



# Integrated Impact Assessment document

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

<p><b>Name of the Officer completing the evaluation</b></p> <p>Hazel Ilett  <b>E-mail:</b> <a href="mailto:Hazelilett@monmouthshire.gov.uk">Hazelilett@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To review the Council's Scrutiny Arrangements and to propose alternative arrangements to meet new responsibilities around public participation in decision-making.</p>
<p><b>Name of Service area</b></p> <p>Scrutiny</p>	<p><b>Date</b></p> <p>3<sup>rd</sup> March 2022</p>

1. Are your proposals going to affect any people or groups of people with protected characteristics?			
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	<p>There is currently relatively little public participation in the council's decision-making processes from people of any age. This may be due to a lack of awareness of how to become involved or due to the subjects under discussion not being regarded to be interesting or relevant to the public.</p> <p>New duties have been placed on the scrutiny function to engage with the public ahead of decisions being made and to engage service users in the design of new policies. Engaging the public in this way is vital to ensure that the council provides the right services in the right way. Input from a range of stakeholders can assist members in understanding the complexities and can help the Council to make more informed and evidenced-based decisions.</p>	None envisaged.	<p>The current approach to public engagement is to provide mechanisms for public involvement, such as the Public Open Forum and the ability to suggest topics for future scrutiny. We have had public engagement on several topics, particularly where there have been major effects on residents, however, our approach has been reactive. The new duty requires us to be far more proactive in engaging people of all ages.</p> <p>We have recently implemented a new Public Open Forum process, whereby the public can submit their views in writing, or via an audio file or via a video, as well as through attending a scrutiny meeting. Whilst there aren't any negative impacts identified by the proposals being put</p>

	A repurposing of the scrutiny arrangements to dedicate 2 committees to debating policy and decisions where there are significant implications for the public is favoured. The proposal would enable the views of the public to be proactively sought, as opposed to relying on the public to engage with the scrutiny process. This would have a positive impact on the age characteristic, in that stakeholders could be targeted to ensure they have a voice.		forward, the ability to contribute via a range of different ways should mitigate public hesitancy to engage and should positively encourage both younger people and older people to contribute their views on subjects affecting them.
Disability	The proposal should positively impact on this characteristic, because people who receive services from the council could offer their views on how to improve services. Experts and stakeholders could be invited to give evidence to the scrutiny committees. If the council can better understand how decisions will affect people, then better decisions should be made.	In the past, events may have been held at unsuitable venues, so consideration will need to be given to the individual circumstances of people.	The various methods of contributing to the scrutiny process explained above will help people who may not be able to attend a meeting in person. If a meeting is to be held in-person, consideration needs to be given to the suitability of the venue and if it is known that there are accessibility issues and participants find it easier to engage virtually, then to accommodate this in the primary instance.
Gender reassignment	The proposal should positively impact through enabling people to offer their views on policies and decisions that may affect them.	None envisaged.	The various methods of contributing to the scrutiny process may encourage people who may not want to attend a meeting in person.
Marriage or civil partnership	The proposal should positively impact through enabling people to offer their views on policies and decisions that may affect them.	None envisaged.	The various methods of contributing to the scrutiny process may encourage people who may not want to attend a meeting in person.
Pregnancy or maternity	The proposal should positively impact through enabling people to offer their views on policies and decisions that may affect them.	None envisaged.	The various methods of contributing to the scrutiny process will help people who may not be able to attend a meeting in person.

Race	The proposal will positively impact this characteristic, because the scrutiny committee could target underrepresented groups to hear their views when debating policy and decisions where there are likely to be implications for different ethnicity groups.	None identified.	The various methods of contributing to the scrutiny process may encourage people who may not want to attend a meeting in person.
Religion or Belief	The proposal should positively impact through enabling people to offer their views on policies and decisions that may affect them.	None envisaged.	The various methods of contributing to the scrutiny process may encourage people who may not want to attend a meeting in person.
Sex	The proposal should positively impact through enabling people to offer their views on policies and decisions that may affect them.	None envisaged.	The various methods of contributing to the scrutiny process may encourage people who may not want to attend a meeting in person.
Sexual Orientation	The proposal should positively impact through enabling people to offer their views on policies and decisions that may affect them.	None envisaged.	The various methods of contributing to the scrutiny process may encourage people who may not want to attend a meeting in person.

## 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.

<b>Socio-economic Duty and Social Justice</b>	<b>Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage</b>	<b>Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
---	---	--	--

	<p>There are positive impacts on the socio-economic duty and social justice considerations of implementing a new scrutiny structure. By dedicating 2 policy committees to considering the effects of decisions on people, it is hoped that the council would make more informed, sounder decisions. This has particular relevance whereby a single council policy may have a limited impact on a person, but together with other council policies, there could be a negative cumulative effect. The restructure would enable more robust consideration of the impacts of policies and decisions on people who may be suffering poverty and hardship, which may be exacerbated by other factors.</p>	<p>None identified.</p>	<p>The various methods of contributing to the scrutiny process may encourage people who may not want to attend a meeting in person.</p>
--	---	-------------------------	---

<b>3. Policy making and the Welsh language</b>			
<b>How does your proposal impact on the following aspects of the Council's Welsh Language Standards?</b>	<b>Describe the positive impacts of this proposal</b>	<b>Describe the negative impacts of this proposal</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts.</b>
<b>Policy Making</b> Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language, no less favourably	There would be a positive impact for the Welsh language because people would be able to provide their views on any topic in Welsh or English. Also, in considering policy and decisions, the committees could identify any specific considerations relating to Welsh language, such as ensuring information and advice is provided bilingually.	None identified.	We would need to use a translator, but there is the opportunity for people to offer their views to the scrutiny process via any of the formats in either Welsh or English.
<b>Operational</b> Recruitment & Training of workforce	Not directly applicable.	None identified, except that translation services would be required.	We would need to use a translator, but there is the opportunity for people to offer their views to the scrutiny process via any of the formats in either Welsh or English.
<b>Service delivery</b> Use of Welsh language in service delivery.  Promoting the use of the language.	There are positive impacts for Welsh language, in that people could be signposted via the Welsh version of the Scrutiny Website to the Public Open Forum where they would be invited to submit their views in Welsh if they wish.	None identified.	We would need to use a translator, but there is the opportunity for people to offer their views to the scrutiny process via any of the formats in either Welsh or English.
<b>4. Does your proposal deliver any of the well-being goals below?</b>			
<b>Well-Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>	
<b>A prosperous Wales</b>	The proposal positively supports this goal, through the committees being able to review policies holistically and make informed	There are various opportunities to contribute to the scrutiny process via the public open forum which is inclusive and accessible to all.	

Efficient use of resources, skilled, educated people, generates wealth, provides jobs	recommendations based on evidence received from the public.	
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	As above.	As above.
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	As above.	As above.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	As above.	As above.
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	As above.	As above.
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	As above.	As above.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The new scrutiny structure would redress some of the imbalances in public engagement in decision-making, whereby some people feel reluctant or are unable to share their views.	The various means of contributing are accessible to all and do not require people to attend formal meetings which some people may find daunting.

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 proposal is a long-term proposal which will enable more considered decision-making, through taking into account the effects of policies and decisions on people, applying the Future Generations Scrutiny Evaluation to test decisions and policies in advance of decision-making.</p>	<p>This will require the Council to adopt a longer-term planning approach for its decision-making, to allow time for the necessary consultation on major decisions and to enable public engagement before decisions are made. This will be a positive impact in that decisions should be more informed and better underpinned by evidence.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The proposal provides for a Public Services Scrutiny Committee which will hold partners to account for services delivered to Monmouthshire residents. This will ensure that objectives are met by partners and that high quality services are provided to the public.</p>	<p>To develop a forward work programme based on major services delivered in collaboration and to hold partners to account for the quality of service delivery.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>This proposal will positively impact on involvement in decision-making by hearing the public voice and reflecting their views to the Executive when taking decisions that will affect the public. The scrutiny process can be a vehicle for public involvement in policy design and decision-making.</p>	<p>No additional actions.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal has a positive impact, in that the scrutiny committee could highlight instances whereby policy or decisions are negatively impacting upon people and can provide opportunities to consider how improvements could be made.</p>	<p>No additional actions.</p>



**Integration**

Considering impact on all wellbeing goals together and on other bodies

The proposal will support an integrated approach. By enabling scrutiny committees to consider topics holistically, rather than through the silo lens of the existing committee remits. By taking a topic and considering the effects on the public at large, this can avoid decision-making being siloed. It will enable cumulative impacts to be more easily identified, particularly relating to fulfilling the Council's socio-economic duty and considering social justice for all people.

No additional actions.

**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?
<b>Safeguarding</b>	This proposal positively impacts on safeguarding, in that the new Performance and Overview Scrutiny Committee would have a primary role to hold the Executive to account for safeguarding procedures and practice.	None identified.	Regular reporting would be scheduled to this committee, which would be comprised of elected members with skills in interrogating data performance.
<b>Corporate Parenting</b>	As above ~ it is proposed that this committee would undertake this role.	None identified.	As above.

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

The Scrutiny Self-Evaluation completed in December 2018 made clear recommendations to improve scrutiny practice and one of those was to consider whether the existing scrutiny arrangements would be fit for purpose in the future. The recent legislative changes (The Local Government and Elections (Wales) Act 2021, sections 39-41) have placed specific responsibilities on scrutiny functions not only to advise the public of their activities, but to engage the public in decision-making to a far greater extent than previously. The new duty needs to be taken seriously and is what has led to the conclusion that an alternative scrutiny model would be more fit for purpose in undertaking new responsibilities.

**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 to restructure the current scrutiny arrangements is underpinned by new duties placed on the scrutiny function, particularly relating to engaging the public in the design of policies and decision-making. There are no identified negative impacts, only positive impacts, in terms of better reflecting the public voice, ensuring decisions are more considered and identifying the implications on the public in advance of decisions being made. The ability to contribute via the Welsh Language is a key consideration to take forward and the need to target those who may be less confident in expressing their views.

**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
Discuss Welsh Language Resources with colleagues and ensure the appropriate bi-lingual documentation promotes the ability to contribute in the Welsh Language.	If the proposals are taken forward.	The Scrutiny Manager.

**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	Council	3 <sup>rd</sup> March 2022	