

Reference	
<u>ENT3</u>	Fleet maintenance
<u>ENT4</u>	Grounds Maintenance - Increases in service demand
<u>ENT5</u>	Placemaking, Regeneration, Highways & Flooding pressures
<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



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

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 Carl Touhig</p> <p>Phone no: 07580362121</p> <p>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="136 480 297 504">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 320">All residents, visitors and businesses in Monmouthshire are stakeholders</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 592">Seeking additional funding as budget pressure to prevent problems occurring</p>	
 <p data-bbox="136 1098 297 1121">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 1328 922">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>		



<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="152 528 293 560">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="152 959 293 991">Integration</p> <p data-bbox="344 715 517 975">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 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	<i>.Not applicable</i>	Not applicable	
Sex	Not applicable	Not applicable	
Sexual Orientation	<i>.Not applicable</i>	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="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 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="136 759 297 786">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 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="136 1098 297 1125">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 1328 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.
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	Uplift in fees and charges allows resources to be allocated to priority areas across the authority such as social care and education. 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.	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.
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.	As above
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		

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	Community Hubs can act as a safety net for ma 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.		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.
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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 data-bbox="129 467 300 496">Collaboration</p> <p data-bbox="331 253 510 483">Working together with other partners to deliver objectives</p>	<p data-bbox="546 256 1308 327">The Services also work closely with a wide-range of internal and external stakeholders.</p>	
 <p data-bbox="143 740 300 769">Involvement</p> <p data-bbox="344 518 515 703">Involving those with an interest and seeking their views</p>	<p data-bbox="546 518 1240 588">Community Hubs provide a wide range of opportunities to involve people in their local communities</p>	
 <p data-bbox="152 1091 300 1120">Prevention</p> <p data-bbox="344 847 506 1150">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="546 782 1321 1220">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

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		



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?

<p>Socio-economic Duty and Social Justice</p>	<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>
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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 proposal is for revenue support for the investment portfolio, service operation will continue to adhere to legislative requirements</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>			<p>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.</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>			<p>When advertising our services we promote the ability to communicate with the Council 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 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

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 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?

<p>Sustainable Development Principle</p>	<p>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</p>	<p>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
 <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?

<p>Financial data MCC Project pipeline Gwent Police project pipeline Service operating 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 historic income targets which are not achievable based on projected project pipelines.</p>

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>		