



Integrated Impact Assessment document

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

<p>Name of the Officer completing the evaluation Nicholas Keyse</p> <p>Phone no: 01633 644773 E-mail: nicholaskeyse@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To seek approval for the construction of a new community hub at the site known as 'Three Fields' in Magor and Undy. To enter a long lease agreement with the 'MUCH' Community Group, for occupation and management of the site.</p>
<p>Name of Service area</p> <p>Landlord Services</p>	<p>Date</p> <p>04/07/2022</p>

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	The development will promote healthier and local living, with the creation of multi-use space that's been designed around the supported principles of the local community. The development will create a positive environment for physical and mental health of all users. The facility will be accessible to local residents of all ages.	None identified. The promotion of the development, and intended use by the community group, align with the Future Generations Act 2015 and Wellbeing promotion. It is a needs-led community driven approach to asset development.	The MUCH group will continue to proactively engage with the local community regarding the proposed use.

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	The building will be fully DDA complaint. The development will improve accessibility to community facilities in the area.	No impact	The design of the building has been assessed in the context of the wider walkway railstation proposals.
Gender reassignment	No impact	No impact	No impact
Marriage or civil partnership	No impact	No impact	No impact
Pregnancy or maternity	No impact	No impact	No impact
Race	.No impact	No impact	No impact
Religion or Belief	.No impact	No impact	No impact
Sex	No impact	No impact	No impact

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Sexual Orientation	.No impact	No impact	No impact

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	Development of the facility will enhance local provision of community facilities. The scheme, and desire to lease to a community group for management of the property, align with the Well-Being of Future Generations Act 2015 based on principles of placing people at the centre of decision making and working in partnership to achieve desired outcomes.	<i>No impact.</i>	The sites location and design principles have been carefully considered to ensure it is enhanced to it's fullest capability, with due consideration for budget constraints.

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>Promotion of the community hub development is offered bilingually, to ensure promotion of the Welsh Language.</p>	<p>None identified at this stage.</p>	<p>As a condition of the lottery funding, advertising of the facilities development will continue to be offered bilingually.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>The operation and management of the site will be undertaken by the MUCH group, a local charity established to support the schemes delivery. Whilst the scheme will initially be supported by volunteers, the aspiration is to recruit a full-time member of staff. The recruitment of such a role will promote the benefit of Welsh language.</p>	<p>None identified at this stage.</p>	<p>MCC promote opportunities to communicate through Welsh Language and will continue to do so through communication on this scheme progress.</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Bilingual advertising will be promoted through communication or promotion of the development.</p>	<p>None identified at this stage.</p>	<p>MCC promote opportunities to communicate through Welsh Language and will continue to do so through communication on this scheme progress.</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 development will enhance the access to community facilities in the area. The development will create opportunities for employment.</p> <p>Local housing developments and a rapidly expanding population make the Hub critical for nurturing cohesive and inclusive communities, that are central to people's sense of wellbeing.</p>	<p>The proposals are to improve and enhance the existing facilities through continued engagement with the local community.</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>The Hub facility and multi-purpose hall will offer spaces for community use and commercial events, as well as potential for small business growth. The improvements will enable the space to be used more and become more flexible to accommodate activities all year round.</p> <p>The building is designed to meet BREEAM 'Excellent' Standards. This will include the adoption of a low carbon 'green' design based on durability and resilience, encouraging energy efficient solutions, solar PV, air source heat pump, and sustainable water re-use in the operation of the building and wider site.</p>	<p>It is also proposed that the hall will offer an interface between the proposed Magor & Undy Walkway station, which will create employment opportunities as well as support job creation.</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The multi-use design of the space will enable increased indoor and outdoor activity, all year round sport/recreation and physical activity.</p>	<p>Monmouthshire County Council are working with Sustrans to develop active transport routes around Severnside and the Hub's position will link</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?
		well with the cycle/walkways under development as part of its Active Travel strategy.
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The development is promoted through the MUCH group, a charitable incorporate organization of local volunteers with the purpose of developing and maintaining the community hub. As governed by the rules and regulars of the charity commissions, a board of trustees has been established which currently also doubles-up as a management team. The MUCH group work closely with both the County and Community councils, other local groups (e.g. The 'Magor Station' group and the Living Levels partnership) and involves residents in decisions and activities of the project.</p>	<p>By definition, the proposed occupiers are community focused and able to offer an accessible space for a range of uses.</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The development will address the importance of the wellbeing of current and future residents (prescribed in the 2015 Wellbeing and Future Generations Act). The development will act as an interface with the proposed walkway railstation, and is designed to BREEAM 'Excellent' Standards, including carbon reduction measures. The new development will include solar PV and air source heat pumps, in order to ensure the property is both future proofed and energy efficient.</p>	<p>The MUCH group will publish annual reports on their financial position, progress and achievements, and hold events to promote awareness of the Hub.</p>
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People</p>	<p>Promotional materials regarding the MUCH development will be offered both in English and</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?
are encouraged to do sport, art and recreation	Welsh, to ensure the promotion of the Welsh language.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The development will enable community use without prejudice, and support access to facilities for the benefit of all residents. The new facility will operate as a community 'hub', and venue in which community cohesion and support can be provided. The new facility creates an attractive environment in which the community can come together.	MCC and the MUCH group will continue to work with local partners to promote diversity and inclusion.

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 lease to the MUCH group will be 25 years. This will allow the community group to pursue other funding avenues in order to enhance the site and its use. The scheme is designed to BREEAM 'excellent' standards and is therefore a sustainable development.</p>	<p>MUCH staff will be offered training to support the ongoing maintenance of the facility. Appropriate equipment for maintaining the facility will be purchased.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>MCC and the MUCH group have worked collaboratively to under detailed design of the scheme, achieve planning consent, and procure a construction partner. The development itself will be funded through support from Welsh Government, S106 funding and Lottery grant.</p>	<p>The progress of the scheme will be regularly reported by the MUCH group to key stakeholders and local residents.</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="136 496 297 528">Involvement</p> <p data-bbox="349 277 517 461">Involving those with an interest and seeking their views</p>	<p data-bbox="544 256 1328 520">In 2016 a Three Fields questionnaire was distributed to all local households, with over 750+ responses received. The findings directed the principles of the scheme, responding to the community feedback and need over a number of years of design. Further events and consultation has been undertaken to raise awareness of the MUCH plans and encourage community working.</p>	<p data-bbox="1350 256 2103 456">The MUCH group meet regularly, during which residents are able to make representation at the group. The MUCH group work closely with the Magor and Undy Community Council. Communication regarding the sites development and use will be promoted via social media, public notices and local networks.</p>
 <p data-bbox="136 799 297 831">Prevention</p> <p data-bbox="349 560 517 855">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="544 560 1328 687">A lengthy design exercise has been undertaken to ensure the scheme best meets the requirements of the local community. The success of the project will be measured against engagement, participation and outcomes.</p>	<p data-bbox="1350 560 2103 624">The MUCH group will provide updates on performance to MCC in order to assess success of the proposals.</p>
 <p data-bbox="136 1142 297 1174">Integration</p> <p data-bbox="349 895 517 1158">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="544 895 1328 1126">.Providiing suitable, fit for purpose, multi use hall will enhance the quality of recreational space in the area. It is a needs-led, community driven approach which supports active citizenship and an asset-based development approach, advocated by statutory and Third Sector partners across the County..</p>	<p data-bbox="1350 895 2103 991">The opportunity to collaborate with a number of stakeholders and agree shared goals improves our chances of success.</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	The community hub will create a safe environment for a range of activities. The site will also improve linkages between the proposed walkaway station and the surrounding residential estates.	.None identified at this stage.	MCC to explore appropriate training with the MUCH volunteers.
Corporate Parenting	The community hub will create a safe environment for a range of activities. The site will also improve linkages between the proposed walkaway station and the surrounding residential estates.	None identified at this stage.	

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

Evidence generated locally and regionally has been used to inform our decisions and develop the proposals. Currently there are approximately 6,500 residents in Magor and Undy. New housing developments mean this will shortly rise to 8,000. Community spaces are over-subscribed and do not provide adequate capacity for large events such as dramatic or film performances.

Community consultation has taken place approximately every six months via the local, well-attended May and Frost Fayre's that act as a platform to engage with the wider community. The aim of the consultation has been to ensure people remain up to date with progress; to gain feedback on services people want to see at the Hub and to refine the design of the Hub. To aid the latter, building plans and images of the Hub have been used to stimulate debate.

A Community Duck Race was held in the Summer (2019) to raise awareness of MUCH plans and to encourage the community to come together. Building plans were marked out onsite to help people to envisage the size and design of the build. Feedback from people attending was overwhelmingly positive and attracted new volunteers. Further social events have also taken place since, again raising awareness.

A second, wide-scale survey of residents of Magor and Undy, started in October 2019.) principally using the local community magazine and 'Survey Monkey' has taken place. The survey asked for feedback on the range of services and facilities people want at the Hub and comments were also invited on plans and progress to date. The survey also appealed for volunteers. Around 90 people responded to the recent survey. Appendix 4 Shows the results of the most recent survey of the community. It reinforces the findings of the large-scale 2016 survey, views expressed at engagement events and other anecdotal evidence.

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 development of the new community hub will create a highly sought after new multi-use space for recreation, leisure and educational use within the area Magor and Undy. The MUCH group are a charitable incorporated organisation whose purposes is to develop, maintain and administer a community centre and outdoor community site for the benefit of residents of Magor and Undy and immediate surrounding communities.

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
Liaise with the MUCH group regarding key indicators to demonstrate consideration of the protected characteristics.	Throughout the construction period	Nicholas Keyse/MUCH

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	27/07/2022	