



monmouthshire
sir fynwy

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

Name of the Officer completing the evaluation Hannah Carter Phone no: E-mail: HannahCarter@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal To seek endorsement of a new Community and Corporate Plan that sets the direction for the council and county of Monmouthshire, articulating the authority's purpose, principles and priorities alongside some of the steps we will take to deliver these.
Name of Service area All Services	Date: 7/10/22

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	<p>Many of our services are focused around improving the well-being of both the younger and older generation. The strategic goal 'Learning place where everybody has the opportunity to reach their potential' ensures that children and young people have access to an excellent standard of education; 'Connected place where people feel part of a community, are valued and connected to others' focuses on the well-being of older residents, ensuring a high quality of care and that the issues that they face, such as loneliness, are reduced.</p>	<p>No negative impact identified at this stage. It will be important to ensure that the impacts of any future changes are disaggregated to consider their effects on different groups</p>	<p>This plan is the first-step in setting the long-term goals and actions of the Council. A full Community and Corporate Plan will be published in early 2023. Any changes around positive or negative impacts will be updated accordingly.</p>
Disability	<p>The goal 'a fair place to live' ensures that the Council is taking steps to become a Disability Confident employer, whilst 'a learning place' will strive to create an inclusive educational system, ensuring that the additional needs of learners with disabilities are being met.</p>	<p>As above.</p>	<p>As above.</p>
Gender reassignment	<p>Monmouthshire County Council strives to ensure equality and fairness across the service. Our goals and associated activity will promote diversity and inclusion and aim to bring benefit to everyone.</p>	<p>As above.</p>	<p>As above.</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?
Marriage or civil partnership	Monmouthshire County Council strives to ensure equality and fairness across the service, and our goals and associated activity will promote diversity and inclusion and aim to bring benefit to everyone.	As above.	As above.
Pregnancy or maternity	Monmouthshire County Council strives to ensure equality and fairness across the service. Our goals and associated activity will promote diversity and inclusion and aim to bring benefit to everyone.	As above.	As above.
Race	Monmouthshire County Council strives to ensure equality and fairness across the service and is committed to delivering the Race Equality Action Plan for Wales.	As above.	As above.
Religion or Belief	Monmouthshire County Council strives to ensure equality and fairness across the service. Our goals and associated activity will promote diversity and inclusion and aim to bring benefit to everyone.	As above.	As above.
Sex	Monmouthshire County Council strive to ensure equality and fairness across the service. We will begin to use gender-responsive budget to ensure an equitable use of resources.	As above.	As above.
Sexual Orientation	Monmouthshire County Council strives to ensure equality and fairness across the service. Our goals and associated activity will promote diversity and inclusion and aim to bring benefit to everyone.	As above.	As above.

2. The Socio-economic Duty and Social Justice

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

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	<p>Addressing and tackling rising economic and social inequality is incredibly important to Monmouthshire County Council. This determination is embedded within many of the goals in the community and corporate plan, namely, ‘a fair place to live’, which ensures improved life changes regardless of income and an inclusive and diverse workforce; ‘safe place to live’ which sets out to reduce homelessness and increase affordable housing; and ‘a connected place where people care’ which ensures everyone feels safe and respected.</p>	<p>No negative impact identified at this stage. However we need to be mindful that the current economic climate is likely to see more people struggling financially. All new policies, when assessing potential impacts will need to take the volatility of the current climate into account.</p>	<p>Moving forward, the council will remain vigilant of the wider economic context and should be prepared and able to make changes quickly and effectively in the current fast-paced and ever-changing economy.</p>

3. Policy making and the Welsh language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	<p>The use and promotion of the Welsh language within Monmouthshire and the council itself is crucial. The Council continues to abide by the legal framework set out by the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards, part of which requires the Council to set out a 5-year Welsh Language Strategy, the most recent of which was published in 2022. This strategy sets out how the Council aim to promote, facilitate and grow the Welsh language over the following five years. An objective from this strategy has been incorporated here within 'everybody has the opportunity to learn and grow' which aims to increase the number of students who receive their education in the medium of Welsh.</p>	<p>No negative impact identified at this stage.</p>	<p>This plan is the first-step in setting the long-term goals and actions of the Council. A full Community and Corporate Plan will be published in early 2023. Any changes around positive or negative impacts will be updated accordingly.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Monmouthshire County Council is dedicated to recruiting and retaining a strong, resilient and adaptable workforce. Training is offered consistently to ensure that all staff are able to expand and grow their learning.</p>	<p>There are no specific negative impacts as a result of the plan. However, recruiting fluent Welsh speaking staff has proved challenging</p>	<p>Ensure that more customer facing roles are designated as 'Welsh essential' and target recruitment campaigns accordingly</p>
<p>Service delivery</p>	<p>The Welsh Language standards are applied as allocated to Monmouthshire</p>	<p>As above.</p>	<p>As above.</p>

Use of Welsh language in service delivery	County Council. The language is promoted through the application of the Welsh Language Standards, the website, correspondence and celebration of Welsh language events throughout the year. The plan contains a specific commitment to increase the number of people speaking and learning Welsh in line with our 5 year Welsh language strategy.		
Promoting use of the language			


4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!




Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The goal which will have the biggest impact here is 'a thriving and ambitious place' that aims to redevelop town centres and facilitate investment to attract more people to the towns. This goal also aims to support people who are looking to start their own business and additionally to create better links with higher education.	This plan is the first-step in setting long-term goals and actions of the Council. A full Community and Corporate Plan will be published in early 2023. Any changes around positive or negative impacts will be updated accordingly.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The greatest impact on this well-being goal will be from 'a green place to live and work', which has a particular focus on river health which has been a prominent issue in Monmouthshire. The goal also focuses on sustainable agriculture and reducing the carbon footprint of the county. The 'thriving and ambitious place' goals commits to promote the	As above.


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?
	circular economy by growing our network of re-use shops, repair cafes and libraries of things.	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	The learning place goal aims to promote healthy lifestyles and increased physical activity through MonLife. 'A fair place to live' also ensures that residents have access to the services and support needed to live a healthy lifestyle, including mental health support.	As above.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The goal, 'connected place' ensures that loneliness and isolation is reduced, which is especially important in an ageing and rural county like Monmouthshire. 'Safe place to live' looks to increase the sustainability of communities through energy efficient housing. The 'thriving and ambitious place' goal aims to reshape and redevelop town centres to attract more people to Monmouthshire's towns.	As above.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	'A thriving and ambitious place' looks to increase the local generation of renewable energy, promoting both active travel and the circular economy, all of which reduce the negative impact on the environment. The goal, 'a safe place to live' also ensures that new houses that are build will be more energy efficient, thus reducing carbon emissions.	As above.
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People	Monmouthshire aims to increase Welsh medium primary school provision including a newly refurbished school on the site of Deri View and also the opening of a seedling provision in Monmouth. 'A fair place to live' aims to provide more opportunities	As above.

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	for people to both learn and speak Welsh. Healthy lifestyles and increased physical activity is promoted through MonLife.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Addressing rising inequality is one of the two biggest priorities facing the council and the emphasis placed on addressing this issue is seen throughout the plan. 'A fair place to live' aims to improve the life chances of people, regardless of income. 'Safe place to live' aims to increase the number of affordable homes and to also improve the efficiency of homes, thus alleviating fuel poverty for some.	Moving forward, the council should remain vigilant of the wider economic context and should be prepared and able to make changes quickly and effectively in the current fast-paced and ever-changing economy.

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>Though this plan will soon be updated, the priorities and actions are forward looking and aim to have a positive long-term impact. The focus on reducing carbon emissions and the health of biodiversity and the environment is vital to combatting the effects of climate change which will be around for many years to come. Increasing the energy efficiency of homes is also important to alleviating fuel poverty in the short-term, while also having a positive long-term contribution in the form of reduced carbon emissions.</p>	<p>This plan is the first-step in setting the long-term goals and actions of the Council. A full Community and Corporate Plan will be published in early 2023. Any changes around positive or negative impacts will be updated accordingly.</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="331 272 510 504">Working together with other partners to deliver objectives</p> <p data-bbox="129 488 295 512">Collaboration</p>	<p data-bbox="544 256 1328 520">Collaboration is embedded in the values of Monmouthshire County Council and across every goal. The council looks to work with public service partners across the region to address inequalities and decarbonization. It is recognised that we can not deliver on our well-being goals without working in partnership with public services, the third sector and citizens within Monmouthshire.</p>	<p data-bbox="1350 256 2103 360">This plan is subject to further scrutiny. Collaboration with committees to improve the plan is essential and will help inform any future changes.</p>
 <p data-bbox="331 616 510 799">Involving those with an interest and seeking their views</p> <p data-bbox="129 839 295 863">Involvement</p>	<p data-bbox="544 560 1328 903">Monmouthshire aims to involve community members, including those whose voice is often not heard. The well being goal: a fairer place to live sets out how will work to progress this aim. 'A thriving, connected and fair local economy' goal sets out an aim to work with landlords and property owners to minimise town centre vacancies. 'a learning place and grow' sets out plans to maximise opportunities to hear the voices of learners in schools to ensure that the new curriculum is working for them.</p>	<p data-bbox="1350 560 2103 695">This plan is subject to further scrutiny. Involvement is key to improving this plan; any future changes will be informed by involvement with committee and cabinet members.</p>
 <p data-bbox="331 935 510 1238">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="129 1174 295 1198">Prevention</p>	<p data-bbox="544 935 1328 1158">The goal, 'connected place where people feel part of a community is focused on ensuring that social care services are able to prevent crisis and that avoidable hospital admissions are reduced. This goal also sets out to maintain and develop early and preventative services for children and families.</p>	<p data-bbox="1350 935 2103 1118">This plan is the first-step in setting the long-term goals and actions of the Council. A full Community and Corporate Plan will be published in early 2023. Any changes around positive or negative impacts will be updated accordingly.</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>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The Council works closely with business, communities and other partners to deliver its goals and to ensure that the potential negative impact on other bodies is mitigated. The Council's goals will impact on multiple national well-being goals. A fuller analysis for this will be conducted alongside the full Community and Corporate Plan published in 2023.</p>	<p>This plan is the first-step in setting the long-term goals and actions of the Council. A full Community and Corporate Plan will be published in early 2023. Any changes around positive or negative impacts will be updated accordingly.</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	Early intervention and prevention approaches will reduce the number of young people at risk of harm. Safeguarding is central to the authority's work and this is highlighted within the corporate plan.	No negative impact identified at this stage.	This plan is the first-step in setting the long-term goals and actions of the Council. A full Community and Corporate Plan will be published in early 2023. Any changes around positive or negative impacts will be updated accordingly.
Corporate Parenting	Reviewing all existing placements of children looked after will ensure that those children are receiving high quality and effective care. This is also important in assessing value for money.	As above.	As above.

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

The Council has undertaken a range of assessments and research including the well-being assessment, population needs assessment, research for the Replacement Local Development Plan and self-assessment of its performance. These utilised a range of evidence and data on a variety of areas including, but not limited to, the environment, inequality, well-being, economy, culture, education and social care.

The commitments in the Community and Corporate Plan have used the latest evidence and thinking on issues of importance to our communities to make sure that the aspirations and commitments are relevant to the significant issues for well-being in Monmouthshire.

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 plan contributes positively to all seven wellbeing goals, whilst also considering the five ways of working in all aspects of the actions set out. The plan also takes into account the wider economic and social context, recognising the inequalities across Monmouthshire, the need to be inclusive especially in terms of supporting people who embody protected characteristics and, striving to help those in need as a result.. The Council strives to ensure equality and fairness across the council, and the goals and associated activity will promote diversity and inclusion and aim to bring benefit to everyone. The plan is forward looking, and the actions set out aim to have a positive impact in the longer-term.

The plan takes into account the wider economic and social context,. It is clear that there will be a need for the plan to adjust and evolve given the turbulence and volatility of the current economic climate. Though this plan sets out short-term goals, it is forward looking and the actions set out here will have a positive impact in the longer term.

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
A full Community and Corporate Plan, including measures and targets, will be published in early 2023, setting out longer-term goals and actions.	Feb 2023	Head of Policy Performance and Scrutiny.

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
0.1	Plan Development	11/10/22	The impact assessment went through a number of iterations during the drafting of the plan

1.0	Cabinet	19/10/22	