

Evaluating the Potential Impact of the 2022/23 Budget Proposals

Introduction

The provisional budget settlement from Welsh Government for 2022/23 shows Monmouthshire Council is due to receive an increase in core funding of 11.2%, well-above inflation. The final settlement is due in March 2022. This goes some way to giving some additional flexibility to respond to the pressure on Council finances and the choices it makes when setting the budget for next year.

However, the authority continues to receive the lowest funding per head of population of any local authority in Wales. In 2022/23 our draft funding settlement is £1180 per head of population. This means that a higher proportion of the income we need to generate to provide services needs to come from council tax and charges for services. The Council has worked hard to make sure this money goes where it matters.

The Council continues to need to make savings and find additional money to meet demands and pressures on services, for example meeting the needs of children who are looked after. In the current financial year, 2021/22, the Council incorporated service pressures of some £10.3m alongside savings proposals of £4.73m in its budget. After several years of delivering significant savings from the budget, the means of achieving further reductions becomes increasingly more challenging.

Medium-term financial planning has been severely disrupted in the last couple of years by the impact of the Coronavirus pandemic on council finances, with uncertainty continuing. Welsh Government had provided a significant level of funding through its COVID-19 hardship fund to meet additional costs and income losses because of the pandemic. We are continually working to understand the financial circumstances and challenges resulting from the pandemic including, the lasting impact of the pandemic and the increased demands on services, as well as the cessation of the hardship fund at the end of 2021/22.

The authority has always sought to preserve local service delivery in the face of budget pressures. We know how important many of the things we do are to the people who live in our communities and have worked hard to maintain the things that matter by reducing the amount we spend on things like buildings and energy costs.

We recognise that when we do have to increase charges and put up Council Tax it can have a detrimental impact on those who can least afford it. This does not just mean those who are unemployed; many people experience in-work poverty while others are impacted by disability or other protected characteristics that affect their opportunities. Also, through the pandemic there is evidence the coronavirus and lockdown measures could have a disproportionately negative impact on the well-being of some sections of our communities.

Whenever we introduce changes to policy or increase charges, we evaluate the impact of these upon different groups. Where a budget proposal could alter a service, or the way it is delivered in 2022/23 an Integrated Impact Assessment has been completed. This assesses its potential impact on the national well-being goals and the ways of working enshrined in the Well-being of Future Generations Act and also the people and groups who possess the protected characteristics specified as part of our duty under the Equality Act 2010. Our commitment to social justice means that we also look at the potential impact on those in poverty and assess the impact on those experiencing socio-economic disadvantage, in line with new socio-economic duty in Wales.

This document summarises the headline message from these assessments. The table below shows a summary of some of these main impacts while an overview of the messages from these is included as appendix 1. The summary does not highlight every single issue but reveals some of the key impacts of budget proposals and provide scope for continual learning and improvement as proposals are developed.

The document has also drawn on an analysis of the cumulative financial impact of the budget proposals on households with different income levels and groups with protected characteristics as defined by the Equality Act 2010.

Open and robust scrutiny and challenge is essential as the proposals are shaped in line with the priorities in our corporate plan and the issues that matter most to our communities. This analysis has been updated following the public engagement exercise and scrutiny undertaken in January and February 2022. The engagement has brought challenges due to the pandemic, so every effort was made to reach as many people as possible via online sessions and social media. The engagement activities were supported by a pro-active communications plan. Full details of the engagement activities and responses are in the appended reports.

Overview of Budget Proposals and Impacts

	Age	Disability	Gender Re-assignment	Marriage or civil partnership	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Welsh Language	Socio-Economic	Safeguarding	Sustainable Development	National Well-being goals
Social Care and Health fees and charges increases (SCH6)	Amber	Amber									Green			Amber
Enterprise fees and charges increases (ENT10)	Amber	Green									Amber			Amber
Further funding for Additional Learning needs (CYP2, pressure)	Green	Green												Green
Further funding for Children’s social care (SCH1, pressure)	Green	Green										Green		Green
Further funding for Adult social care (SCH2, pressure)	Green	Green									Green	Green		Green
Further funding for Public protection (SCH5, pressure)											Green	Green	Green	Green
Council Tax Increase											Amber			

Key

- Red – negative impact on this category that is difficult to overcome with mitigating actions
- Amber – some potential negative impact which is lower risk or can be managed with mitigation
- Green – impact is largely positive
- White – no significant impact has been identified at this stage

Our Corporate Plan objectives and strategic aims

Our purpose is set in our Corporate Plan along with our five organisational goals, which incorporate the council's well-being objectives. Setting our goals and the actions necessary to deliver on them enables us to identify the future we want.

The goals in the Corporate Plan are:

- Giving people the best possible start in life
- Enable thriving and well-connected county
- Maximising the potential of the natural and built environment
- Lifelong well-being
- A future focused council

The council's strong record of delivery within a balanced budget has enabled us keep frontline services operating. We are clear that money should follow our core purpose and delivering the well-being objectives.

Through the Coronavirus pandemic Cabinet have established a series of interim strategies to provide clarity and ensure accountability through the changing and challenging circumstances of the pandemic. The latest iteration was agreed in December 2021 in *Looking Ahead, Delivering Now – Our Strategy to Summer 2022*¹. This sets a series of actions the council is focussed on delivering. Alongside these the council will develop its thinking and ideas to address complex and longer-term challenges. In delivering the current actions the Council will ensure that it does not do anything that will conflict with our emerging thinking on the long-term challenges.

We continue to develop our Medium-Term Financial Plan to support us as far as possible to continue to deliver the aims and support our longer-term planning. While the medium-term financial planning has been severely disrupted by the pandemic, we continue to aim to ensure our focus is not only on short-term response, but medium-term recovery and long-term sustainability. We recognise this is not without challenges and uncertainty however it will enable us to focus our finite resources on the areas that matter most to people and enable us to build a sustainable service offer for current residents and businesses as well as future generations.

The budget proposals are a broad mix of small adjustments designed to optimise efficiency and larger longer-term proposals. The proposals contain a small number of savings and increases in fees and charges as well as pressures which services need to accommodate that so they can sustain themselves into the future. Our strategy gives us the framework to focus on the big challenges but we can never lose sight of the need to spend every pound wisely, nor the reality that the cumulative impact of many small changes can add up to a significant impact on some people within our communities and the need to ensure that there is some degree of mitigation against this for the most vulnerable.

The Legal Context

The Equality Act 2010 protects people from discrimination in the workplace and wider society. It provides a legal framework to protect the rights of individuals and advance equality of opportunity for all.

The Council, as a public body in Wales, has a requirement under the Act to meet both general and specific duties. The general duties are that in exercising its functions the Council must have due regard to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not;

The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The protected characteristics are: Age; Sex; Gender re-assignment; Pregnancy and maternity; Sexual orientation; Race; Religion or belief; Marriage and civil partnership.

The Well-being of Future Generations Act creates a legal framework for better decision-making by public bodies in Wales by ensuring that we take account of the long-term, help to prevent problems occurring or getting worse, take an integrated and collaborative approach, and considers and involves people of all ages. This supports existing commitments such as the Welsh language, equalities and the UN Convention on the Rights of the Child.

Together, the seven well-being goals and five ways of working provided by the Act are designed to support and deliver a public service that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Socio-economic impact of the budget

The new socio-economic duty came into effect in Wales on 31st March 2021 placing a duty on councils to consider the need to reduce the inequalities that result from socio-economic disadvantage. The approach taken in this assessment has been developed in line with the duty, to evaluate the potential impact of the 2022-23 budget proposals on those experiencing socio-economic disadvantage and consider how this might help reduce inequalities. We recognise this approach will need to continue to be developed as we further embed the duty in our processes and practice.

Almost any change to a council service has some socio-economic impact. This is because of the nature of our responsibilities and the extent to which some groups, communities

and vulnerable people rely on public services. Our aim is to properly understand this impact so that we can identify appropriate mitigations wherever possible and minimise the impact on people in greatest need.

We provide and help fund a wide range of services in communities to ensure support for communities. These include:

- Council Tax reduction scheme
- The single person Council Tax discount
- Thresholds and means testing for some statutory fees and charges, for example in social care.
- Financial support for Monmouthshire Citizen's Advice Bureau
- Community well-being networks to help people to maintain their independence and prevent people becoming dependent on statutory health and social care
- Support provided for volunteers such as the A County That Serves programme and the Be.Community programme.
- Community Hubs that provide advice and host community learning opportunities including the skills at work programme which aims to upskill those in lower paid jobs to increase their career prospects.

Approach / Methodology

This paper has been prepared alongside the individual budget proposals for 2022-23, which have individual impact assessments, to help assess the overall potential impact of the budget on different people within our communities.

As part of the impact assessment, we have looked to establish the cumulative financial impact of the budget. It also brings together the most significant issues identified by the Integrated Impact Assessments completed for each of the proposals to understand whether any groups will experience a detrimental position as a result of the cumulative impact of separate proposals.

When any change is looked at in isolation it may not seem significant but the cumulative impact of multiple changes can sometimes mount up placing pressures on some groups in society.

Monmouthshire has adopted the Joseph Rowntree Foundation definition to define poverty 'When a person's resources (mainly their material resources) are not sufficient to meet their minimum needs (including social participation).' This is supplemented by one of the statistical ways of assessing poverty in the UK; the proportion of households where the income is below 60% of the median income.

This assessment identifies areas where there is a risk that changes resulting from individual budget proposals may have a significantly greater impact on particular groups when looked at together with other proposals.

This enables the authority to identify where we may need to mitigate against negative impacts on certain groups of people. Mitigating actions could include re-shaping services to target them more efficiently and to reduce the potential of disproportionate impacts on groups with protected characteristics as defined by the Equality Act 2010.

As individual budget proposals are developed any further mitigating actions will need to be considered. The assessment in appendix one provides a simple overview where

proposals have been identified as having a positive or negative impact on those with protected characteristics, the socio-economic duty, safeguarding and the ways of working and national well-being goals.

The Impact and Mitigation

Disability

The definition of disability is when a person has a physical or mental impairment which has a long-term adverse effect on that person's ability to carry out day to day activities.

There are planned increases in fees for social care services, both residential and non-residential. There is currently a cap on the weekly fees that can be charged for non-residential i.e. domiciliary care. The fees are means tested and there are caps on charges that limit the impact on those on the lowest incomes.

There are also increases in charges for community meals which will impact on people with disabilities receiving them.

Age

Older people – People in later life may be more likely to use some council services as they are more likely to acquire a disability and so may be more vulnerable than the general population to changes in those services. This impact will be worsened for those on low incomes. Below is a summary of the main proposals that may impact on some older people.

Charges for domiciliary are proposed to increase from £14.64 to £15.10 per hour. These are capped at £100 per week in Wales. However, as these services are means tested only those who are assessed as being able to afford this will pay.

There will also be increases in fees for residential care. For residents in our own care settings, that can pay the full charge, fees will increase in line with the fair fee levels. This will impact on proportionately more older people but these are means tested and so the impact on those on the lowest incomes will be mitigated.

There is an increase in charges for community meals from £4.50 to £4.64 per meal which will impact on older people who receive these meals.

Children and Young People – Around 14% of children in Monmouthshire live in poverty and this figure rises to 29% in the least well-off wards². Continued economic and social pressures on families are likely to put increased pressure on some families.

Proposals to manage budget pressure within Children's Services will help ensure the service is adequately funded to support the needs of its looked after Children.

Increased funding for pupils with additional needs will help meet pressures in demand for support for pupils. The proposal, due to go out for consultation, to delegate the school action plus funding to schools has the aim to allow schools more flexibility around the support and funding for pupils with additional learning needs.

Other protected characteristics

There is very limited reference to some of the protected characteristics within the individual assessments that have been developed alongside the budget proposals, in particular:

Marriage and civil partnership and pregnancy and maternity are essentially workplace regulations. Sex (gender), race, gender reassignment, sexual orientation, religion and belief also have limited references attributed to them and this may be for two reasons:

- because these groups are not affected by the proposals or
- because we have gaps in our information due to people perceiving that the characteristic is of a personal and sensitive nature and are therefore unwilling to respond.

We welcome any views on the impacts of our proposals on these protected groups as part of our consultation on the budget and will continue to look at national information and relevant studies to improve our knowledge and understanding of how changes can adversely impact on these groups.

Socio-economic Impact

Any increase in fees and charges for services will have a higher impact on households on the lowest incomes. 9,533 households in Monmouthshire live on below 60% of the GB median income³ and 10% of people live in households in material deprivation⁴.

The proposed council tax increase of 2.95% will result in an additional monthly cost of £3.53 on a Band D property.⁵ This will impact on all groups, while this modelling has been based on a Band D property those with higher incomes typically live in larger properties and therefore will pay higher council tax. However, it is acknowledged that some people may have a large house and low income. This can often be true of older people. Mitigations such as the Council Tax reduction scheme are in place.

All residents will also be impacted upon by inflation which will result in higher prices, the rate of inflation is presently 5.5% which is the highest it has been since 1992.⁶ For families on lower incomes inflation could cause significant financial pressures and increase the need for additional support. There have also been significant rises in costs such as energy bills. The extent to which higher prices are offset by wage rises will vary by household and is not included within this assessment. Annual inflation rates at this time are influenced by a range of factors, including the effects of the coronavirus pandemic and global supply chains.

Alongside rising prices, many households on low incomes will have benefitted from the temporary £20 increase in Universal Credit. This came to an end on 6th October 2021 and combined with increased household bills will have a significant effect on claimants. Households on variable rate mortgages will have been impacted by the increases in the Bank of England base rate which will have pushed up borrowing costs. Household with unsecured loans and credit card debt will also be adversely affected by this change. There will be benefits to savers which will include those of pensionable age who tend to make up a higher proportion of savers.

As part of the Council's continued planning, consideration will need to be given to the economic impact of the pandemic in Monmouthshire on businesses, jobs and wage levels.

We are undertaking analysis to improve our understanding of relative income differentials in the county and will be developing policy responses to understand how we can mitigate the impacts of poverty and inequality as part of the Council's Social Justice Plan.

Mitigation

Charges for social services are linked to peoples' ability to pay and service users will be required to undergo a means tested assessment of their financial ability to meet a reasonable charge calculated for these services.

The Council Tax reduction scheme offers some mitigation, council tax is means tested and those in receipt of universal credit, pension credits, job-seekers allowance and other benefits are able to apply for a reduction. Single person households are eligible for a 25% reduction on council tax.

There will be a range of additional mitigations that are not fully modelled here, further detail will be contained in individual Integrated Impact Assessments completed on proposals.

The Cumulative Financial Impact

The impact below has been modelled on some of the planned increases in fees and charges.

A household with an income of £16,000 per year, would see their costs rise by £42.32 per year or £0.81 per week, if they paid Band D council tax (Council element only) with no discounts. This would equate to 0.26% of their income. If a household is on a low income, they may be eligible for the Council Tax Reduction Scheme which would reduce their Council Tax bill⁷. It is unlikely that someone in this financial position would be paying for social care.

A household with an income of £29,000 per year paying the increase in Band D Council Tax and, if they were paying the increased domiciliary care charge and for daily community meals, would be paying an additional £212.88 per year, or £4.09 per week. This would equate to 0.73% of their income.

A household with an income of £40,000 per year would pay the same increases, assuming they lived in a Band D property. This would equate to 0.53% of their income. A household with an income of £56,000 would experience increased charges equating to 0.38% of their income on the same assumptions. However, as incomes rise it would be expected that many households will be living in more expensive properties and would be paying higher rates of council tax.

Appendix 1



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Integrated Impact Assessment document
(Incorporating Equalities, Future Generations, Welsh Language and
Socio-Economic Duty)

<p>Name of the Officer: Richard Jones</p> <p>Phone no: 01633 740733 E-mail: richardjones@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal: To deliver a balanced budget while continuing to make progress against the council's longer term aims.</p>
<p>Name of Service area: Chief Executive's</p>	<p>Date: 17 February 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	Local Authorities provide many universal services such as highways and waste collections which bring multiple benefits to all age groups. However many of our services are delivered to proportionately higher numbers of younger and older people.	There will be an increase in charges of 3.1% for both residential and non-residential social care. There is also a 3.1% increase in charges for community meals. This will have a disproportionate impact on older people.	Ensure the Social Services and Well-being Act charging legislation is adhered too, so service users are means tested to determine their ability to pay. Increased demand, the fragility of the social care sector and the availability of care staff remains a key risk for adults

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?
	<p>Practice change in adult social services which are person-centred with a focus on well-being reducing dependency and empowering individuals and families to achieve their own outcomes which is a positive outcome.</p> <p>Deployment of early intervention and preventative services for children who are looked after can reduce the likelihood of placements breaking down and lead to better and more stable long-term outcomes.</p> <p>Early intervention and support for pupils with Additional Learning Needs will allow pupils to meet their full potential.</p>		<p>social care which the budget aims to support, although some of these issues are outside the Council's direct control to address.</p> <p>Provide earlier help and prevention (e.g. family support); provide services that seek to prevent children coming into care (e.g. Achieving Change Together) and provide services that seek to repatriate children into community or family placements (e.g. MyST, Monmouthshire Families Together).</p>
Disability	<p>Continuation of practice change in social care are likely to have a particular impact on people who have disabilities.</p> <p>Schools will offer advice and training to allow them to support a range of disabilities.</p>	<p>Any changes to social care arrangements are likely to have a particular impact on people who have disabilities; this includes increased charges as described above.</p> <p>There will be an increase in fees and charges for both residential and non-residential social care, and community meals.</p>	<p>For social care charging increases, we will ensure that service users are means tested to determine their ability to pay.</p>

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	At this stage none of the proposals have identified a particular impact, either positive or negative, on people who have undergone or are considering gender reassignment.	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	No mitigating actions are necessary
Marriage or civil partnership	Same-sex couples who register as civil partners have the same rights as married couples in employment and must be provided with the same benefits available to married couples, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance.	Some registrar fees for marriage and civil partnerships will increase.	
Pregnancy or maternity	In the provision of services, goods and facilities, recreational or training facilities, a woman is protected from discrimination during the period of her pregnancy and the period of 26 weeks beginning with the day on which she gives birth. None of the budget proposals have been identified as having either a positive or negative impact at this stage.	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	No mitigating actions necessary
Race	There are no proposals identified that will have a specific positive outcome that will differ by race.	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	No mitigating actions necessary
Religion or Belief	There are no impacts, either positive or negative that have been identified.	There are no impacts, either positive or negative that have been identified.	No mitigating actions necessary

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	The council has already carried out a full pay evaluation exercise.	None identified	No mitigating actions necessary
Sexual Orientation	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	None of the budget proposals have been identified as having either a positive or negative impact at this stage.	No mitigating actions necessary

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	<p>The new socio-economic duty requires councils to consider the need to reduce the inequalities that result from socio-economic disadvantage.</p> <p>Social justice is about reducing inequalities in society by working towards more equal distribution of</p>	<p>An increase in council tax will have a financial impact on all households. Those on lower incomes as any bills will form a higher proportion of their household expenditure will feel the impact more acutely.</p> <p>There is a risk that any budget proposals that increase</p>	<p>There are a range of mitigations in place. These include a council tax reduction scheme.</p> <p>Free school meals are available for those on incomes below a certain level.</p>

	<p>wealth and opportunities so everyone can achieve their full potential.</p> <p>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>The evidence in this paper helps assess the overall potential impact of the budget on different people within our communities and looks to establish the cumulative financial impact of the budget.</p>	<p>discretionary charges 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.</p> <p>In the last year the Council has developed its third iteration of the Social Justice Strategy. This provides policy coherence for several targeted individual action plans on Tackling Poverty and Inequality, Food Development and Homeless Transition.</p> <p>When introducing or increasing service charges mitigation will be introduced to reduce the financial burden on people who can least afford it.</p> <p>The council has agreed to align the pay of its apprentices with the rates set by the National Living Wage Foundation.</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 Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably</p>	<p>A continued focus on Welsh translation will ensure we can continue to comply with the Welsh Language Standards.</p> <p>An increase in capacity and expertise in the council's Welsh language function will help ensure that all areas of work are carried out in accordance with Welsh language requirements.</p>	<p>None identified</p>	<p>All signage and material arising from budget proposals will be compliant with the Welsh Language Measure 2011.</p>
<p>Operational Recruitment & Training of workforce</p>	<p>We will ensure that new vacancies are assessed and where possible advertised as 'Welsh essential' to increase opportunities for people to engage with the council through the medium of Welsh.</p> <p>An increase in capacity and expertise in the council's Welsh language function will help ensure that all areas of work are carried out in accordance with Welsh language requirements.</p>	<p>None identified</p>	<p>Active promotion of vacancies in Welsh language publications and websites as well as targeted promotion via LinkedIn</p>

<p>Service delivery Use of Welsh language in service delivery Promoting use of the language</p>	<p>Increases in our ability to recruit Welsh speakers will ensure increased ability for service users to use the language in their dealings with the council.</p> <p>An increase in capacity and expertise in the council's Welsh language function will help ensure that all areas of work are carried out in accordance with Welsh language requirements.</p>	<p>None identified</p>	
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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.




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>Increases of 3.1% in planning fees and trade waste, will result in higher costs for some businesses.</p> <p>Additional funding will ensure that all pupils with additional learning needs are identified as early as possible and additional support is provided to ensure they can meet their full potential.</p>	<p>The council has agreed to align the pay of its apprentices with the rates set by the National Living Wage Foundation.</p> <p>The council has acquired two commercial investments to generate income to support Council services. These have been impacted by the covid-19 pandemic. This impact is being actively monitored with discussions ongoing with tenants.</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support</p>	<p>The council has declared a climate emergency. The authority has not yet fully modelled the financial consequences of its commitment to reduce its carbon emissions.</p>	<p>Proposals to reduce staff mileage and increase the use of electric and hybrid vehicles will reduce carbon emissions.</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?
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	Place-based working is expected to have a positive impact on physical and mental well-being.	Examples of proposals within the budget include increased funding for Adults social care. Increased demand, the fragility of the social care sector and the availability of care staff remains a key risk for adults social care which the budget aims to support. Although some of these issues are outside the Council's direct control to address.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Place-based approaches proposed as part of practice change proposals in adult social care will contribute to healthy inclusive communities.	Some communities may be opposed to commercial development or regeneration schemes. In such cases we will involve people with proposals subject to planning and local consultation.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	We continue our efforts to reduce pollution and greenhouse gases while increasing recycling. These will have a small but important positive impact on CO2 emissions and waste which will contribute to global environmental efforts.	Wales has an enviable record in sustainable waste management and we will continue to progress this in our approaches to waste management and carbon reduction.
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	There are no proposed fee increases for leisure and cultural facilities the Council provides through MonLife.	We will ensure that new vacancies are assessed and where possible advertised as 'Welsh essential' to increase people opportunities to engage with the council through the medium of Welsh.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The council has already carried out a full pay evaluation exercise. Increased charges for some services enable the council to provide other services such as	The council will uplift salaries for apprentices and those employed through the Kickstarter scheme to meet the national living wage.

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>transport which benefit people on low incomes and which has positive environmental impacts.</p> <p>Further funding for Additional Learning Needs will help support children and young people to achieve their full potential.</p>	<p>Many of the council services that are sustained through charging provide a valuable safety net and contribute to more equal outcomes.</p>

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>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.</p> <p>Additional funding for pupils with additional learning needs includes early intervention to support that child through the whole of their education</p>	<p>Mitigating arrangements are in place to minimise the impact of increased fees or charges on people on low incomes</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The budget includes a range of collaborative proposals. This includes working with health, the voluntary sector and private companies.</p>	<p>No specific further actions are proposed at this stage</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>These proposals will form part of the budget exercise and will be subject to a public consultation exercise.</p>	<p>Ensure that proposals and the accompanying Integrated Impact Assessments are updated as a result of consultation and engagement.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Examples of proposals within the budget include increased funding for adults social care which will help maintain independence and prevent people needing hospital admission or becoming dependent on others. Additional investment in children's social care should increase placement stability preventing the breakdown of placements.</p>	<p>Examples of proposals within the budget include increased funding for adults social care. Increased demand, the fragility of the social care sector and the availability of care staff remains a key risk for adults social care which the budget aims to support. Although some of these issues are outside the Council's direct control to address.</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="237 600 376 632">Integration</p> <p data-bbox="203 655 566 762">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="589 355 1312 539">The council works across many areas and many of these proposals can have positive and potentially negative impacts on another. It is important that as individual proposals are developed we seek to balance competing impacts.</p>	<p data-bbox="1335 355 2022 555">The council's Corporate Plan contains a table which highlights the objectives impacts on each of the seven national well-being goals. Any detailed proposals brought forward following the consultation will need to assess the impact of that proposal on the well-being goals.</p>

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	Safeguarding is 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. Specific Proposals include supporting adults and children social care services.	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	Further investment is being made into children's social services including those working with looked-after children and young people whose needs are such that they require significant support to keep them safe, maintain secure relationships and stable placements and improve their life chances.	There are no specific negative impacts identified at this stage	

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

The proposals are based upon a wide range of data and evidence and this will be contained within the evaluations of each of the individual proposals.

Data sources include for example:

- Quantitative data such as user numbers, measuring whether changes have had a positive or negative impact on the number of people using the service, in some cases, such as preventative services less users will be a positive
- Qualitative data that gives people views of the service which includes analysis of complaints
- Data derived from national sources such as stats Wales and the National Survey for Wales which allow us to measure whole population

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 assessment has been updated following the budget consultation.

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
Existing actions have been highlighted within the individual assessments.		

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	Cabinet	19/1/22	
2.0	Cabinet	2/3/22	Post Budget consultation update

References

¹ Monmouthshire County Council, strategic aims <https://www.monmouthshire.gov.uk/our-coronavirus-strategy/>

² Figures quoted are before housing costs. Equivalent rounded after housing cost figures are 22% and 43% http://www.endchildpoverty.org.uk/wp-content/uploads/2018/01/Wales_LA-and-ward-data.xlsx

³ CACI Paycheck Dataset 2021

⁴ National Survey for Wales, 2019-20 <https://statswales.gov.wales/Catalogue/National-Survey-for-Wales/Well-being-and-Finances/percentageofpeoplelivinginhouseholdsinmaterialdeprivation-by-localauthority-year>

⁵ Average Band D in 2021-22 = £1434.47 increasing to £1,476.79 in 2022-23. This figure does not include the change for the Police and Crime Commissioner and Community and Town Council precepts. <https://www.monmouthshire.gov.uk/app/uploads/2021/08/Bandings-Template-2021-22.pdf>

⁶ CPI, Release date 16 February 2022, available at <https://www.ons.gov.uk/economy/inflationandpriceindices>

⁷ <https://www.monmouthshire.gov.uk/home/counciltaxandbenefits/>