a person centred approach | |

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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p> | <p>This proposal is not just seeking to address the immediate needs of the individual, but also looks for a more long-term sustainable service that retains and promotes independence</p> | |
|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | <p>With Health, third sector and voluntary organisations, as well as internal partners to meet the needs of the population</p> | |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | <p>Will have a direct and more positive impact on the services being received.</p> | |
|  <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p> | <p>To promote health and well-being, independence and a sense of purpose, whilst managing the legacy left behind by the COVID 19 pandemic</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>Considering impact on all wellbeing goals together and on other bodies</p> | <p>A more cohesive approach to delivering care with the individual at the centre.</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 | At the forefront when considering or when working with our Adult population | . | |
| Corporate Parenting | | | |

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

- Demand data
- Unmet need data
- Health data such as hospitalisation, long COVID, bed usage
- Case allocation
- Brokerage
- Ageing and growing population data

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?

- **Positive – bolster services in order to meet client demand for adult care provision and addressing the effects of long COVID and the legacy of the pandemic, as well as an ever growing and ageing population.**
- **Negative – the proposal is predicated on the securing of ongoing external funding, from Health and Welsh Government, to limit the cost of this proposal. Should these external funding sources cease the financial cost to the Authority will be much greater.**

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 |
|-------------|------------------------|--------------------------------|--|
| 1 | <i>Head of Service</i> | 14 th December 2021 | |
| | | | |
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Integrated Impact Assessment document

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

| | |
|--|--|
| <p>Name of the Officer David Jones/Ty Stokes</p> <p>Phone no: E-mail: davidjones3@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>SCH5 - Since the COVID 19 pandemic Public Protection have been at the forefront of service delivery, dealing with day to day operations (ensuring the safety of some of our most vulnerable members of society), and absorbing increased public health involvement through delivering our local Track, Trace and Protect (TTP) service. The management of TTP has fallen to Public Protection and we now recognise that once the pandemic is “under control”, life will not return to that of the pre-pandemic state. When we do move forward from the legacy of COVID 19 and TTP, Public Protection will need to be at the forefront of Public Health delivery.</p> |
| <p>Name of Service area</p> <p>Public Protection</p> | <p>Date 24th 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 | Target those scammers and illegal people that target mainly the elderly and those vulnerable within Society | | |

| 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? |
|-------------------------------|--|---|---|
| Disability | Target those scammers and illegal people that target mainly the elderly and those vulnerable within Society | | |
| Gender reassignment | | | |
| Marriage or civil partnership | <i>Wedding ceremonies are carried out and conducted to fully embrace people wishing to get married or enter a civil partnership.</i> | | |
| Pregnancy or maternity | | | |
| Race | | | |
| Religion or Belief | | | |
| Sex | | | |

| 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? |
|---------------------------|---|---|---|
| Sexual Orientation | | | |

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 | <i>Having the financial resources to implement a robust Public Protection service will assist to ensure Social Justice by tackling scammers and illegal activities, and provide for a safer Community through increased checks and visits, reviews and enforcement.</i> | | |

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>Careful consideration is given as to allowing residents that require our support to be able to access in the Welsh language</p> | | |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p>When assessing the requirements for recruitment, all posts are considered as to the ability to speak/knowledge of the Welsh language</p> | | |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | <p>When publicising services they are on both the media of English and Welsh</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 – Having a service “fit for the future” after the pandemic will provide an essential security for the general public and industry alike. By having safety controls in place will overcome, for example, restrictions allowing for more freedom to trade, an integral part of building the Welsh economy, giving both industry and consumer confidence.</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 - The ability to ensure enforcement of relevant legislation, (e.g. Environmental Protection Act 1990), that protects the local environment. PP services seek to protect air, land and water contamination.</p> | |
| <p>A healthier Wales People’s physical and mental wellbeing is maximized and health impacts are understood</p> | <p>Positive – During the pandemic and operating TTP we understand how this has affected both traders and the general public. Having a stronger more future resilient Public Protection service can ensure the physical and mental health and wellbeing of everyone is at the forefront. One example is ensuring suitable standards in private rented sector – the link between housing and health is well-documented.</p> | |
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | <p>Positive – Having a robust Public Protection service will provide a safe Wales, especially in Monmouthshire, by having local measures in place and strengthening links with other Local Authorities and agencies to ensure a safer nation.</p> | |
| <p>A globally responsible Wales</p> | <p>Positive: Ensuring a fair and level playing field when it comes to legislative compliance plays a</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? |
|---|---|--|
| Taking account of impact on global well-being when considering local social, economic and environmental wellbeing | fundamental part in ensuring the local economy is protected. | |
| 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 | Positive - Many of the above help contribute to ensure this is realised wherever possible, e.g. ensuring adequate and safe housing, protecting people whilst in workplaces, protecting vulnerable consumers from exploitation, etc. | |

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> | As we move out of the pandemic and try and bring back on line core services, this proposal is essential not only to allow for core services to be delivered with the pre pandemic quality, but also, for the long term, deal with a changed environment post COVID, living and managing legacies left behind. | Should additional funding be afforded from Welsh Government this would help not only to mitigate the funding required, but positively assist in management of the overall Council budget for 2022/23. |

| 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="331 316 510 539">Working together with other partners to deliver objectives</p> <p data-bbox="129 528 293 552">Collaboration</p> | <p data-bbox="544 256 1308 596">Having a much-needed bolster to the Public Protection team would allow us to manage not only our services, but further strengthen our working with other Local Authorities, Welsh Government and other public agencies to ensure traders and the public remain safe and protected. Recent collaboration with ABUHB and PHW, whilst delivering our TTP service, demonstrates the willingness to work with others towards shared goals, e.g. reducing smoking, harmful drinking and tackling obesity.</p> | |
|  <p data-bbox="349 635 510 815">Involving those with an interest and seeking their views</p> <p data-bbox="141 858 297 882">Involvement</p> | <p data-bbox="544 638 1301 836">Through various public and industry forums we can better allow for their views to be catered for. For example, Licensing Officers attend Pubwatch and taxi driver fora to seek views prior to any policy changes. External views are always considered, another example being a wide consultation with the public on Public Space Protection Orders.</p> | |
|  <p data-bbox="342 914 504 1214">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="152 1158 293 1182">Prevention</p> | <p data-bbox="544 898 1323 1238">We can deal with the provision of the multitude of services provided through the Public Protection service, (see embedded report, section 5 below), and absorb the legacy of Covid 19 to deal with infection control and equipping the public and industry alike to prevent future situations, either by identifying before issues arise, or deal with them in a controlled and effective manner. Preventative support to our schools and care homes has been exemplary and PP would seek to continue this close working post-pandemic.</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>Considering impact on all wellbeing goals together and on other bodies</p> | <p>We can continue to work and bolster our current arrangements with other organisations – including other MCC sections, ABUHB and PHW - to deal with Covid 19 and TTP legacy into the future.</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 | We can more effectively deal with issues ranging from modern day slavery, illegal or dangerous traders, scammers, through to infection and disease control. | | |
| Corporate Parenting | | | |

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

- Internal performance data reports – latest report here, to Strong Communities Select Committee 18.11.21 –



PP Performance Report Nov 2021.do

This report illustrates the increase in workloads, for example the EH Public Health team requests for service increased 17.7% for 19/20 to 20/21 year with no increase in resources – see 5.2.8. 2,293 service requests being dealt with by 6.6 FTE staff is unsustainable. The embedded report gives a wealth of evidence of struggling services – demand is going up, proactive work (often with the greatest public health gain) is declining, and this proposal seeks some added capacity to address the issues highlighted in report.

- Public Protection Wales ‘Building for the Future’ report November 2021 -



Building Resilience in Public Protection

This report provides a national picture of the current gap in service delivery, the skills of Public Protection and provides thoughts on building more sustainable services for the future.

- Data relating to our TTP Covid response is plentiful – weekly reports are provided by Monmouthshire Incident Management Team, chaired by Head of PP. Other data is collected by ABUHB, e.g. -



Copy of AB Incident
Rate 14-12-2021.xlsx

Specific information on MCC's cases and contacts is provided under the 'MM' tab, (so currently we respond to 70 new Covid cases every day). Undoubtedly MCC will continue to need to respond to Covid cases, being a notifiable disease, and it's essential we have capacity to not only provide a first-rate TTP service but to also continue to provide crucial advice and guidance to all the settings involved. These include care homes, schools, licensed premises and all workplaces in the county.

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?

- **Positive impact will ensure a safer Wales now and for the future. This will increase consumer confidence, in turn promoting consumer activity and spending, lifting the economy in Wales through increased trader and public spending, encouraging traders and businesses to recover from the pandemic, and attract new businesses to be established. It will enhance our ability to protect residents, local businesses and visitors by ensuring compliance with a raft of legislation designed to protect our often most vulnerable members of society, e.g. where they work, where they relax and exercise and where they live.**
- **Negative impact – should no additional funds be afforded by Welsh Government, and the Authority does not support this proposal, our service is already at breaking point. We will not be in a state to sustain services effectively and efficiently moving forward, as well as absorbing the pandemic and TTP legacy.**

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 |
|--------------------|------------------------------|--------------------------------|---|
| 1 | <i>Head of Service</i> | 12 th December 2021 | |
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| <p>Name of the Officer Tyrone Stokes</p> <p>Phone no: 01633644589 E-mail: tyronestokes@Monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>SCH6 - As part of the Authority's Medium Tern Financial Plan process and in setting an annual budget, we have reviewed all of our current fees & charges and if there is any scope to increase this for 2022/23.</p> |
| <p>Name of Service area</p> <p>Finance</p> | <p>Date 24th 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 | Charging for Social Care is a legal requirement as laid down in the Social Services and Wellbeing Act (SSWB) 2014. Charging in Wales is for Adult services only and as such affects those clients 18 years +. By ensuring charging is in line with basic inflation allows for that increased income to be diverted back into services for that age client group | Those adults 18+ with a charge may have to pay slightly more for their services that the previous financial year. | As part of the SSWB Act each person can elect for a means tested financial assessment which determines what a person can afford to pay, thereby mitigating, for those people on low incomes, by limiting charges to what they can pay. |
| Disability | The SSWB Act does not distinguish charging for Adults dependent on disability, so the impacts are similar to that above | The SSWB Act does not distinguish charging for Adults dependent on disability, so the impacts are similar to that above | The SSWB Act does not distinguish charging for Adults dependent on disability, so the mitigation is similar to that 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 | .The SSWB Act does not distinguish charging for gender reassignment, so the impacts are similar to that above | The SSWB Act does not distinguish charging for gender reassignment, so the impacts are similar to that above | The SSWB Act does not distinguish charging for gender reassignment, so the mitigation is similar to that above |
| Marriage or civil partnership | The SSWB Act does not distinguish charging for marriage or civil partnerships, so the impacts are similar to that above | The SSWB Act does not distinguish charging for marriage or civil, so the impacts are similar to that above | The SSWB Act does not distinguish charging for marriage or civil partnerships, so the mitigation is similar to that above |
| Pregnancy or maternity | The SSWB Act does not distinguish charging for pregnancy or maternity, so the impacts are similar to that above | The SSWB Act does not distinguish charging for pregnancy or maternity, so the impacts are similar to that above | The SSWB Act does not distinguish charging for pregnancy or maternity, so the mitigation is similar to that above |
| Race | .The SSWB Act does not distinguish charging for race, so the impacts are similar to that above | The SSWB Act does not distinguish charging for race, so the impacts are similar to that above | The SSWB Act does not distinguish charging for pregnancy or maternity, so the mitigation is similar to that above |
| Religion or Belief | .The SSWB Act does not distinguish charging for religion or belief, so the impacts are similar to that above | The SSWB Act does not distinguish charging for religion or belief, so the impacts are similar to that above | The SSWB Act does not distinguish charging for religion or belief, so the mitigation is similar to that above |
| Sex | The SSWB Act does not distinguish charging for sex, so the impacts are similar to that above | The SSWB Act does not distinguish charging for sex, so the impacts are similar to that above | The SSWB Act does not distinguish charging for sex, so the mitigation is similar to that 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? |
|---------------------------|---|---|---|
| Sexual Orientation | The SSWB Act does not distinguish charging for sexual orientation, so the impacts are similar to that above | The SSWB Act does not distinguish charging for sexual orientation, so the impacts are similar to that above | The SSWB Act does not distinguish charging for sexual orientation, so the mitigation is similar to that 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 | Legally we have to comply with charging under the SSWB Act and as charging is means tested, this allows for the levying of Adult care charges to be applied based on a person's ability to pay. | | |

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>The SSWB Act is available in both Welsh and English, and any communication we issue is freely available in Welsh</p> | | |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | | | |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</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 | Allows for the fees and charges we levy to be uplifted to reflect current prices, or for means tested services, to only pay for what they can afford, in line with benefits and pensions predicted uplift | Ensure the SSWB Act charging legislation is adhered too, so service users are means tested to determine their ability to pay. |
| 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 | By ensuring fees and charges are uplifted to reflect current prices, will allow for income from these fees and charges to be reinvested into maximizing people's physical and mental health needs and wellbeing. | |
| 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 | Adhere to the charging legislation of the Act will mean a fairer and consistent charging for services across Wales | |
| 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>When reviewing what fees & charges to uplift we have considered this in decided which ones to increase or not</p> | |
|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | | |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | <p>Our annual fees and charges are laid out in a transparent format within the Council budget strategy for the coming year. The proposed fees and charges will be available for discussion as part of the public consultation and political process before any agreement is made.</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>Allowing fees and charges to be aligned to current prices will ensure budgets are kept in line with inflation. Having fees and charges at least in line with inflation will prevent income levels from regressing thus contributing to financial resources not getting worse.</p> | |
|  <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</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 | As people will be means tested this does should what a person should have financially to support themselves. Should a person's finances not be available this can be one sign of safeguarding used to protect individuals. | . | |
| Corporate Parenting | | | |

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

Proposed increases by Department of Works and Pensions on benefits and State Retirement Pension uplifts and Consumer Prices Index as of September 2021.

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?

- **Positive impact will be ensuring we at least keep in line with inflation for non means tested charges where applicable**

- **Negative impact – for those charges that are means tested some people who have the ability to pay more will do. As the ability to pay is means tested a service user will not pay more than they can afford.**

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 |
|---|---|----------------------------|
| Inform service users affected for means tested fees and charges | Following consultation and agreement through the budget setting process | SCH Finance Manager |
| Non means tested fees & charges | Following consultation and agreement through the budget setting process | Individual budget managers |
| | | |

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 | <i>Head of Service</i> | 19 th November 2021 | |
| | | | |



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</p> <p>Debra Hill-Howells Phone no: 01633 644281 E-mail: debrahill-howells@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>ENT2 - Seek additional funding to offset revenue pressure within the PTU service. The pressure has arisen as a result of increased operational costs, increased passenger numbers, increased contractor costs and loss of grant funding streams and private hire income.</p> |
| <p>Name of Service area</p> <p>Fleet & Facilities</p> | <p>Date</p> <p>11th 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 | The proposal will ensure the continued grassroutes and home to school transport services. | None | |
| Disability | The Grass routes and service routes undertaken by PTU are wheelchair accessible. Where specific needs are identified for passengers on home to school transport the transport provision will meet the necessary requirements including wheelchair accessibility and passenger assistants. | 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? |
|----------------------------------|--|--|--|
| Gender reassignment | None | None | |
| 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 | <i>Should the pressure mandate be approved we will be able to continue to provide community transport, which provides low cost access to transport for rural communities and those without their own means of transport.</i> | None | None |
|---|--|------|------|

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>Neutral</i></p> | <p>Neutral</p> | |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p>When recruiting drivers and passenger assistants we will advise that welsh language skills are desirable.</p> | <p>Given that there is a shortfall of qualified drivers we are unable to limit the recruitment process to welsh speakers only as we have a statutory duty to provide home to school transport.</p> | <p>We will work with colleagues to identify opportunities for welsh language courses for PTU staff.</p> |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | <p>Application forms, publications and communications can be undertaken through the medium of welsh.</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 | The proposal will be ensure that services can continue to be delivered within a local context and communities have access to transport for local services. | |
| A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change) | The PTU operations team have started a fleet transition process. They are currently running 1 EV minibus and are intending to procure 2 further EV minibuses in 22/23, subject to funding availability. Home to school transport also reduces the number of school journeys undertaken by personal vehicles | Where possible home to school routes are aggregated to minimize the number of vehicle movements. Effective route planning for grass routes trips ensures that the number of vehicles travelling is minimized. |
| A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood | Neutral | |
| A Wales of cohesive communities Communities are attractive, viable, safe and well connected | The transport provided allows young people to access education and the community transport enables community members to access local services, towns and villages ensuring that communities remain accessible and connected. | |
| A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing | Route planning is undertaken to ensure that vehicular movements are limited. Vehicles are well maintained to ensure their longevity and reduce their environmental impact. | |
| 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 | Neutral | |

| 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 | Home to school and community transport remove barriers that prevent young people and community members accessing educational and social facilities. Community transport is subsidised, home to school transport is either free or subsidized. | |

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>Long term planning is factored into fleet replacement and maintenance decisions. Replacement vehicles where financially viable will be ULEV.</p> | |
|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | <p>THE PTU service works in collaboration with schools. Community transport works with its users and stakeholders to ensure that the service being provided meets their needs and is sustainable.</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="349 280 517 464">Involving those with an interest and seeking their views</p> <p data-bbox="141 504 297 528">Involvement</p> | <p data-bbox="544 256 1328 523">The proposal relates to mitigating the increasing costs of providing home to school which is a legal requirement and community transport. We have worked with the finance and education departments and have used demand patterns to predict the future needs. The PTU Commissioning Team also work closely with external operators to understand operating costs and market capacity.</p> | |
|  <p data-bbox="349 568 506 863">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="152 807 293 831">Prevention</p> | <p data-bbox="544 568 1317 679">The proposal seeks additional revenue to manage increasing demand and operating costs for home to school and community transport.</p> | |
|  <p data-bbox="349 903 517 1166">Considering impact on all wellbeing goals together and on other bodies</p> <p data-bbox="159 1150 297 1174">Integration</p> | <p data-bbox="544 906 1317 1129">.The proposal seeks additional funding to offset increased operating costs of external operators and in-house provision to ensure that we comply with our statutory duty to provide home to school transport. In addition it will enable the Council to continue to operate community transport for its local communities who can use it to access local services.</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 | Neutral – safeguarding is a core component of PTU services. | <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 | Transport for LAC is arranged by the PTU Commissioning services, this proposal will not impact on the provision of this service | | |

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

| |
|--|
| <p>Financial data Pupil data Tender returns from external contractors Grassroutes passenger data Vehicle replacement and maintenance costs</p> |
|--|

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?

| |
|---|
| <p>.The proposal is a pressure mandate seeking additional funding in order to offset increasing operating costs and passenger demand. Where possible costs are mitigated either by providing transport in-house if this is a cheaper solution than external provision and seeking ways to aggregate routes and minimize the number of vehicular movements</p> |
|---|

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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 |
|--------------------------|------------------------------|--------------------|
| | | |
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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 |
|-------------|-----------------------|-----------------|--|
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Integrated Impact Assessment document

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

| | |
|---|--|
| <p>Name of the Officer completing the evaluation</p> <p>Debra Hill-Howells Phone no: 01633 644281 E-mail: debrahill-howells@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>ENT3 - Seek additional funding to offset revenue pressure within the Fleet service. The pressure has arisen as a result of an increasing fleet which has resulted in additional maintenance costs and the need to increase the team responsible for the management, monitoring and compliance of the Council's fleet</p> |
| <p>Name of Service area</p> <p>Fleet & Facilities</p> | <p>Date</p> <p>11th 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 | None | None | |
| Disability | None | None | |
| Gender reassignment | None | None | |
| Marriage or civil partnership | 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 | |
| Race | .None | None | |
| Religion or Belief | <i>None</i> | None | |
| Sex | None | None | |
| Sexual Orientation | <i>None</i> | 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 | <i>None – the service is internal facing.</i> | None | <i>None</i> |

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>Neutral</i></p> | <p>Neutral</p> | |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p>When recruiting staff we will advise that welsh language skills are desirable.</p> | | <p>We will work with colleagues to identify opportunities for welsh language courses for those that wish to develop their welsh language skills.</p> |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | <p>The service can be accessed through the medium of welsh in accordance with Council and Welsh Language guidelines.</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>The additional staff will providing training for colleagues as well as ensure that effective monitoring is undertaken and that vehicles are operated in a safe and compliant manner. They will also review usage data to identify opportunities to reduce the fleet enduring higher utilization rates.</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>Work has commenced to facilitate fleet transition to ULEV. The service is actively engaged in two CCR challenges that relate to fleet transition and the more effective management of energy resources.</p> | |
| <p>A healthier Wales People’s physical and mental wellbeing is maximized and health impacts are understood</p> | <p>Neutral</p> | |
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | <p>The fleet service undertakes maintenance of service vehicles ensuring that front line services are maintained.</p> | |
| <p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p> | <p>Vehicles are well maintained to ensure their longevity and reduce their environmental impact. Fleet utilization reviews will be undertaken by the service to identify opportunities to reduce vehicle numbers.</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>Neutral</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 | Colleagues will be given access to training to meet professional competencies requirements and to improve their skills. | |

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>Long term planning is factored into fleet replacement and maintenance decisions. Replacement vehicles where financially viable will be ULEV and utilization reviews will seek to reduce fleet numbers.</p> | |
|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | <p>The fleet service works in collaboration with service areas, suppliers, WLGA, CCR and Welsh Energy Service</p> | |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | <p>The fleet service works in collaboration with service areas, suppliers, WLGA, CCR and Welsh Energy Service</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>The proposal seeks additional revenue to manage increasing operating costs due to an increase in fleet numbers and their associated maintenance costs. The proposed new staff will identify opportunities to increase fleet utilization and reduce vehicle numbers.</p> | |
|  <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>.The proposal seeks additional revenue funding to effectively manage the increasing fleet numbers and associated maintenance costs. The proposed additional staff will monitor utilization, support the transition to ULEV and undertake training and accident investigations.</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 | Neutral | .Neutral | |
| Corporate Parenting | Neutral | Neutral | |

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

Financial data
 Vehicle replacement and maintenance costs
 Vehicle utilisation data
 Supplier costs
 Accident damage costs
 WG Fleet transition legal requirements

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 proposal is a pressure mandate seeking additional funding in order to offset increasing operating costs due to an increasing fleet. The Fleet service, if the mandate is agreed, will undertake a review of utilization data and work with services to increase utilization rates and sharing of vehicles between services. They will also lead on the transition of the fleet from fossil fuels to ULEV.

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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 |
|--------------------------|------------------------------|--------------------|
| | | |
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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, Cabinetetc</i> | | |
| | | | |
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|--|--|
| <p>Name of the Officer Carl Touhig</p> <p>Phone no: 07580362121 E-mail: carl.touhig@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>ENT4 - Impacts of budget pressures in Neighbourhood Services, Recycling and Waste and Grounds and Cleansing</p> |
| <p>Name of Service area Neighbourhood Services</p> | <p>Date 11/01/2022</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 | Recycling and waste collections at the kerbside, at the household waste recycling centres and as part of the councils litter and cleansing services impact on all residents. Where the services are no longer provided the impacts will be immediately visible and create a range of issues for all residents. | The impacts are similar across the spectrum, lower environmental standards, waste uncollected, increased flytipping, less access to facilities, crime and the fear of crime, less recycling, failed targets. | Ensuring any impacts due to reduced budgets are mitigated as far as possible to reduce impact |
| Disability | <i>As above</i> | | |

| 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 | As above | | |
| Marriage or civil partnership | As above | | |
| Pregnancy or maternity | As above | | |
| Race | As above | | |
| Religion or Belief | .As above | | |
| Sex | As above | | |
| Sexual Orientation | .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 | <i>As Above – Changes in waste collections, access to facilities and cleansing regimes will be more apparent initially in areas where there is a higher proportion of socio economic disadvantage</i> | As above – waste collections and cleansing and access to waste disposal facilities are equally important to all socio economic groups but areas with socio economic disadvantage are likely to see higher levels of flytipping and litter and the first instance | <i>As above.</i> |

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>N/A Budget mandates and pressures will not impact on legal duty to promote Welsh Language</i></p> | | |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p>NA</p> | | |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | <p>NA</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>High quality recycling and waste collections at the kerbside, at the household waste recycling centres and as part of the councils litter and cleansing services contribute positively on all well being goals. Where the services are no longer provided the impacts will be immediately visible and create a range of issues for all residents. The impacts are similar across the Well Being goals, lower environmental standards, waste uncollected, increased flytipping, less access to facilities, crime and the fear of crime, less recycling, failed targets.</p> | <p>Ensuring any impacts due to reduced budgets are mitigated as far as possible to reduce impact</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>As above</p> | |
| <p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p> | <p>As above</p> | |
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | <p>As above</p> | |
| <p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p> | <p>As above</p> | |
| <p>A Wales of vibrant culture and thriving Welsh language</p> | <p>As above</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? |
|--|---|---|
| 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 | As above | |

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> <p>Long Term</p> | The proposal seeks additional funding to ensure current core services continue to operate. | Ensuring any impacts due to reduced budgets are mitigated as far as possible to reduce impact |
|  <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p> | We will continue to work with all stakeholders to reduce costs whilst improving services for residents | As above |

| 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 323">All residents, visitors and businesses in Monmouthshire are stakeholders</p> | |
|  <p data-bbox="136 759 297 786">Prevention</p> <p data-bbox="349 520 517 818">Putting resources into preventing problems occurring or getting worse</p> | <p data-bbox="544 520 1328 587">Seeking additional funding as budget pressure to prevent problems occurring</p> | |
|  <p data-bbox="136 1098 297 1125">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 925">Waste collection, recycling and environmental stewardship are key to the aspirations of WFGA and other bodies</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 | As above | <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 | As above | | |

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

If budget mandate is unsuccessful Neighbourhood Services will re-assess current service delivery model and work with all stakeholders to mitigate impacts of any service reviews.

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

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?

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 service delivery if funding allocation is unavailable | | |
| | | |
| | | |

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, Cabinetetc</i> | | |
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| <p>Name of the Officer completing the evaluation Mark Hand</p> <p>Phone no: 07773478579 E-mail: markhand@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>ENT5 - To amend the revenue budget for Highways and for Planning to reflect £127,827 revenue pressures in Placemaking, Regeneration, Highways and Flooding comprising £107,415 in Highways and £17,412 in Planning</p> <ol style="list-style-type: none"> 1) £75k revenue pressure in Highways: Car Parking and Civil Enforcement Team due to unbudgeted costs relating to transport and equipment and a reduction in the income target; 2) £29,415 revenue pressure in Highways to enable the creation of a Safer Routes and School Travel Plan Officer post in the Traffic and Road Safety team to review and identify improvements to school walking and cycling travel routes and work with schools to encourage them to produce school travel plans; 3) £6,122 revenue pressure in Highways due to job evaluation regrading two posts from band E to band F; 4) £17,412 revenue pressure in Planning to increase 0.6FTE Tree Officer to 1.0FTE. |
| <p>Name of Service area</p> <p>Placemaking, Regeneration, Highways and Flooding</p> | <p>Date 11/01/2022</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 | Creation of the Safer Routes and School Travel Plan Officer (2) will benefit younger generations and parents by improving non-car transport options to schools. No impact for 1, 3 or 4. | None | The officer will be working with schools and pupils to identify improvements to routes. |
| Disability | None | None | |
| Gender reassignment | None | None | n/a |
| Marriage or civil partnership | None | None | n/a |
| Pregnancy or maternity | Creation of the Safer Routes and School Travel Plan Officer (2) may benefit pregnant women or parents with an infant and an older school-age child, by improving non-car transport options to schools making them pram/pushchair friendly or generally safer. No impact for 1, 3 or 4. | None | The officer will be working with schools and pupils to identify improvements to routes. |
| Race | None | None | n/a |
| Religion or Belief | None | None | 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? |
|----------------------------------|--|--|--|
| Sex | .None | None | n/a |
| Sexual Orientation | None | None | n/a |

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 | None. | There is no evidence that the proposals would disproportionately affect a particular socio-economic group or cause hardship. | 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> | None | None | n/a |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | None | None | Recruitment to the posts (2, 3 and 4) will follow MCC HR policies. |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | None | None | n/a |




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> | None | n/a |
| <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:</p> <p>2 assists with climate resilience by reducing the need for car-based school transport.</p> <p>3 and 4 relate to posts related to trees and hedges. Ensuring these posts are properly paid and resourced will support an efficient and robust service and help to protect healthy trees and treat or remove diseased trees.</p> <p>Negative: none</p> | n/a |
| <p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p> | <p>Positive:</p> <p>2 promotes walking, cycling and scooting to school by improving and providing safer routes. This will have health benefits in terms of exercise and improved air quality.</p> <p>Negative: none</p> | 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? |
|---|--|---|
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | <p>Positive:</p> <p>2 promotes walking, cycling and scooting to school which could increase social interaction between children and parents/guardians while transporting children, compared to isolated trips in individual cars. This interaction might help strengthen community connections.</p> <p>Negative: none</p> | n/a |
| <p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p> | <p>Positive:</p> <p>2 assists with climate resilience by reducing the need for car-based school transport.</p> <p>3 and 4 relate to posts related to trees and hedges. Ensuring these posts are properly paid and resourced will support an efficient and robust service and help to protect healthy trees and treat or remove diseased trees.</p> <p>Negative: none</p> | n/a |
| <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:</p> <p>3 and 4 relate to posts related to trees and hedges, which form an important part of Monmouthshire's rural character and heritage.</p> <p>Negative: none</p> | n/a |
| <p>A more equal Wales</p> | None | 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>Balancing short term need with long term and planning for the future</p> <p>Long Term</p> | None specifically from the budget proposals, but all work is based around the principles of sustainable development. | n/a |
|  <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p> | 2 will involve schools and pupils in identifying route improvements as well as working closely with Highways and Active Travel colleagues. | n/a |
|  <p>Involving those with an interest and seeking their views</p> <p>Involvement</p> | 2 will involve schools and pupils in identifying route improvements as well as working closely with Highways and Active Travel colleagues. | 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 data-bbox="152 528 293 555">Prevention</p> <p data-bbox="344 288 506 587">Putting resources into preventing problems occurring or getting worse</p> | <p data-bbox="544 256 1283 440">2 will involve schools and pupils in identifying route improvements as well as working closely with Highways and Active Travel colleagues to reduce the need for car-based travel. Changing habits early in life may influence future travel behaviour.</p> <p data-bbox="544 480 1301 624">3 and 4 relate to posts related to trees and hedges, and help to protect healthy trees and treat or remove diseased trees preventing problems such as ash dieback getting worse.</p> | <p data-bbox="1352 256 1397 280">n/a</p> |
|  <p data-bbox="152 959 293 986">Integration</p> <p data-bbox="344 711 517 975">Considering impact on all wellbeing goals together and on other bodies</p> | <p data-bbox="544 663 1283 847">2 will involve schools and pupils in identifying route improvements as well as working closely with Highways and Active Travel colleagues to reduce the need for car-based travel. Changing habits early in life may influence future travel behaviour.</p> <p data-bbox="544 887 1301 1031">3 and 4 relate to posts related to trees and hedges, and help to protect healthy trees and treat or remove diseased trees preventing problems such as ash dieback getting worse.</p> | <p data-bbox="1352 663 1397 687">n/a</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 | 2 will identify route improvements to create or improve safer routes to school for non-car school travel, ensuring pupils can get to school safely. | None | n/a |
| Corporate Parenting | As above | None | n/a |

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

1 – knowledge of service delivery and budget records
 2 – advice from the Passenger Transport Unit on examples where a safe route to school is not available resulting in pressure from parents for school transport, feedback from communities including via the Active Travel consultation and ward members, local knowledge.
 3 – HR policy for job evaluation to assess the role's grade
 4 – caseload, customer demand for records that could be reduced if time is spent digitising and publicising them, feedback from the outgoing postholder, all of which has informed the need for the post to become full time.

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 proposals will ensure service delivery is maintained or improved and budgets are balanced.

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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 |
|---|---|----------------------|
| 1 – adjust the budget as per the mandate | 1 st April 2022 if the mandate is approved | Finance – Dave Loder |
| 2 – commence process to recruit to the new post | 1 st April 2022 if the mandate is approved | Paul Keeble |
| 3 – amend the salary grades for the two posts as per Job evaluation results | Already completed | Paul Keeble |
| 4 – adjust the Tree Officer post to be full time | 1 st April 2022 if the mandate is approved | Craig O’Connor |
| | | |
| | | |

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 |
|-------------|-----------------------|-----------------|--|
| 1.0 | Budget mandate | 11/01/2022 | |
| | | | |
| | | | |



Integrated Impact Assessment document

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

| | |
|---|---|
| <p>Name of the Officer completing the evaluation</p> <p>Debra Hill-Howells Phone no: 01633 644281 E-mail: debrahill-howells@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>ENT6 - Seek additional funding to offset revenue pressure within the catering service due to a decrease in uptake and increased consumable costs.</p> |
| <p>Name of Service area</p> <p>Catering</p> | <p>Date</p> <p>11th 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 | None | None | |
| Disability | None | None | |
| Gender reassignment | None | None | |
| Marriage or civil partnership | None | None | |
| Pregnancy or maternity | 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? |
|---------------------------|---|---|---|
| Race | .None | None | |
| Religion or Belief | <i>None</i> | None | |
| Sex | None | None | |
| Sexual Orientation | <i>None</i> | 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 school catering service provides access to subsidized school meals and free school meals. If the funding is agreed this will enable us to meet a shortfall in revenue as a result of reduced damage due to the changes in service provision during the pandemic. Free school meals for all infant pupils will commence in September 2022 and all junior schools from September 2023 and we await more details from Welsh Government as to the funding of this universal service will be provided. | None | <i>None</i> |

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>Neutral</i></p> | <p>Neutral</p> | |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p>When recruiting staff we will advise that welsh language skills are desirable.</p> | | <p>We will work with colleagues to identify opportunities for welsh language courses for those that wish to develop their welsh language skills.</p> |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | <p>The service can be accessed through the medium of welsh in accordance with Council and Welsh Language guidelines.</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>Whilst a revenue shortfall has been identified due to reduced demand, it is expected that this will increase substantially when free school meals are introduced although the funding mechanism is as of yet unclear. We need to ensure that we are able to retain existing staff and increase the teams in line with projected demand.</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>Local supply chains are supported where procurement rules allow</p> | |
| <p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p> | <p>All meals are scratch cooked and meet the schools healthy eating agenda requirements. Specific dietary needs are also catered for.</p> | |
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | <p>Neutral</p> | |
| <p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p> | <p>Neutral</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>Neutral</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 | There will be opportunities for colleague progression and recruitment of new staff. | |
| | | |

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>The decline in school meal take up was due to the schools requirements for meals to be served in classrooms which limited the menu that we were able to offer. As meals are now being served in dining halls, take up has increased and we expect it to substantially increased when free school meals are introduced.</p> | |
|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | <p>We are working collaboratively with the WLGA and neighbouring authorities with menu design, evaluation and procurement.</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="136 480 297 504">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 328">We are working collaboratively with users and suppliers and seek views of specialist providers and parents.</p> | |
|  <p data-bbox="136 759 297 783">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 632">The proposal seeks additional revenue to maintain the existing service provision as we transition to the new free school agenda being introduced by Welsh Government.</p> | |
|  <p data-bbox="136 1098 297 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 962">The proposal ensures that the service is in the best position to adapt to the new proposals by retaining its existing staffing base and maintaining the cost of paid for meals at existing levels.</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 | Neutral | .Neutral | |
| Corporate Parenting | Neutral | Neutral | |

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

Financial data
Meal take up data
Supplier costs
WG policy
WLGA information
Collaborative working with neighbouring authorities

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 proposal is a pressure mandate seeking additional funding in order to offset increasing demand and supplier costs through the provision of additional cleaning staff and a change to the existing structure to enable decisions to be made at a local level.

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 |
|--------------------------|------------------------------|--------------------|
| | | |
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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, Cabinetetc</i> | | |
| | | | |
| | | | |



Integrated Impact Assessment document

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

| | |
|---|---|
| <p>Name of the Officer Cath Fallon</p> <p>Phone no: 07557 190969 E-mail:</p> | <p>Please give a brief description of the aims of the proposal</p> <p>ENT8 - To provide additional resources into the Strategic Operations Team to address Health and Safety concerns and service inefficiencies as identified by the Customer Demand and Responsiveness Working Group.</p> |
| <p>Name of Service area: Enterprise</p> | <p>Date 14th 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 | <i>Services will be improved as a result of this proposal which will have a positive impact on this protected characteristic</i> | There are no negative impacts anticipated. | |
| Disability | As above | As above | |
| Gender reassignment | Not applicable | Not applicable | |

| 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 | <i>Not applicable</i> | Not applicable | |
| Pregnancy or maternity | <i>Not applicable</i> | Not applicable | |
| Race | <i>.Services will be improved as a result of this proposal which will have a positive impact on this protected characteristic.</i> | No negative impacts anticipated | |
| Religion or Belief | .Not applicable | Not applicable | |
| Sex | Not applicable | Not applicable | |
| Sexual Orientation | .Not applicable | Not applicable | |

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 | <i>The purpose of this proposal is to improve service delivery for all.</i> | <i>Not applicable</i> | <i>Not applicable</i> |

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>The team will ensure that they adhere to the Welsh Government Welsh Language Policy.</p> | <p>None identified</p> | <p>n/a</p> |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p>As this proposal relates to the creation of two new posts, the need to communicate through Welsh and English as part of the recruitment process and any necessary training offered as needed.</p> | <p>None identified</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>Any advertising about improved services will promote the fact that people can deal with the council in Welsh by phone, email, twitter, Facebook, letters, forms, website transactions etc.</p> | <p>None identified</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 | The proposal will seek to use our internal resources more efficiently and shape services, so they are more effective and responsive in the future. | None identified |
| A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change) | Not applicable | |
| A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood | The purpose of the Health and Safety role will be to provide strategic and operational support for Workforce Development, Health and Safety and Well Being. Activities will include monitoring health safety and wellbeing; developing training plans and acting as a central resource to support all leaders and managers in the implementation of best practice leadership and workforce safety management. | |
| A Wales of cohesive communities Communities are attractive, viable, safe and well connected | Not applicable | |
| A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing | Not applicable | |
| 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 | Not applicable | |

| 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 | <i>Services will be improved as a result of this proposal which will have a positive impact on this protected characteristic</i> | Not applicable |

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>The purpose of both of the new roles within the team is to consider the short-term issues that the Enterprise Directorate is facing and identify solutions which will benefit teams in the longer term.</p> | <p>None identified</p> |
|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | <p>Both of the roles will work directly with colleagues from other departments to improve service delivery. The Health and Safety Officer will also work with external partners e.g., Health and Safety Executive as required.</p> | <p>None identified</p> |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | <p>For this proposal, internal stakeholders have been consulted and the roles have been developed in direct response to recommendations from internal audit for the Health and Safety Officer and to address issues raised by the Customer Demand and Responsiveness Working Group.</p> | <p>None identified</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>As detailed above, the purpose of both of the new roles within the team is to consider the short-term issues that the Enterprise Directorate is facing and identify solutions which will benefit teams in the longer term and avoid issues getting worse.</p> | <p>None identified</p> |
|  <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>.Not applicable</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 | Not applicable | | |
| Corporate Parenting | Not applicable | | |

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

Evidence that has been collated as a result of internal audit recommendations has informed the need for a Health and Safety Officer. A recent research paper produced for the Customer Demand and Responsiveness Working Group, identified a rise in the volume of calls received into the Contact Centre over the past five years and a doubling of the average time customers have to wait before speaking to an operator. The analysis identified that an increasing proportion of these calls were about waste and recycling, along with transport and highways issues. Although around 80% of people self-serve when booking waste recycling appointments, the Contact Centre have still experienced a three-fold increase in the number of people telephoning about waste issues. Analysis of data from My Council Services also shows a significant increase in missed bin reports where there is a correlation with a lack of internal knowledge relating to road closures.

It is therefore proposed that this Systems Support Officer role will be created to focus on where customer demand is highest, with a view to improving and linking existing systems. The Officer will take a user centred design approach to existing digital systems such as My Monmouthshire and Monty in order to improve information efficiency, increase productivity, reduce callers, and improve customer service delivery.

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?

It is anticipated that this proposal will have a positive short- and long-term impact on the delivery of services within the Enterprise Directorate. The Health and Safety Officer role will focus on Workforce Development, Health and Safety and Well Being whilst the Systems Support Officer will focus on improving and linking existing systems in order to improve efficiency, increase productivity and improve customer service delivery in the longer term.

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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 |
|---------------------------------|-------------------------------------|--------------------------------------|
| Cabinet | Jan/Feb 2022 | Peter Davies, Deputy Chief Executive |
| | | |
| | | |

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 | Budget mandate | Jan/Feb 2022 | |
| | | | |
| | | | |



Integrated Impact Assessment document

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

| | |
|---|---|
| <p>Name of the Officer completing the evaluation</p> <p>Debra Hill-Howells Phone no: 01633 644281 E-mail: debrahill-howells@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>ENT9 - Seek additional funding to offset revenue pressure within the Cleaning service. The pressure has arisen as a result of an increasing demand for consumables and a need to review the staffing structure to be able to meet service demands</p> |
| <p>Name of Service area</p> <p>Cleaning</p> | <p>Date</p> <p>11th 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 | None | None | |
| Disability | None | None | |
| Gender reassignment | None | None | |
| Marriage or civil partnership | 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 | |
| Race | .None | None | |
| Religion or Belief | <i>None</i> | None | |
| Sex | None | None | |
| Sexual Orientation | <i>None</i> | 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 | <i>None – the service is internal facing.</i> | None | <i>None</i> |

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>Neutral</i></p> | <p>Neutral</p> | |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p>When recruiting staff we will advise that welsh language skills are desirable.</p> | | <p>We will work with colleagues to identify opportunities for welsh language courses for those that wish to develop their welsh language skills.</p> |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | <p>The service can be accessed through the medium of welsh in accordance with Council and Welsh Language guidelines.</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>Restructuring the service will enable decision making to be undertaken at a local establishment level, increase the responsive element of the service for deep clean requests and cover the cost of increased consumables necessary to undertake effective cleaning.</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>Neutral.</p> | |
| <p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p> | <p>Neutral</p> | |
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | <p>Neutral</p> | |
| <p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p> | <p>Neutral</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>Neutral</p> | |
| <p>A more equal Wales</p> | <p>There will be opportunities for colleague progression and recruitment of new staff.</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? |
|--|---|---|
| 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>The proposed restructure will enable the service to be more sustainable in the longer term and also able to be responsive to increased demand due to the pandemic. It will also improve communications with service users at a local level and ensure that there is sufficient resource to provide the service.</p> | |
|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | <p>The service works with its clients and suppliers to ensure that we are meeting the needs of the clients and their users.</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="141 480 297 507">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">This is an internal re-structure and consultation with staff and their unions will be undertaken if the mandate is approved.</p> | |
|  <p data-bbox="152 759 293 786">Prevention</p> <p data-bbox="349 520 506 815">Putting resources into preventing problems occurring or getting worse</p> | <p data-bbox="544 520 1317 711">The proposal seeks additional revenue to increase the staffing structure and improve decision making at a local level. This will ensure that problems are identified and remedied quickly and local services such as public toilets remain open, clean and meet the needs of the users.</p> | |
|  <p data-bbox="159 1102 300 1129">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 1317 1002">.The proposal seeks additional revenue funding to enable more effective management of the cleaning service given the perapetic nature of some of the roles and the increased demand as a result of the pandemic.</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 | Neutral | .Neutral | |
| Corporate Parenting | Neutral | Neutral | |

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

Financial data
 User demand
 Demand on existing service and detrimental impact on staff welfare
 Inability to maintain cleaning services in some operational buildings and the resulting impact on service users
 Supplier costs
 Client feedback

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 proposal is a pressure mandate seeking additional funding in order to offset increasing demand and supplier costs through the provision of additional cleaning staff and a change to the existing structure to enable decisions to be made at a local level.

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



monmouthshire
sir fynwy

Future Generations Evaluation (Includes Equalities and Sustainability Impact Assessments)

| | |
|--|--|
| <p>Name of the Officer completing the evaluation</p> <p>Dave Loder</p> <p>Phone no: 01633 644298 E-mail: daveloder@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>ENT10 - As part of the Authority's MTFP process and in setting an annual budget, we have reviewed all of our current fees & charges and if there is any scope to increase this for 2022/23.</p> <p>Full details of all proposals can be found under Saving mandate ENT0010 Fees and Charges (inc associated spreadsheet)</p> |
| <p>Name of Service area</p> <p>Enterprise</p> | <p>Date</p> <p>15th 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 | N/A | Raising the cost of cemetery fees may have a disproportionate impact on those above the age of 18 who will incur the additional costs. | <p>If a family cannot afford to pay for a burial they may be entitled to assistance in the form of a S46 burial. A local authority has a responsibility to organise a S46 funeral where</p> <ol style="list-style-type: none"> 1. no funeral arrangements have been made 2. no relatives of the deceased can be found, or 3. the relatives of the deceased cannot or will not arrange a funeral <p>The Local Authority however will be entitled to recover the costs of the funeral from the deceased estate</p> |
| Disability | <p>Both the Careline Alarms and installation charges are remaining fixed for 2022/23 and are not being increased in line with inflation.</p> <p>The Disabled Facility Grant administration fee remains fixed for 2022/23.</p> | N/A | Ensuring that the Careline service continues to be offered to those who require it. |
| Gender reassignment | N/A | | |
| Marriage or civil partnership | 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? |
|---------------------------|---|---|---|
| Pregnancy or maternity | N/A | | |
| Race | N/A | | |
| Religion or Belief | N/A | | |
| Sex | N/A | | |
| Sexual Orientation | N/A | | |
| Welsh Language | N/A | | All signage and material arising from budget proposals will be compliant with the Welsh Language measure 2011 |

| 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? |
|---------------------------|---|---|--|
| Poverty | <p>Although Poverty isn't a protected characteristic, it is important to assess and understand the impact of our proposals on those in poverty, especially if there is a cumulative impact from a number of proposals. This is in line with our Social Justice policy.</p> <p>Freezing school meal charges will have a more significant impact on those on lower incomes.</p> | Increases in cemetery fees will have a disproportionate impact on those on lower incomes. | The Local Authority will undertake a S46 funeral where the family is unable or unwilling to organise the funeral, but the costs can be recoverable from the deceased estate. |




2. 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 | Allows for the fees and charges we levy to be uplifted to reflect current price of goods, services and works. | The full range of increased fees and charges incorporated within this proposal will be subject to full engagement and consultation with the community and elected members of the authority |

| 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? |
|---|--|--|
| | | prior to being considered for inclusion in the 22/23 budget. |
| <p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p> | | |
| <p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p> | <p>Uplift in fees and charges allows resources to be allocated to priority areas across the authority such as social care and education.</p> <p>Freezing school meals charges enables us to provide a service that focuses on providing nutritional meals to young people that supports their physical wellbeing and health.</p> | <p>The full range of increased fees and charges incorporated within this proposal will be subject to full engagement and consultation with the community and elected members of the authority prior to being considered for inclusion in the 22/23 budget.</p> |
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | | |
| <p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p> | <p>Adhere to the charging legislation of the Act will mean a fairer and consistent charging for services across Wales.</p> | <p>As above</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>A more equal Wales</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? |
|--|---|---|
| People can fulfil their potential no matter what their background or circumstances | | |

3. 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> | Increases in fees and charges have been considered in the context of whole life cost analysis over the long-term in order to ensure sustainable and cost effective service delivery now and in the future. | Mitigating arrangements are in place to minimize the impact of increased fees of charges on people on low incomes. |
|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | Fee increases are considered in conjunction with opportunities to deliver services more efficiently in collaboration with existing and new partners. | Consultation and engagement with communities and elected members of proposed increases as part of MCC 22/23 budget setting process. |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | These proposals will form part of the budget exercise and will be subject to a wider public consultation exercise. This will include sessions with existing groups such as the Access for All forum that represents people with disabilities. | Ensure that proposals and the accompanying Future Generations evaluations are used during, and updated as a result of, consultation and engagement. |

| 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>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p> | <p>Proposed fee increases enable priority services across the authority to receive additional financial support for pre-emptive services to be delivered that help reduce demand for costly provision in the future.</p> | <p>Consultation and engagement with communities and elected members of proposed increases as part of MCC 22/23 budget setting process.</p> |
|  <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p> | <p>The proposal will generate additional revenue and ultimately support the economy of Monmouthshire.</p> | <p>Consultation and engagement with communities and elected members of proposed increases as part of MCC 22/23 budget setting process.</p> |

4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, 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? |
|----------------|--|--|--|
| Social Justice | <p>Social justice is about reducing inequalities in society by working towards more equal distribution of wealth and opportunities so everyone can achieve their full potential. Increasing charges enables the Authority to maintain services that are accessible to all.</p> | <p>There is a risk that any budget proposals that increase costs will have a disproportionate impact on people on low incomes and therefore will widen inequality.</p> | <p>The council is committed to aligning evidence based policy, programmes of work and resources with the aim of supporting people and communities to fulfil their potential and live the lives they want to live. Mitigation is in place to reduce the financial burden on people who can least afford it.</p> |

| | | | |
|---------------------|---|---|--|
| Safeguarding | There are no specific positive impacts identified at this stage | There are no specific negative impacts identified at this stage | Safeguarding is at the heart of everything the council does. All staff are trained to a level that is appropriate to their role. |
| Corporate Parenting | There are no specific positive impacts identified at this stage | There are no specific positive impacts identified at this stage | |

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

| |
|---|
| <p>Review of competitors charges Review of practices within other public sector organisations Current spend and income data Feedback from Select Committees, SLT and Cabinet</p> |
|---|

6. 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?

| |
|---|
| <p>. These will be added following the budget consultation.</p> |
|---|

7. 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 |
|---|--------------------------------|--------------------|
| The assessment will continue to be updated as individual budget proposals are developed and shaped by consultation. | As part of budget consultation | |
| | | |

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8. 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 |
|-------------|-----------------------|-----------------|--|
| | | | |
| | | | |
| | | | |



Integrated Impact Assessment document

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

| | |
|--|--|
| <p>Name of the Officer completing the evaluation Matthew Gatehouse</p> <p>Phone no: 0778 555 6727 E-mail: matthewgatehouse@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>CEO1 - To enable a temporary increase in staffing in the authority's contact centre to ensure that telephone response times can be maintained in the face of significant increases in demand from customers.</p> <p>To reduce the unachievable income targets set for community hubs which are aligned to i) Usk Post Office ii) Library fines and iii) room bookings.</p> |
| <p>Name of Service area</p> <p>Policy Scrutiny and Customer Service</p> | <p>Date</p> <p>17 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 | Community Hubs and the Contact Centre services will have a higher proportion of older service users than digital channels. Investments in telephony to reduce call wait times and responsiveness will have a positive impact on this age group. Similarly the Post Office Service in Usk, while a universal provision is an important service for many older people. | | |

| 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? |
|-------------------------------|--|---|--|
| Disability | Ensuring the continued availability and viability of a broad range of contact channels including telephony will also ensure the council remains accessible to people who have mobility issues and cannot travel to community hubs. | | The communications Team have made improvements the accessibility of the council's website using guidance developed by the Government Digital Service to maximise its accessibility to people with visual and hearing impairments |
| Gender reassignment | No positive or negative impacts identified at this stage. | | |
| Marriage or civil partnership | No positive or negative impacts identified at this stage. | | |
| Pregnancy or maternity | No positive or negative impacts identified at this stage. | | |
| Race | No positive or negative impacts identified at this stage. | The increased capacity will enable staff to devote more time to improving the functionality of the council's chatbot. Research has shown that Artificial Intelligence has the potential to reinforce existing biases. This is because computer algorithms are unequipped to consciously counteract learned biases in the same way that humans do. | Ensure that we understand any future applications where this could potentially occur within the council's chatbot and immediate any remedy immediately |
| Religion or Belief | No positive or negative impacts identified at this stage. | | |

| 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? |
|---------------------------|---|---|---|
| Sex | No positive or negative impacts identified at this stage. | | |
| Sexual Orientation | No positive or negative impacts identified at this stage. | | |

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>Community Hubs can act as a safety net for many people at socio-economic disadvantage, for example signposting to benefits advice, job support and as acting as an interface with community food banks as well as signposting to many other services. The service also acts as the location for key offers such as community learning, digital skills and skills at work which raise skills levels and increases employment prospects which can, over time – help reduce income differentials and inequality. Ensuring these are on a stable financial footing and not needing to chase income targets will secure a vital local service enabling it to focus on the issues that matter most to communities.</p> | | <p>We provide digital skills courses through community education services within the council's community hubs and will be piloting the loan of digital devices to digitally excluded people.</p> |
|---|---|--|--|

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>More customer facing staff will be Welsh speakers which increases residents ability to use the language in interactions with public services in line with the commitments in the authority's new Welsh Language Strategy.</p> | | |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p>Increasing staffing levels enables some new posts to be advertised as 'Welsh Essential' increasing our ability to provide high quality customer responses in the Welsh Language.</p> | | <p>Increase training opportunities for all customer facing staff to develop Welsh skills.</p> |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | <p>A higher proportion of customer service staff who are Welsh speakers minimises the financial and reputational harm that would result from a failure to comply with the Welsh Language Standards</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>Secures the ongoing provision of a professional staff delivering front-line services to communities.</p> | <p>This includes a temporary increasing in staffing. This will create time to deliver process changes which lessen the demand on front-line staff. Staff will have access to development opportunities to increase their long-term career prospects.</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>On-going investment in digital and telephony will reduce the need for people to travel to access council services reducing CO2 and pollution from car journeys.</p> | <p>Digital services are not carbon neutral and longer term strategies on decarbonizing energy supply in the UK will help mitigate the carbon impact of digital interactions.</p> |
| <p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p> | <p>Delivering front-line services in our main towns increase peoples' opportunities to attend events and classes which enable social interaction and which can contribute to better mental health and well-being.</p> | <p>We will continue to develop our understanding of the determinants of health inequalities and focus service offers in community hubs on addressing these for the long-term health benefits of people in our communities. This will include the loan of devices to enable those who are digitally excluded to access courses and learning remotely</p> |
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | <p>Community Hubs are an important place where social interaction takes place enabling people to feel part of their communities. Reducing the need to generate commercial income from room hire means more capacity is available for community education and other classes that act as a place for people to make connections with others in their communities</p> | |
| <p>A globally responsible Wales Taking account of impact on global well-being when considering local</p> | <p>No impacts have been identified at this stage</p> | <p>No potential actions identified at this stage</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? |
|---|---|--|
| 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 | Access to training, development job skills to raise income levels | Maintaining community hub provision providing the physical location for a broad range of services that help upskill people with the potential to increase incomes. |

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> | We are planning for the long-term, by making recommendations now that will increase the resilience of services and our ability to sustain services into the long-term. Hubs and contact centre will continue to capitalize on technology to deliver services in the way people will need and want to access them in the future. | |

| 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 Services also work closely with a wide-range of internal and external stakeholders.</p> | |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | <p>Community Hubs provide a wide range of opportunities to involve people in their local communities</p> | |
|  <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p> | <p>Contact Centre staff will continue to deliver the council's chatbot which enables simple queries to be answered outside normal office hours we expect to lessen demand on the contact centre between 9am and 11am which will prevent calls going unanswered ensuring queries are answered and securing access to services and advice preventing escalation. Hub and contact centre staff have discussions with people are always looking for signs that peoples true needs may not be the needs that are expressed verbally, and so identify areas where they may benefit from additional services or opportunities which can prevent problems escalating.</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="349 256 521 517">Considering impact on all wellbeing goals together and on other bodies</p> | <p data-bbox="544 256 1317 368">At this stage there are no competing impacts that need to be re-considered. The proposal is seeking to fully integrate services within a single staffing model.</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 | There are no safeguarding implications identified at this stage. | | All staff receive safeguarding training to ensure that they can act if they sense a safeguarding risk when interacting with customers. |
| Corporate Parenting | There are no corporate parenting implications | | |

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

An increase in phone calls compared to pre-pandemic levels has led to longer queue times, rising dis-satisfaction and increased complaints to Customer Relations.

Measures:

- The number of phone calls received by the authorities contact centre has increased by 30%
- The average wait time increased from 3 mins 11 seconds in 2019/20 to 6 mins 11 seconds in 2021/22

Community Hubs have consistently been unable to achieve income targets as evidenced by on-going budget monitoring while post office income remains considerably below operating costs. There is widespread recognition in the industry that a small-post office needs to be located within a commercial business to generate the income necessary to subsidise the operation of post office service – or where the post office is used to generate footfall to another commercial services, for example being located in a general store or newsagent.

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?

Alongside this short-term investment in the contact centre digital transformation will be progressed at pace to improve back office process which will reduce call handling time meaning more calls can be answered in a timely manner. Improvements will also be made to self-service to increase the number of people who are able to resolve queries without needing to phone the authority.

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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 |
|--------------------------|------------------------------|--------------------|
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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 |
|-------------|-----------------------|-----------------|--|
| 1 | Cabinet | | |
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Integrated Impact Assessment document

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

| | |
|---|---|
| <p>Name of the Officer Debra Hill-Howells</p> <p>Phone no: 01633 644281 E-mail: debrahill-howells@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>Budget Pressure Mandate – RES2</p> <p>Budget Pressures arising from income performance of the investment portfolio including Castlegate Business Park, Newport Leisure Park, Markets service and Innovation House</p> |
| <p>Name of Service area</p> <p>Property, Fleet & Facilities</p> | <p>Date 20th 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 | | The proposal requests additional revenue funding of 650k for 1 year plus a further £131k on-going revenue adjustment. Diverting revenue to support the investment portfolio results in less funding being available for other Council commitments. | Castlegate is being actively marketed to attract new tenants to the void units. We are appointing specialist advisors for NLP. A review of Innovation House is underway which may result in its disposal. |
| Disability | | As above | As above |
| Gender reassignment | | 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? |
|----------------------------------|--|--|--|
| Marriage or civil partnership | | As above | As above |
| Pregnancy or maternity | | As above | As above |
| Race | . | As above | As above |
| Religion or Belief | . | As above | As above |
| Sex | | As above | As above |
| Sexual Orientation | . | 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? |
|--|---|--|--|
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|---|--|---|--|
| Socio-economic Duty and Social Justice | <p>The purpose of the investment portfolio is to generate a net income that can be utilized to support front delivery. Prior to 2022/23, the investment portfolio has been successful in meeting that objective, achieving a net income of £609k per annum for Castlegate and NLP. The market service creates opportunities for small traders to operate flexibly and avoids substantial property and overhead costs for businesses. All the assets are homes to businesses that support the retention and creation of jobs.</p> | <p>The pandemic has resulted in structural changes in the office market and retail sectors and as a result the investment portfolio is transitioning to adjust to the new reality. Castlegate in particular will see the loss of a large tenant in 2022 who are downsizing and re-locating. Viewings are already taking place, however there will be a shortfall in income and the mandate requests that revenue funding is made available to support this shortfall. This will divert revenue funding from other Council services.</p> | <p>The markets service continues to operate and rental levels will not be increased in April 2022 to support traders with the on-going impacts of the pandemic. The soon to be vacated space in Castlegate is already being marketed and discussions ongoing with potential tenants to mitigate the rental loss. Heads of terms have been agreed with a potential tenant in NLP and specialist advisors will be appointed to support the marketing of the Pizza Hut unit. Options are being considered for Innovation House.</p> |
|---|--|---|--|

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 | | | The proposal is for revenue support for the investment portfolio, service operation will continue to adhere to legislative requirements |
| Operational Recruitment & Training of workforce | | | The investment properties are occupied by third parties who will undertake their own recruitment and training. All MCC staff are encouraged to undertake welsh language studies if they are not fluent welsh speakers. Welsh speakers are available in AbergavennyTown Hall. |
| Service delivery Use of Welsh language in service delivery Promoting use of the language | | | When advertising our services we promote the ability to communicate with the Council through the medium of welsh. |



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 | The investment portfolio provides a property portfolio that supports economic development and local job creation | |
| A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change) | The solar farm generates renewable energy and there are plans for further facilities. | |
| 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 | Castlegate, NLP and the Livestock Market provide access to jobs and services. | |
| 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 | N/A | |
| A more equal Wales | The investment portfolio supports economic development opportunities within the local area through the provision of property which in turn supports local employment | |

| 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 | opportunities. A net income is also derived from these assets which is used to support front line service provision. The livestock market provides a regional service for the farming community. | |

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> | The investment portfolio whilst regularly reviewed is designed to generate long term value through income generation or provide infrastructure to support the local economy. It is expected that the short term impact of the pandemic will be off set in the longer term as the leisure and commercial sectors adjust to the structural changes that have arisen. | |
|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | We work with colleagues, tenants, agents and specialist advisors to ensure that the portfolio is effective and meeting the demands of occupiers and users. | |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | The proposal results in a short term requirement for revenue funding to offset an income shortfall due to the loss of tenants impacted by the pandemic. Consultation on this proposal will be undertaken as part of the budget setting process. | |

| 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>The proposal is for short term financial support to offset income losses associated with the pandemic and the structural changes within the leisure and commercial sectors. If funding is provided this will enable the voids to be marketed and new tenants secured to increase the revenue returns to pre pandemic levels.</p> | |
|  <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>.This is a proposal for short term funding to ease a revenue pressure, The investment portfolio has provided a net revenue stream and ensures that strategic assets such as Castlegate and the Livestock market are maintained within the County.</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 | Neutral | .Neutral | |
| Corporate Parenting | Neutral | Neutral | |

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

Financial Data
 Occupancy data
 Tenancy information
 Agents and specialist advisor information

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?

.This is a pressure mandate for short term revenue funding to off set voids arising from the pandemic and the structural changes in the commercial and leisure sectors. Should the funding be agreed it will enable the Council to advertise the voids and secure new tenants to maintain the revenue streams and capital value of the assets.

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 |
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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, Cabinetetc</i> | | |
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Integrated Impact Assessment document

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

| | |
|---|--|
| <p>Name of the Officer completing the evaluation</p> <p>Debra Hill-Howells Phone no: 01633 644281 E-mail: debrahill-howells@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>RES6 - Seek additional funding to offset revenue pressures which have arisen as a result of increasing income targets against the Design and Maintenance teams which are no longer achievable.</p> |
| <p>Name of Service area</p> <p>Landlord Services</p> | <p>Date</p> <p>11th 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 | None | None | |
| Disability | None | None | |
| Gender reassignment | None | None | |
| Marriage or civil partnership | None | None | |
| Pregnancy or maternity | 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? |
|---------------------------|---|---|---|
| Race | .None | None | |
| Religion or Belief | <i>None</i> | None | |
| Sex | None | None | |
| Sexual Orientation | <i>None</i> | 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 | None | None | <i>None</i> |




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>Neutral</i></p> | <p>Neutral</p> | |
| <p>Operational</p> <p>Recruitment & Training of workforce</p> | <p>When recruiting staff we will advise that welsh language skills are desirable.</p> | | <p>We will work with colleagues to identify opportunities for welsh language courses for those that wish to develop their welsh language skills.</p> |
| <p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p> | <p>The service can be accessed through the medium of welsh in accordance with Council and Welsh Language guidelines.</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 | Landlord Services work collaboratively with Gwent Police, providing technical professional support on building projects. | The proposal is to reduce the income target in line with income projections based on the future works pipeline. |
| A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change) | Neutral | |
| A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood | Neutral | |
| A Wales of cohesive communities Communities are attractive, viable, safe and well connected | Neutral | |
| A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing | Neutral | |
| 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 | Neutral | |
| A more equal Wales People can fulfil their potential no matter what their background or circumstances | Neutral | |
| | | |

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>Over a period of time the income target for Landlord Services has been increased to reflect the number of large scale builds that they were managing. The large projects are reducing over the short term, however the professional teams are still required for MCC and Gwent Projects. Reducing the income target will ensure that the target is realistic and achievable moving forward.</p> | |
|  <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p> | <p>The service works collaboratively with Gwent Police, clients and external consultants to ensure that we meet the needs of the commissioning clients and support the Councils net zero requirements.</p> | |
|  <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> | <p>Discussions have been undertaken with Gwent Police, MCC clients and Finance to ascertain a realistic and achievable income target for the service, whilst still achieving the service costs.</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>The proposal seeks additional revenue to reduce the income target against the service which is based on historic workstreams. An evaluation of future projects has been undertaken to ensure that the future income targets are achievable and realistic.</p> | |
|  <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>The proposal ensures that the Council maintains its specialist and professional advisors to support MCC and Gwent Police on planned and future development and maintenance projects and income targets are sustainable.</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 | Neutral | .Neutral | |
| Corporate Parenting | Neutral | Neutral | |

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

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|---|
| <p>Financial data MCC Project pipeline Gwent Police project pipeline Service operating costs</p> |
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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?

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|---|
| <p>.The proposal is a pressure mandate seeking additional funding in order to offset historic income targets which are not achievable based on projected project pipelines.</p> |
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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 |
|--------------------------|------------------------------|--------------------|
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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, Cabinetetc</i> | | |
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