



monmouthshire  
sir fynwy

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

<p><b>Name of the Officer:</b> Alan Burkitt</p> <p><b>Phone no:</b>01633 644010 <b>E-mail:</b>alanburkitt@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>This strategy sets out the council's vision for the Welsh Language in Monmouthshire over the next 5 years (2022 – 2027) The overall aim is to increase the number of children and adults that speak Welsh and to increase the opportunities for people to access council services and be able to learn and speak the language in the county.</p>
<p><b>Name of Service area</b></p> <p>Equality and Welsh Language</p>	<p><b>Date</b> 16<sup>th</sup> 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	<ul style="list-style-type: none"> <li>• This strategy in conjunction with the Welsh in Education Strategic Plan 2022 – 2032 will provide substantially enhanced opportunities for children to be educated through the medium of Welsh and will have a positive impact on the already vibrant Welsh for Adults provision.</li> <li>• Members of the public will have more opportunities to access services from the council through the medium of Welsh.</li> <li>• Finally, working in partnership we aim to provide more opportunities for people the both learn and use the language socially.</li> </ul>	N/A	N/A
Disability	The opportunities in the strategy are available to all across the protected characteristics.	N/A	N/A
Gender reassignment	The opportunities in the strategy are available to all across the protected characteristics	N/A	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?
Marriage or civil partnership	The opportunities in the strategy are available to all across the protected characteristics.	N/A	N/A
Pregnancy or maternity	The opportunities in the strategy are available to all across the protected characteristics.	N/A	N/A
Race	The opportunities in the strategy are available to all across the protected characteristics.	N/A	N/A
Religion or Belief	The opportunities in the strategy are available to all across the protected characteristics.	N/A	N/A
Sex	The opportunities in the strategy are available to all across the protected characteristics.	N/A	N/A
Sexual Orientation	The opportunities in the strategy are available to all across the protected characteristics.	N/A	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.

	<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>
<b>Socio-economic Duty and Social Justice</b>	N/A	N/A	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><b>Policy Making</b></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>This strategy will provide substantially enhanced opportunities for children to be educated through the medium of Welsh and will also have a positive impact on the already vibrant Welsh for Adults provision.</p> <p>If the council achieves the aims set out in this strategy then it will be contributing towards the aims of Welsh Government – 1 million Welsh speakers by 2050</p>	<p>N/A</p>	<p>N/A</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>As a result of this strategy and its ambitions, the council will need to ensure that it appoints fluent Welsh speakers in key public facing roles in order to provide a service of equal quality and standing as that already provided in English. This is a key driver in the Welsh Language (Wales) Measure 2011</p>	<p>N/A</p>	<p>Existing risks are as follows:</p> <ul style="list-style-type: none"> <li>• managers failing to identify roles as Welsh Essential</li> <li>• When vacancies are advertised as Welsh Desirable, managers not including Welsh Language skills in the person specification thereby those skills are not included as a part of the shortlist scoring criteria. Also if the skills are recognized, managers must consider them equally compared to</li> </ul>





			other skills required to fulfill the role.
<b>Service delivery</b> Use of Welsh language in service delivery Promoting use of the language	Increased numbers of Welsh speakers will allow the council to provide services through the medium of Welsh. Promotion of this will enable Welsh speakers to access services through the medium of Welsh as required by the Welsh Language (Wales) Measure 2011.	N/A	As above, we as a council have many Welsh speakers applying for vacancies and it is essential that managers are aware of applicants having these skills that would be a real asset to their service area.

**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!


<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> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Welsh speakers and learners from both inside and outside of Monmouthshire will be able to apply for posts that enable them to make the most of their language skills and provide a Welsh Language service to the Welsh speaking population of Monmouthshire.	N/A
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and	N/A	N/A

<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>
can adapt to change (e.g. climate change)		
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	N/A	N/A
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	N/A	N/A
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	N/A	N/A
<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	This strategy will give more people (both children and adults) the opportunity to learn Welsh and also enable Welsh speakers to have services delivered through the medium of Welsh including recreational opportunities.	N/A
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The opportunity to learn the language is available to all if they have the desire and commitment to do so.	N/A

**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><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>This is a 5 year strategy but has been developed taking into consideration the 1 million speakers by 2050 commitment of Welsh Govt and the Wellbeing of Future Generations Act</p>	<p>N/A</p>
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Other local authority colleagues, internal officers, elected members, the Menter Iaith and Urdd will be key partners in the delivery of this strategy.</p>	<p>N/A</p>
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>The strategy has been the subject of an extensive consultation with interested parties and a number of observations and questions have been raised and include in an appendix to this strategy.</p>	<p>N/A</p>
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This strategy has the aim of allowing us to comply with a number of the Welsh Language Standards which we have a statutory obligation to adhere to.</p>	<p>N/A</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="349 256 521 520">Considering impact on all wellbeing goals together and on other bodies</p>	N/A	N/A

**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?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	N/A	N/A	N/A
Corporate Parenting	N/A	N/A	N/A

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

Census 2011  
 Welsh Government Annual Population Surveys 2016 - 2021  
 Welsh Medium Education data  
 Welsh Language (Wales) Measure 2011.  
 MCC staff training data 2016-2017  
 MCC staff language skills database 2016-2017  
 Welsh Education Strategic Plan 2022- 2032

**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 Strategy will have a positive effect on the development of the Welsh Language over the next 5 years. This strategy and its accompanying action plan will be reviewed and reported upon to the Welsh Language Commissioner on an annual basis by the 30<sup>th</sup> June on a statutory basis.

**9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>
This strategy will be monitored on an annual basis to check whether the targets are being met or are at risk of failure	Every April from 2023 - 2027	Equality and Welsh Language Officer and colleagues

**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.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
1	This Strategy will be ratified by Council on the 3 <sup>rd</sup> March 2022	3 <sup>rd</sup> March 2022	