

Type	Ref	Children & Young People
Pressure	<a href="#">CYPPM1</a>	Out of county and other LA ALN Pressure - The budget for Additional Learning Needs has seen a substantial pressure in demand for support for pupils. This demand includes requests to support more complex pupils from an early age and pupils also continuing their education into post 16.
Pressure	<a href="#">CYPPM4</a>	Investment - Specialist needs resource base - Staffing Overmonnow / Monmouth and Pembroke
Pressure	<a href="#">CYPPM5</a>	Welsh medium - Seedling provision, as an extension of an existing Welsh-medium school
Pressure	<a href="#">CYPPM2</a>	Early Years - maintained nursery specialist teacher
Pressure	<a href="#">CYPPM6</a>	ALN transport - Increased costs in providing transport for pupils with Additional Learning Needs, both in compulsory education and those continuing post 16.
Saving	<a href="#">CYP13</a>	Schools - This amounts to a reduction in the budget delegated to schools of 2.8% after making full provision for pay and energy increases.
Saving	<a href="#">CYP8</a>	Increase ALN recoupment income - additional places and increased charges to cover pay awards.
Saving	<a href="#">CYP12</a>	Gwent Music - withdraw subsidy from the service. A hardship fund will be maintained to support pupils from low-income families.
Saving	<a href="#">CYP9</a>	Before School Clubs increased charges - To increase the charges of before school clubs to £2 for a morning session of childcare
Saving	<a href="#">CYP11b</a>	Education Psychology staff savings - The proposal is to reduce the Education Psychology Service (EPS) by a further 0.6 FTE
Saving	<a href="#">CYP10</a>	Reduce contribution to Education Achievement service - To reduce MCC's core contribution by 10%
Saving	<a href="#">CYP11a</a>	Education Psychology staff savings - The proposal is to reduce the Education Psychology Service (EPS) by 0.4 FTE
Saving	<a href="#">CYP6</a>	Additional Learning Needs Admin Team - Reduce the additional learning needs administration team by 1 FTE.
Saving	<a href="#">CYP15</a>	Support Services staff savings through restructure
Saving	<a href="#">CYP7</a>	Additional Learning Needs Equipment - To cease funding for ALN specialist equipment that is funded centrally for pupils placed in our schools.

Ref	Social Care, Health & Safeguarding

Pressure	<a href="#">SCHPM5a</a>	Re-current 2022/23 pressure - Children's services. Insufficiency of children's placements, demand levels, the complexity of demand, inflationary pressures, and staff shortages.
Pressure	<a href="#">SCHPM5b</a>	Re-current 2022/23 pressure - Adult's services. Challenges of an ageing population, combined with delayed presentations to health and social care during the pandemic resulting in increased numbers of individuals who have higher dependency needs.
Pressure	<a href="#">SCHPM1</a>	Provider fees - To respond to challenges resulting from a fragile and unsustainable social care market. A continued risk exists around the required costs needed to meet need as the sector grapples with issues around recruitment and retention.
Pressure	<a href="#">SCHPM3</a>	Supported living - Newly established supported living project creating 3 independent living flats for clients to live in county and reduce reliance on out of county residential provision
Pressure	<a href="#">F&amp;Cs</a>	Fees and charges increases - in line with inflation for SCH directorate
Saving	<a href="#">SCH3</a>	Children's Services - Placement and Practice Change - re-evaluating our current processes and systems post-covid in order to clearly define at what points we make essential decisions in regard to when a child is placed within a High-Cost Placement
Saving	<a href="#">SCH5</a>	Staffing reductions to Adult Services - The proposal is to create savings by reducing the core workforce across the statutory teams in adults' services.
Saving	<a href="#">SCH4</a>	Children's Service Redesign/Staffing - (i) Family Time Service Development, (ii) Review of Structures and Service Operating costs
Saving	<a href="#">SCH10</a>	Adults - Care hours, block commissioning, Mileage - Reduce amount of direct care in the region of 10% whilst rebalancing in house/external provision
Saving	<a href="#">SCH9</a>	Practice and Process Change Adults - For people with high support needs
Saving	<a href="#">SCH7</a>	Learning disabilities - Remodelling of learning disability and mental health teams that will involve a decrease in team management hours.
Saving	<a href="#">SCH6</a>	Falls and Assistive Technology - Introduction of a fall's prevention and early intervention service to reduce the number people being placed in nursing/residential care from home or hospital.
Saving	<a href="#">SCH8</a>	Adult services - Direct payment saving -
Saving	<a href="#">SCH2a</a>	Staff restructuring within the Public protection service.
Saving	<a href="#">SCH12b</a>	Transformation Team structure - reduction in core workforce
Saving	<a href="#">SCH11</a>	Reduction in Adult partnership arrangements for Gwent service delivery models - Shared lives, Emergency duty, Frailty, Regional partnership team
Saving	<a href="#">SCH13</a>	Monmouthshire & Torfaen YOS – Accommodation Change, Reduction in Staffing, Reallocation of Duties
Saving	<a href="#">SCH12a</a>	Transformation Team structure - vacant and temporary posts

	Ref	Communities & Place
Pressure	<a href="#">C&amp;PPM2</a>	Homelessness Service Pressures - National policy in this area has changed significantly with expectation on provision higher now than pre-pandemic and where we have many more people presenting as homeless.
Pressure	<a href="#">C&amp;PPM1</a>	Facilities & Fleet - Passenger transport service pressures
Pressure	<a href="#">TRAN1+2</a>	Fleet Maintenance - Projected fuel costs will increase by a further 15% in the financial year 23-24
Pressure	<a href="#">C&amp;PPM3</a>	Decarbonisation - Investment in decarbonisation team to lead on the delivery of projects identified in the Climate and Nature Emergency Action Plan and actions contained within the Community and Corporate Plan.
Saving	<a href="#">DeCarb1&amp;2</a>	Decarbonisation - Reducing energy consumption across the Council's estate
Saving	<a href="#">C&amp;P28</a>	Highways Development & Car Parks - Increasing car park & permit charges.
Saving	<a href="#">TRAN1+2</a>	Fleet Maintenance - Reduction in operating fleet and corporate mileage reduction.
Saving	<a href="#">C&amp;P27</a>	Highways Development & Car Parks - To increase the income target for road closures by £130,000. In addition, the road closure fees will be increased by inflation from £2,152 to £2,369 resulting in an additional £19,491.
Saving	<a href="#">C&amp;P8</a>	Neighbourhood Services - Reduction of grounds maintenance operations and cessation of the community improvement teams. Service reconfiguration of sweeping functions across the county
Saving	<a href="#">C&amp;P3</a>	Neighbourhood Services - Service savings and staff reduction.
Saving	<a href="#">C&amp;P17,18,21+24</a>	Highways & Flood Mgt - Reduction in staffing costs in the Highways and Flood Management service area
Saving	<a href="#">PTU1</a>	Passenger Transport Commissioning - New acceptable routes are implemented to reduce transport requirements based on current transport policy
Saving	<a href="#">PTU7</a>	Passenger Transport - Terminate the Mission Software and revert back to CTX which is a lower cost
Saving	<a href="#">C&amp;P12</a>	Housing - to build on the foundations of the well-established Careline Service to ensure it continues to be fit for future purpose.
Saving	<a href="#">PTU3</a>	Passenger Transport Commissioning - Concessionary H2S travel fee increased from £440 to £550
Saving	<a href="#">PTU4-6a</a>	Schools & Community Transport - Changing the licensing arrangements
Saving	<a href="#">PTU4-6b</a>	Grass routes - Introduce an annual subscription

Saving	<a href="#">C&amp;P19</a>	Highways Development & Car Parks - Asset & StreetWorks - Increase Pavement Café Licence Fees
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	Ref	MonLife
Saving	<a href="#">ML 3 &amp; 4</a>	Finance & Business Support Restructure
Saving	<a href="#">ML22</a>	Gilwern Outdoor Adventure Services Redesign - Increase income through new business, new ways of working and engaging further with Monmouthshire internal services to provide cost avoidance for CYP and Social Services.
Saving	<a href="#">ML 7,8,9 &amp; 21</a>	Attractions Service Redesign
Saving	<a href="#">ML11</a>	Visitor charging at some heritage exhibitions/activities and events
Saving	<a href="#">ML20</a>	Reduce Leisure Centre Summers Opening Hours - To reduce opening hours in our leisure centres during the summer months across all four sites, impacting on the least number of sports clubs but allowing our leisure centres to be more sustainable services.

	Ref	Chief Executive's Unit
Pressure	<a href="#">CEOPM1</a>	Community Safety - Additional officer capacity in the areas of community safety, crime & disorder and violence against women, domestic abuse & sexual violence and for CCTV.
Saving	<a href="#">CEO1-5</a>	Community Hubs - Reduce staffing levels at community hubs in order to reduce costs while keeping all hubs open with reduced service levels.

	Ref	People & Governance
Saving	<a href="#">PG2</a>	P&G income - The below proposals seek to increase income in Comms and Land Charges and a small software cost reduction in payroll.

	Ref	Resources
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Pressure	<a href="#">RESPM3</a>	Commercial Investments – Income pressure
Pressure	<a href="#">RESPM9</a>	Re-current pressure - Markets - A projected shortfall in income of £78k , offset by an increase in stall fees and a reduction in Waste costs
Saving	<a href="#">RES8</a>	Landlord services - Reduce Corporate Building (Reactive and Planned) Maintenance revenue budget
Saving	<a href="#">RES24</a>	Landlord services - To review the property estate and to explore options for further rationalisation
Saving	<a href="#">RES7</a>	Landlord services - Explore alternative reception solutions at County Hall to remove front of house staffing needs



monmouthshire  
sir fynwy

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

<p><b>Name of the Officer</b> completing the evaluation Nikki Wellington</p> <p><b>Phone no:</b> 07766504389 <b>E-mail:</b> nicolawellington@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>CYPPM1 - To increase the Additional Learning Needs Budgets £306,003. This is to support pupils with additional learning needs within Monmouthshire. The budget pressure is detailed below.</p> <p>Independents - £244,981 / Out of County Placements £61,022</p>
<p><b>Name of Service area</b> Additional Learning Needs and Finance</p>	<p><b>Date</b> 12th December 2023</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 proposal will ensure that the current the current financial demand is maintained and will allow all pupils currently identified as requiring support to continue in their current placement. The proposal will support pupils up to the age of 18.	As there is a finite budget for MCC this funding will need to be found from within the overall budget and may result in budgets being reduced in other areas.	All budget impacts will be carefully considered to assess the impact on overall services. Members will be fully informed to enable them to make the necessary decisions.

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 proposal will ensure that any pupil with a disability who is currently being supported can continue to have their needs met. The budget is forecast using the data for pupils currently known about and their current needs.	As there is a finite budget for MCC this funding will need to be found from within the overall budget and may result in budgets being reduced in other areas	All budget impacts will be carefully considered to assess the impact on overall services. Members will be fully informed to enable them to make the necessary decisions.
Gender reassignment	None Identified	None Identified	None Identified
Marriage or civil partnership	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified
Sex	None Identified	None Identified	None Identified

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Sexual Orientation	None Identified	None Identified	None Identified

## **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>	The funding will support pupils who have been identified as having additional learning needs and requiring resources to help them achieve their full potential. All families regardless of their social economic situation will be treated equally	All pupils will be treated equally.	None Identified

## **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>If additional Welsh Language staffing resources are required to support pupils this will have a positive impact on the recruitment and training opportunities for staff.</p>	<p>None identified</p>	<p>None Identified</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>If additional staffing resources are required to support pupils this will have a positive impact on recruitment and training opportunities for staff.</p>	<p>If staff are no longer required to support a pupil this may lead to redundancies.</p>	<p>All protection of employment policies will be followed, and all other employment opportunities will be sort. All staff will be treated equally for redundancies and both Welsh and English medium schools follow the same policies. In addition to this all job adverts state that being a Welsh Language Speaker is desirable.</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>None identified</p>	<p>None identified</p>	<p>None identified</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!




<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposal will allow pupils to access placements that can meet their needs. The proposal ensures that the current pressure for these costs is reflected in the budgets for 2023-24. With the increased budget for Monmouthshire schools many pupils will be able to access provision at their local school with resources being provided to support.</p> <p>The placement charges to other Local Authorities have increased to reflect the actual costs and these will rise in line with inflation.</p> <p>If the needs of pupils cannot be met from within our own school's placements will be sort externally to meet their needs.</p>	None Identified
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	It is envisaged that pupils should not have to travel long distances to access education which will lead to a reduction in transport costs and the impact on the environment.	None Identified
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	Pupils will be able to access placements that can meet their needs, this will allow them to work to the best of their ability in the best environment for them. If this is in their local school, they will be able to stay in their local community.	None Identified
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	Where appropriate pupils will be able to access provision at their local school should their needs be met there.	None Identified
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	None Identified	None Identified

<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 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	Monmouthshire has two Welsh Medium Primary schools and if the needs of the pupil can be met in that school environment pupils will be able to attend. All local schools promote the use of the Welsh Language and Welsh Culture.	None Identified
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The placement will be suitable to meet the needs of the pupil allowing them to fulfil their potential.	None Identified

**5. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	<p>There has been considerable pressure on the Additional Learning Needs budget in recent years, by supporting this pressure it will allow schools to provide early intervention and support the pupils through their education.</p> <p>This should lead to less pupils needing to be education in placements outside Monmouthshire and provide a stable school environment where they can learn with their peers.</p>	None Identified
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>There are many partners that work together to support pupils with Additional Learning Needs, Education Psychologist and Health for example. By maintaining pupils in their local environment these professionals will be able to provide advice and support and gain a good understanding of the needs of the pupil and their families.</p>	None Identified



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="125 437 282 464">Involvement</p> <p data-bbox="331 217 506 387">Involving those with an interest and seeking their views</p>	<p data-bbox="533 217 1323 352">All schools are aware of the process to seek additional support for pupils where required. The work closely with the Local Authority to ensure that the pupil has the best placement to meet their needs.</p>	<p data-bbox="1355 217 2114 379">Where the needs of a pupil cannot be met from a local school several partners including the school and parents work together to agree on the best placement for that pupil. The budget pressure has been provided to meet these placement costs.</p>
 <p data-bbox="125 713 282 740">Prevention</p> <p data-bbox="331 477 506 724">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 477 1312 576">The early intervention should ensure that needs are met at an early age and allow the pupil to be supported for them to meet their potential.</p> <p data-bbox="533 604 1283 703">Should there be a requirement for that pupil to access specialist provision the budget has been afforded to allow this.</p>	<p data-bbox="1355 477 1554 504">None Identified</p>
 <p data-bbox="125 992 282 1019">Integration</p> <p data-bbox="331 754 506 1002">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 754 1319 890">The wellbeing of the pupil is at the centre of this, where their needs are met this will impact on the wellbeing of the families, school peers, local communities and other partners that provide support.</p>	<p data-bbox="1355 754 1554 782">None Identified</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?**

	<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	Schools have very robust safeguarding policies in place to protect pupils. All of these are regularly reviewed by the Local Authority and the Governing Body. These policies are visible to parents. This proposal does not seek to change any of this.	None Identified	All staff are fully trained in these policies and they receive regular update training. All staff have the necessary safeguarding checks in place before they are employed.
Corporate Parenting	Schools are aware of all LAC in their school, again they have clear policies to support these pupils, this proposal does not seek to change any of this.	None Identified	All staff are fully trained in these policies and they receive regular update training.

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

Additional Learning Needs data  
 Month 6 2022-23 financial forecast  
 Current forecasting data for 2023-24.

**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?**

Pupils that are currently supported will be able to continue with their support. The financial forecast also includes an estimated increase in placement fees.

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**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

**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	Initial Draft	12th December 2022	None



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation Sue Hall</p> <p><b>Phone no:</b> 01633 644461 <b>E-mail:</b> <a href="mailto:susanhall@monmouthshire.gov.uk">susanhall@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>CYPPM2</b></p> <p>The proposal is to employ an Early Years ALN Advisory Teacher to support the 12 LA nurseries, these nurseries provide early years education for c 50% of the pupil population. The core objective is to identify children with Additional Learning Needs as early as possible and ensure their needs are met. The post holder would also provide training to school staff to upskill the current workforce in the area of ALN.</p>
<p><b>Name of Service area</b> Early Years, CYP</p>	<p><b>Date</b> 13<sup>th</sup> December 2022</p>

**11. 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	N/A	N/A	N/A
Disability	The purpose of this post is to work with schools to ensure they are able to meet the needs of children with a disability or Additional Learning Needs within their nursery and to upskill their staff in this area.	None	There are already two advisory teachers supporting nursery aged children within non-maintained settings. The addition of this post will allow children within LA maintained nurseries to receive the same level of support.

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Gender reassignment	N/A	N/A	N/A
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	N/A	N/A	N/A
Religion or Belief	N/A	N/A	N/A
Sex	N/A	N/A	N/A
Sexual Orientation	N/A	N/A	N/A

## 12. 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>	ALN is not directly linked with socio-economic disadvantage; however, families in more deprived areas often find it more difficult to access support for their children and child development concerns can sometimes fail to be identified. Most of our most deprived areas of Monmouthshire are served by LA maintained nurseries. The addition of this post would provide much needed support to these families and ensure they are not further disadvantaged just because they have chosen to attend an LA nursery rather than a no-maintained setting.	N/A	The purpose of this post is to provide equity across the early years and ensure all families can access the same level of support.

### 13. 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>Both of our Welsh medium early education providers are in LA maintained schools, so they only have limited access to Early Years ALN training and support from Early Years ALN Advisory Teachers. The purpose of this post is to work specifically with LA maintained nurseries to offer this support and training, including the Welsh medium settings.</p>	<p>N/A</p>	
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>This post will be advertised with the ability to speak Welsh as essential. This would be hugely beneficial as there isn't currently a Welsh speaker within the Early Years Team. It would also provide Welsh speaking staff with an exciting opportunity for career progression.</p>	<p>N/A</p>	<p>If we were able to appoint a Welsh speaking Advisory Teacher, this would contribute towards the positive impact on the Operational aspect of the Welsh Language Standards.</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>If we were able to employ a Welsh speaking Advisory Teacher, parents and teachers would be able to access support in the language of their choice, whereas currently they can only access support from the Early Years Team in English.</p>	<p>N/A</p>	<p>Once in post, they would be able to develop Welsh language resources and deliver training in Welsh.</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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Some of our LA maintained nurseries have been struggling to deal with the ALN children in their nurseries and they have reduced the time the children are able to attend. This often impacts negatively on parents, as they are unable to access work or training opportunities. Hopefully, this support will impact positively on this, as schools will be better equipped to meet the children's needs and it will not be necessary to reduce the length of sessions for these children; hence, enabling parents to access work or training opportunities.</p>	
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>N/A</p>	
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>One of the main purposes of this post is to promote early identification of children with ALN or developmental needs and to put support in at the earliest opportunity.</p>	
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>The post holder will support with transition between settings and arrange person centred meetings to ensure parents and any professionals involved with the child are connected and able to contribute, to ensure the best possible outcome for the child and their family. Hopefully, it will also impact positively on their ability to access mainstream education at their local primary school, rather than having to take up specialist provision outside of their community.</p>	
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local</p>	<p>N/A</p>	

<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>
social, economic and environmental wellbeing		
<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 post will be advertised as Welsh speaker essential, ensuring the Welsh language is promoted and protected.	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The fundamental reason for this post is to ensure there is equality for all and that children are not disadvantaged because of a disability or Additional Learning Need.	

**15. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	Putting support in at the earliest possible opportunity often results in better outcomes in the long term.	
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	The post holder would collaborate closely with parents and any professionals involved with the child and their family. This would enable targets and approaches to be shared, to provide consistency for the child.	

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="125 437 282 464">Involvement</p> <p data-bbox="331 217 501 389">Involving those with an interest and seeking their views</p>	<p data-bbox="533 217 1330 389">Headteachers and school nursery staff have requested this support. This can be evidenced by the requests for involvement that have been submitted to the Early Years ALN Panel. They have also requested access to Early Years training that has been offered to non-maintained settings.</p>	
 <p data-bbox="125 713 282 740">Prevention</p> <p data-bbox="331 477 501 724">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 485 1299 580">As mentioned previously, putting support in at the earliest possible opportunity often results in better outcomes in the long term and can prevent issues from escalating.</p>	
 <p data-bbox="125 992 282 1019">Integration</p> <p data-bbox="331 754 501 1002">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 754 1290 898">This proposal will impact positively on schools and non-maintained settings. It will increase the level of support offered to each and provide opportunities for them to work together.</p>	

**16. 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	This proposal doesn't have a significant impact on safeguarding; however, it certainly wouldn't impact negatively in this area. This post holder would work directly with families, so they may be better placed than school staff to identify any safeguarding concerns.	N/A	
Corporate Parenting	Some of our Looked After Children attend LA maintained nurseries and there is often developmental delay or emotional difficulties. This proposal would provide another avenue of support for these families and they would be well informed in terms of the support that could be available.	N/A	

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

- Requests for Involvement of the Early Years ALN Team are logged and there has been a significant increase in the last 18 months in the number of requests received from school nurseries compared to non-maintained settings. This is considered to be as a direct result of the support and training that has been provided to non-maintained settings and this proposal would reciprocate this in LA maintained school nurseries.
- Early Years ALN data has seen an increase in the number of pre-school children identified with ALN.

**18. 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 main positive impacts of this proposal are to provide equity between the maintained and non-maintained settings, to promote early identification of children with ALN, to provide advice and strategies to parents and school staff to enable them to better support these children and to upskill the workforce.

**19. 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

**20. 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
	Budget Mandate	17.12.22	



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Jacquelyn Elias  <b>Phone no:</b>  <b>E-mail:</b> jacquelynelias@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>CYPPM4</b> - Investment in Monmouthshire's Specialist Resource Bases (SRBs)</p>
<p><b>Name of Service area</b></p> <p>ALN</p>	<p><b>Date</b> 23/11/22</p>

**21. 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	This proposal will have a positive impact on the number of specialist provision placements for primary aged children	None	
Disability	Children with disabilities, as defined by law, living in Monmouthshire, will benefit from continued investment in SRB provision.	None	
Gender reassignment	.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	N/A	N/A	N/A
Pregnancy or maternity	SRB sites are designed for ease of access with pushchairs and wheelchairs	N/A	N/A
Race	.Places in SRBs are available to all children with complex special educational needs. SRB settings are committed to promoting equality of opportunity and good relationships between all groups. Where necessary translation and interpretation services will be provided to ensure equal access to education services and provision.	N/A	N/A
Religion or Belief	.Children attending SRBs participate in a daily act of worship and learn about and celebrate important religious festivals. Individual religious observances and customs would be supported. Any dietary requirements relating to a child's religion would be accommodated.	N/A	N/A
Sex	The proposal that is the subject of this report are of equal benefit to both male and female children and employees.	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?
Sexual Orientation	.SRB settings respond appropriately and sensitively to any gender orientation issues that young children may present with. Staff supporting children are provided with professional support and training as necessary.	N/A	N/A

## 22. 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?
<b>Socio-economic Duty and Social Justice</b>	Investing in SRB provisions, which are located in community schools, positively impacts on people suffering socio economic impact as it supports keeping children with complex needs within their communities. This advances equality of opportunity between people who share a relevant protected characteristic and those who do not and fosters good relations between people who share a protected characteristic and those who do not.	N/A	N/A





### 23. 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>Within SRBs the Welsh language is promoted through the Curriculum Cymraeg and Welsh culture celebrated through festivals such as St David's Day.</p>	<p>None identified</p>	<p>N/A</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Recruitment to SRB posts (teachers and teaching assistants) always includes the ability to communicate in Welsh as desirable in the job descriptions. Staff are made aware of the opportunity to learn Welsh through MCC supported training.</p>	<p>None identified</p>	<p>N/A</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Parents/carers of children attending SRB provision are informed that they can deal with the relevant ALN services in Welsh. All letters /forms etc are available in Welsh.</p>	<p>None identified</p>	<p>N/A</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!

<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	Investment in SRB provision will contribute to the efficient use of resources by increasing the number of in- county specialist provision places. SRBs also attract skilled, educated employees.	N/A
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Keeping children with complex needs within Monmouthshire reduces transport times and costs. This will have a positive impact in relation to reducing emissions.	N/A
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Providing more local specialist provision will reduce travel time for children with complex needs, which will have a beneficial impact on their well-being.	N/A
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	The proposal contributes to the cohesiveness of the local community in SRBs are located.	N/A
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	More local SRB provision will mean that home to school transport may not be necessary or distances travelled significantly reduced thereby contributing to a reduction in harmful nitrogen dioxide emissions	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	All children accessing SRBs will have the opportunity to learn Welsh through Curriculum Cymraeg and be encouraged to participate in sport, art and recreation related to the Welsh culture.	N/A
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Further investment will provide improved specialist educational provision for children with disabilities and with other support needs regardless of their background or circumstances.	N/A

**25. 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>Investment in SRB provision will address the short term need of additional specialist provision for primary aged pupils with complex needs but will also take into account the increasing number of pre-school children identified with complex needs and who may require specialist provision when they are of school age.</p>	<p>N/A</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The proposal will involve working closely with partners to deliver improved facilities and to ensure better access to specialist provision for children with disabilities and support needs.</p>	<p>N/A</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The principle stakeholders are parents/carers of children, the children attending these settings with complex needs requiring specialist provision and host schools. The views of stakeholders will be gained through using the Children's Commissioner Participation toolkit 'Taking Decisions Together'</p>	<p>N/A</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal involves the enhancement and development of SRB provision. This investment will improve existing provision and provide a more local specialist environments for children with complex needs. This will help prevent waiting lists for specialist provision and possible requests for expensive specialist out of county provision.</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>Considering impact on all wellbeing goals together and on other bodies</p>	<p>.The proposal will have a positive impact on the health and well-being of children with complex needs living in the area as they will have access to more local specialist provision.</p>	<p>N/A</p>

**26. 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	SRB staff are be guided by Wales Safeguarding Procedures at all times and would put everything necessary in place to ensure the well-being of children at risk of harm or neglect. All SRB settings have a safeguarding lead.	.N/A	N/A
Corporate Parenting	SRB staff provide children attending the SRB who are looked after, with high levels of support and care. They work with a range of agencies to ensure the welfare of CLA were a priority.	N/A	N/A

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

- Quantitative data from ALN Statutory Service Reports to DM, which includes information from the Early Years ALN Team
  - Service User Data, from ONE
- Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)

**28. 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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

**Positive Impacts**

- Improved capacity for specialist primary provision in county
- Supports keeping pupils close to their communities and peers
- Less reliance on expensive, out of county specialist provision
- Reduction in travel time and transport costs and associated pollution
- Advances equality of opportunity between people who share a relevant protected characteristic and those who do not
- Fosters good relations between people who share a protected characteristic and those who do not
- Supports recruitment and retention of highly qualified staff and the development of best ALN practice across specialist settings

**29. 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
N/A		

**30. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		





monmouthshire  
sir fynwy

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

<p><b>Name of the Officer</b> Sharon Randall-Smith</p> <p><b>Phone no:</b> <b>E-mail:</b> sharonrandall-smith@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>CYPPM5</p> <p>The local authority outlined its plans to open a third Welsh-medium primary school in Monmouth in the Monmouthshire WESP 2022-32 as part of its wider strategy to support and grow the demand for Welsh medium education across the county.</p> <p>A seedling provision, as an extension of an existing Welsh-medium school, will enable us to open in Monmouth in September 2023 and provide a firm basis to open the new Welsh-medium primary school in September 2024.</p> <p>The first part of our proposal is to open a 'satellite class' from Y Ffin in September 2023 based in a dedicated area in Overmonnow Primary School which will be the seedling provision. The provision will be open to nursery children and reception and Year1 pupils from the Monmouth area. Parents of children already in a reception classes will be able to transfer into the satellite class in September if they wish to do so.</p>
<p><b>Name of Service area</b></p> <p>School Improvement</p>	<p><b>Date</b> 20th December 2022</p>

**31. 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	More learners will be able to attend a Welsh medium school without the need to travel long distances.	No specific impact	A seedling provision will enable us to make our contribution towards the Welsh Ministers Cymraeg 2050 Strategy which aims to see the number of people enjoying speaking and using Welsh reach a million by 2050. A third Welsh-medium primary school will ensure that Monmouthshire is making its contribution towards that target.
Disability	More learners with additional learning needs. will be able to attend a Welsh medium school without the need to travel long distances.	No specific impact	We believe that this will significantly improve on the current provision for many Welsh-medium learners with ALN.
Gender reassignment	.No specific impact	No specific impact	No specific impact
Marriage or civil partnership	No specific impact	No specific impact	No specific impact
Pregnancy or maternity	No specific impact	No specific impact	No specific impact
Race	No specific impact	No specific impact	No specific impact
Religion or Belief	No specific impact	No specific impact	No specific impact
Sex	No specific impact	No specific impact	No specific 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 specific impact	No specific impact	No specific impact

### 32. 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?

<b>Socio-economic Duty and Social Justice</b>	Being bilingual has many advantages, for example, due to the Welsh Language (Wales) Measure 2011 the ability to speak Welsh is either an essential or desirable skill for a growing number of jobs such as health, education, leisure, childcare and retail. This is especially the case in the provision of public services where the Welsh Language Standards require local authorities, fire and rescue service and police etc to provide their services to the same standards in both Welsh and English. The expansion of Welsh medium education across Monmouthshire means that more learners will have the opportunity to become bilingual thereby giving them a real advantage in securing employment opportunities.	Time, distance and cost of travel has been identified as a challenge for some learners, particularly those suffering from socio economic disadvantage. As a result, Welsh medium education is not a genuine option for some learners.	The Local Authority plan to review the School Transport Policy to ensure that it provides learners with a genuine opportunity to have a Welsh medium education
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### 33. Policy making and the Welsh language.

<p><b>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</b></p>	<p><b>Describe the positive impacts of this proposal</b></p>	<p><b>Describe the negative impacts of this proposal</b></p>	<p><b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</b></p>
<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>The creation of a Welsh-medium satellite school in Monmouth will support the overall expansion of Welsh-medium education across Monmouthshire in line with our targets in the current WESP. It will also encourage parents to consider a Welsh-medium education for their child because the provision will be within a reasonable travelling distance.</p> <p>All Welsh Language events will be well publicised to give Welsh speakers and learners living in the county every opportunity to use the Welsh language either online or in social settings and provide greater community activity that supports and promotes the Welsh language.</p> <p>In addition, the Local Authority will increase its promotion of the benefits of Welsh medium education to support an increase in demand.</p>	<p>The demand for Welsh medium education in the Monmouth area may grow faster than we expect. This could mean that demand could exceed our ability to provide.</p>	<p>We have planned to increase provision to 115 Welsh medium primary places per cohort by 2023. This exceeds the Welsh Government target for Monmouthshire and is an increase of 88 places per cohort compared to 2020 PLASC figures.</p> <p>In order to mitigate this risk, we will actively engage closely with colleagues in the Welsh Government, the Education Achievement Service (EAS) and the local higher education institutions to help facilitate greater numbers of Welsh Medium teachers.</p> <p>We will also use all available recruitment tools at our disposal to aid the recruitment process – social media (Twitter, Facebook, YouTube), council website, bespoke Welsh Medium recruitment sites, LinkedIn etc.</p> <p>We will engage with our partners in the Welsh Medium Education Forum (WEF) to assist us in this</p>

			process utilizing their expertise and range of contacts.
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>The opening of Welsh-medium seedling class in Monmouth county will generate the need for a g number of teachers and support staff who can work through the medium of Welsh.</p> <p>Working in partnership with the EAS, we will support recruitment to the Cwrs Sabothol Scheme and provide professional learning opportunities to develop pedagogical and methodological approaches to teaching Welsh to support language acquisition.</p> <p>The WESP outlines a range of strategies and training opportunities to develop the skills of the local authority workforce in line with the Welsh Language Competence Framework.</p>	<p>There is a risk that we will not be able to secure sufficient Welsh speaking teachers or support staff to fulfil the demand for Welsh medium education and for wider service delivery in Welsh.</p>	<p>In order to mitigate this risk, we will actively engage closely with colleagues in the Welsh Government, the Education Achievement Service (EAS) and the local higher education institutions to help facilitate greater numbers of Welsh Medium teachers.</p> <p>We will also use all available recruitment tools at our disposal to aid the recruitment process – social media (Twitter, Facebook, YouTube), council website, bespoke Welsh Medium recruitment sites, LinkedIn etc.</p> <p>We will engage with our partners in the Welsh Medium Education Forum (WEF) to assist us in this process utilising their expertise and range of contacts.</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All correspondence and communications in relation to the WESP, including on social media, will be bilingual in line with the Welsh Language (Wales) Measure 2011.</p>	<p>There is a risk that we will not be able to recruit sufficient Welsh speaking specialist local authority staff to deliver all services in Welsh.</p>	<p>In order to mitigate this risk, we will actively engage with colleagues in the Welsh Government, and local higher education institutes to help facilitate greater numbers of Welsh Medium staff.</p> <p>We will also use all available recruitment tools at our disposal to aid the recruitment process –</p>


			<p>social media (Twitter, Facebook, YouTube), council website, bespoke Welsh Medium recruitment sites, LinkedIn etc.</p> <p>We will engage with our partners in the Welsh Medium Education Forum (WEF) to assist us in this process utilizing their expertise and range of contacts.</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. 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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The ability to speak Welsh is either an essential or desirable skill for a growing number of jobs such as health, education, leisure, childcare, retail and public services. This means that more learners will have increased employment opportunities as a result of being Bilingual in Welsh and English.</p>	
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The opening of a seedling school in Monmouth will ensure that Welsh medium education accessible to more learners by increasing the number of schools across the county and reducing travel time.</p>	
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>More Welsh medium learners will be able to attend a school in their local community. This will increase the opportunities for more learners to use the Welsh</p>	
<p><b>A Wales of cohesive communities</b></p>	<p>More Welsh medium learners will be able to attend a school in their local community. This will increase the</p>	

<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>
Communities are attractive, viable, safe and well connected	opportunities for more learners to use the Welsh language outside of school in social settings and a range of authentic contexts.	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<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	The Welsh language and the Welsh Government's policy aim of One Million Welsh speakers by 2050 will be supported by the creation of a seedling Welsh-medium primary education in Monmouth.	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The expansion of Welsh medium education in Monmouth means that more learners will have the opportunity to become bilingual in both English and Welsh and increase their chances of securing employment as adults and fulfilling their potential.	

**35. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	If learners are able to attend a Welsh medium school in their local community or within a short traveling time, they are more likely to choose and continue their education through the medium of Welsh.	



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>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The creation of a seedling Welsh-medium school will require key partners to work collaboratively to open and grow the school to full capacity over the next ten years.</p>	
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>We have included the views of our Welsh in Education Forum, partner organisations and Welsh Government in developing this proposal and it included in our current WESP</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>The expansion of our existing Welsh medium primary schools and the development of a new Welsh medium primary school will support the growth in demand for Welsh medium education.</p>	
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	<p>.</p>	

**36. 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	The seedling Wels-medium primary seedling will follow the same safeguarding arrangements as schools to ensure learners are safe.	<i>.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</i>	
Corporate Parenting	NA	NA	Na

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

Monmouthshire WESP 2022-32  
 Annual Progress report WESP 2017-2021  
 Guidance on Welsh in Education Strategic Plans  
 The Well-being of Future Generations (Wales) Act 2015  
 Prosperity for All: the national strategy  
 Cymraeg 2050: A million Welsh speakers 2017  
 Education in Wales: Our National Mission, Action Plan 2017-21  
 The Welsh in Education, Action Plan 2017- 21  
 Taking Wales Forward 2016-2021  
 Monmouthshire Welsh Language Strategy 2017 -2022  
 Welsh-medium Education Strategy: next steps  
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**38. 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 main benefits are:

- More learners will have the opportunity to attend a Welsh medium primary school in Monmouthshire
- There will be more teaching and support staff in schools that are able to work through the medium of Welsh

- There will be an increase in the opportunities for learners to use Welsh in a range of contexts both within and outside of school.

**39. 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
Open a seedling Welsh-medium primary school in Monmouth	September 2023	S Randall-Smith/Cath Saunders

**40. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



# Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation Nikki Wellington</p> <p><b>Phone no:</b> 07766504389 <b>E-mail:</b> nicolawellington@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>CYPPM6 - To increase the additional learning needs transport budget by £50,000 to transport pupils to the school that can meet their needs.</p>
<p><b>Name of Service area</b> Additional Learning Needs</p>	<p><b>Date</b> 9th January 2023</p>

41. 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	This will allow pupils with additional learning need to attend the school that can meet their needs.	None identified	The proposal seeks additional funding to allow pupils to attend the school that can meet their need. A panel agree the placement for the pupil which will be the nearest suitable school.
Disability	This will allow pupils with additional learning need to attend the school that can meet their needs.	None identified	The proposal seeks additional funding to allow pupils to attend the school that can meet their need. A panel agree the placement for the pupil which will be the nearest suitable school.
Gender reassignment	None Identified	None Identified	None Identified

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	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified
Sex	None Identified	None Identified	None Identified
Sexual Orientation	None Identified	None Identified	None Identified

#### **42. 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>	The funding for transport will support pupils who have been identified as having additional learning needs and requiring transport to enable them to attend a school that can meet need and to help them achieve their full potential. All families regardless of their social economic situation will be treated equally	All pupils will be treated equally.	None Identified

### 43. 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 proposal will allow pupils to be transported to their nearest suitable school that can meet need. In the majority of cases this will be a school in Wales.</p>	<p>If a Welsh school cannot meet need the pupil will be placed in an English School.</p>	<p>The panel will work with the parents to find the nearest suitable school.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>None identified</p>	<p>None identified</p>	<p>None identified</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Parents can apply for transport through the medium of Welsh.</p>	<p>Drivers and passenger assistants may not be able to speak Welsh</p>	<p>All MCC colleagues have access to Welsh Language training courses.</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!



<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	The proposal will allow pupils to access placements that can meet their needs. Transport will be provided to allow them to attend school.	None Identified
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Where possible pupils will be transported together and therefore this will reduce the number of cars and reduce the carbon footprint of the county.	None Identified
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Pupils will be able to access placements that can meet their needs, this will allow them to work to the best of their ability in the best environment for them.	None Identified
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Where appropriate pupils will be able to access provision at their local school should their needs be met there. If the local school cannot meet need, then transport will be provided to a school that can meet need.	None Identified
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None Identified	None Identified
<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	Monmouthshire has two Welsh Medium Primary schools and if the needs of the pupil can be met in that school environment pupils will be able to attend. All Welsh schools promote the use of the Welsh Language and Welsh Culture.	None Identified
<b>A more equal Wales</b>	The placement will be suitable to meet the needs of the pupil allowing them to fulfil their potential.	None Identified



<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>
People can fulfil their potential no matter what their background or circumstances		

**45. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	By supporting this pressure pupils will be able to attend the school that can meet their need. This will allow them to attend the school for the entire phase of their education.	None Identified
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	For school transport to be successful it needs to be delivered in partnership with operators, parents, schools and learners as well as other Council service areas. We also work with neighbouring authorities to procure operators on a standard contract, agree annual price uplifts and share learning.	None Identified
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	The proposal for additional revenue budget will be subject to public consultation as part of the Budget Setting process.	None identified

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="136 453 275 480">Prevention</p> <p data-bbox="327 217 506 464">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 217 1330 424">The mandate request funding for resources to transport pupils with additional learning needs to their most suitable school. This will allow pupils to have their needs met and to support their education. If a pupil cannot have their needs met this often results in the school placement breaking down and an alternative school being sort.</p>	<p data-bbox="1352 217 1554 240">None Identified</p>
 <p data-bbox="136 738 282 766">Integration</p> <p data-bbox="327 496 506 743">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 496 1330 632">The wellbeing of the pupil is at the centre of this, where their needs are met this will impact on the wellbeing of the families, school peers, local communities and other partners that provide support.</p>	<p data-bbox="1352 496 1554 520">None Identified</p>

**46. 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	All drivers, passenger assistants and operators are required to undertake safeguarding training.  All learners, parents and operators are required to adhere to our Pupil Rule Book to ensure the safety of all those involved.	None Identified	All staff are fully trained in these policies and they receive regular update training. All staff have the necessary safeguarding checks in place before they are employed.
Corporate Parenting	None identified	None Identified	None Identified

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

Additional Learning Needs data  
Month 6 2022-23 financial forecast  
Current forecasting data for 2023-24.

**48. 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 main positive is that the pupil will be able to attend a school that can meet their need with the provision of transport if required. The main negative is that if this pressure is not funded pupils may not be able to access a suitable placement or will be reliant on parents transporting them.

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**49. 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>

**50. 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>
1.0	Initial Draft	9th January 2023	None



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Jacquelyn Elias  <b>Phone no:</b>  <b>E-mail:</b> jacquelynelias@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>CYP6</b> - The proposal is to reduce the additional learning needs administration team by 1 FTE. The team support the statutory officers in providing support to schools for pupils with Additional Learning Needs.</p>
<p><b>Name of Service area</b></p> <p>ALN</p>	<p><b>Date</b> 29/11/22</p>

**51. 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	None	This proposal will have a negative impact on the management of systems and processes that support children and young people with additional learning needs (ALN) including Early Years children and Post 16 students	None
Disability	None	Children with disabilities, as defined by law, living in Monmouthshire, will be negatively affected by a reduction in the ALN Admin Team.	None
Gender reassignment	.N/A	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	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	N/A	The ALN Admin Team are the first point of contact for schools/parents/carers and are committed to promoting equality of opportunity and good relationships between all groups including arranging translation and interpretation services to ensure equal access to education services and provision. A reduction in the team would impact on the ability to do this work in a timely and efficient way	N/A
Religion or Belief	.N/A	N/A	N/A
Sex	N/A	N/A	N/A
Sexual Orientation	.N/A	The proposal will have a negative impact on the provision of inclusive services as the capacity of the remaining member of the Admin team would be significantly curtailed.	N/A

## 52. 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	The ALN Admin Team are a front line service who ensure equality of opportunity between people who share a relevant protected characteristic and those who do not. They support and fosters good relations between people who share a protected characteristic and those who do not. A reduction in the team would reduce the 'front line' presence and impact on this aspect of their role.	N/A

### 53. 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>	N/A	One Admin Support Officer is Welsh speaking and is available to provide support to parents /carers and schools who wish to be communicated to in Welsh. The removal of one of the admin support posts would significantly impact on MCC's ability to support Welsh speaking parents /carers /stakeholders and also to meet the key action of increasing the number of Welsh speaking ALN officers in the WESP.	N/A
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	N/A	As above	N/A
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	N/A	As above	N/A


**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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>A reduction in the ALN Admin Team by 50% will have a negative impact on the efficient use of resources and have significant implications on its ability to meet statutory and legal duties as set out in the ALNET Act 2018 and its associated Code. Failing to meet its statutory duties would put the local authority at significant risk of legal challenge. It would also mean that other highly skilled professionals (Educational Psychologists / Statutory Officers) would be spending time doing administrative tasks rather than front line work with children/young people and schools.</p>	<p>N/A</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The ALN Admin Team support the arrangements around transport for pupils with ALN (3-19) and liaising with parents / providers regarding this. This is a highly volatile area and requires close monitoring to ensure value for money is maintained. A reduction in the number of admin staff would impact on the team ability to actively monitor this area, which could lead to less efficient transport arrangements being made, which would generate higher emissions</p>	<p>N/A</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The ALN admin team support the statutory functions of the service. Failing to meet its statutory duties puts the local authority at significant risk of legal challenge. The reduction of the ALN admin team to one person would have a significant impact on the well-being of the remaining admin team member.</p>	<p>N/A</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>The proposal does not contribute to cohesive communities as it removes a key point of contact for families and schools.</p>	<p>N/A</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local</p>	<p>A reduction in the number of admin staff would impact on the ALN team's ability to actively collect and monitor a range of data that contributes to strategic planning. This could lead to less efficient planning arrangements and provision for children with complex needs. This would</p>	<p>N/A</p>

<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>
social, economic and environmental wellbeing	negatively impact local social, economic and environmental well being.	
<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	The removal of the ALN admin post will effectively remove the one person who can communicate in Welsh to parents /carers, schools and stakeholders.	N/A
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	A reduction in the ALN admin team would result in a less equal and efficient service for parents /carers who have children with ALN /disabilities and schools.	N/A

**55. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p>	Under the new ALNET Act 2018 and Code, the local authority has increased responsibilities for post 16 students and for children in non maintained early years settings. These are new duties which have been imposed on local authorities and has to be managed from existing resources. Reducing the capacity of the ALN Team would compromise the ability of the team to manage these new duties effectively Failing to manage these new duties in a timely and effective way would place the LA at increased risk of legal challenge and potentially mean that requests from parents for expensive independent college places would have to be agreed.	N/A

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>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The ALN admin Team support collaboration by providing admin support to the EP Service – e.g. ELSA training, Early Bird (ASD) training for parents/carers and liaising with colleagues in social care and health to ensure that statutory timelines are met. They also respond to telephone calls /emails from parents/carers, schools and other agencies and signposting them to the appropriate officer, as necessary. A reduction in the admin team to one officer would have an impact on the ability of the ALN team to support this work and would mean highly skilled professionals would be spending time doing administrative tasks rather than front line work with children/young people and schools.</p>	<p>N/A</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>The ALN admin team manage and collate on-line parental evaluation forms and support the administrative tasks associated with the Children's Commissioner Participation toolkit 'Taking Decisions Together' A reduction in the team by 50% will have an impact on the ability of the remaining team member to undertake this duty in an effective and timely way,</p>	<p>N/A</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>A 50% reduction in the capacity of the ALN admin team would have significant implications on the ALN Service's ability to meet statutory and legal duties as set out in the ALNET Act 2018 and its associated Code. Failing to meet its statutory duties would put the local authority at significant risk of legal challenge including an increased number of Tribunals,</p>	<p>N/A</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	<p>.The proposal will have a negative impact on the health and well-being of ALN team members as workloads would increase. Schools, parents /carers would have a less efficient service.</p>	<p>N/A</p>

**56. 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	.ALN admin staff have oversight of safeguarding referrals relating to pupils in o/c specialist settings and ensure these are logged and filed– a reduction in the team would have an impact on the ability of the team to do this in an effective and timely way,	N/A
Corporate Parenting	. N/A	The Admin team log the Out of County (OLAC) and LAC10 notifications and share the information with relevant LA Officers. The LA has a legal duty to log and manage this information. LAC children are a very vulnerable group, and it is essential that information is shared in a timely way so that other services can respond appropriately. A reduction in the ALN admin team would have a detrimental impact on the ability of the team to do this	N/A

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

Evidence from ALN admin team performance management meetings  
ALNET Act 2018 and associated Code

- *Equalities dashboard link.* [Equality data dashboard for EQIA's 2020.xlsx](#)

**58. 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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

Negative Impacts – the reduction of the ALN admin team to one post will affect the ALN Services ability

- To respond to statutory requests from parents /carers and schools for Individual Development Plans (IDPs)
- To maintain the statutory process workflow and ensuring pupil records are appropriately managed in accordance with GDPR regulations.
- To liaise with other local authorities in Wales and beyond to support children young people and their families moving into Monmouthshire or leaving the county.
- To support the ALN Transformation Process
- To support the management of Post -16 student IDPs and specialist college placements.
- To support the management of IDPs for children in non-maintained Early Years settings.
- To organise and minute LA Panels, which include Statutory requests and high tariff, complex cases, SRB placements, Complex Early Years, Contingency Fund.
- To collate information for ALN Tribunal cases in accordance with directions from the ALN Tribunal for Wales
- To support the arrangement of transport for pupils with ALN (3-19) and liaising with parents / providers regarding this.
- To maintain the ALN webpage.
- To collate and monitoring ALN data.
- To collate information on looked after children in and out of county
- To respond to FOI requests relating to statutory functions and data
- To monitor key information for out of county placements.
- To provide admin support to the EP Service – e.g. ELSA training, Early Bird (ASD) training for parents/carers
- To respond to telephone calls /emails from parents/carers, schools and other agencies

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**59. 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
<b>N/A</b>		

**60. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Nikki Wellington  <b>Phone no: 07766504389</b>  <b>E-mail: nicolawellington@monmouthshire.gov.uk</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>CYP7 - To reduce the equipment budget for Additional Learning Needs budget by £22,000</b></p>
<p><b>Name of Service area</b></p> <p>ALN</p>	<p><b>Date</b> 15th December 2022</p>

**61. 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 environment of all our SNRB's have been heavily invested in in recent months to ensure the environment and equipment can meet the needs of the pupils. Therefore any reduction in the budget will not impact on the current environment.	Should any equipment fail and need replacing the budget will need to be found to replace this which may put pressure on other budgets.	Significant investment has been made in the SNRB's in recent months to ensure the environment can meet needs.
Disability	The environment of all our SNRB's have been heavily invested in in recent months to ensure the environment and equipment can meet the needs of the pupils. Therefore any reduction in the budget will not impact on the current environment.	Should any equipment fail and need replacing the budget will need to be found to replace this which may put pressure on other budgets.	Significant investment has been made in the SNRB's in recent months to ensure the environment can meet needs.

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	.N/A	N/A	n/a
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	N/A	N/A	N/A
Religion or Belief	.N/A	N/A	N/A
Sex	N/A	N/A	N/A
Sexual Orientation	.N/A	N/A	N/A

**62. 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>	The funding will support pupils who have been identified as having additional learning needs and requiring resources to help them achieve their full potential. All families regardless of their social economic situation will be treated equally.	The budget for equipment is held by the Local Authority and not delegated to schools, if there is a need for specialist equipment this may put pressure on other budgets.	There has been significant investment in SNRB's over the recent months with the environments being significantly improved, part of this investment has been in the equipment so the need for equipment should reduce.

### 63. 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>	N/A	N/A	N/A
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	N/A	N/A	N/A
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	N/A	N/A	N/A



**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	Any reduction in budget will reduce the amount that is available for resources, this could have a negative effect on the resources available.	There has been significant investment in SNRB's over the recent months with the environments being significantly improved, part of this investment has been in the equipment so the need for equipment should reduce.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	N/A
<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	N/A	N/A
<b>A more equal Wales</b>	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>
People can fulfil their potential no matter what their background or circumstances		

**65. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p data-bbox="309 587 504 782">Balancing short term need with long term and planning for the future</p> <p data-bbox="129 794 259 826"><b>Long Term</b></p>	<p data-bbox="533 587 1330 710">The short term need to reduce the budget will not significantly impact on the current needs due to the investments made. However a budget will need to be identified in future years as equipment will need to be replaced.</p>	<p data-bbox="1352 587 2116 611">In future years a budget for equipment will need to be identified.</p>
 <p data-bbox="309 837 504 1005">Working together with other partners to deliver objectives</p> <p data-bbox="112 1042 275 1074"><b>Collaboration</b></p>	<p data-bbox="533 837 584 861">N/A</p>	<p data-bbox="1352 837 1404 861">N/A</p>
 <p data-bbox="309 1088 504 1256">Involving those with an interest and seeking their views</p> <p data-bbox="125 1303 280 1335"><b>Involvement</b></p>	<p data-bbox="533 1088 584 1112">N/A</p>	<p data-bbox="1352 1088 1404 1112">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><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The significant recent investment has improved the environments and as a result more pupils have been admitted to the SNRB's which has seen a saving in other placement costs.</p>	<p>A budget for equipment will need to be identified in future years for replacement.</p>
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>N/A</p>	<p>N/A</p>

**66. 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	N/A	N/A	N/A
Corporate Parenting	N/A	N/A	N/A

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

Evidence from recent investments in the Special Needs Resources Base  
Equipment budget from monitoring reports

- *Equalities dashboard link.* [Equality data dashboard for EQIA's 2020.xlsx](#)

**68. 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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

The positive impact is the investments that have recently taken place in our SNRB's has improved the environments and reduced the need for equipment Eventually this will need to be replaced and therefore a budget in future years will need to be found.

**69. 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
N/A		

**70. 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	Initial Draft	15th December 2022	None



<p><b>Name of the Officer</b> completing the evaluation Nikki Wellington</p> <p><b>Phone no:</b> 07766504389 <b>E-mail:</b> <a href="mailto:nicolawellington@monmouthshire.gov.uk">nicolawellington@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>CYP8 - To increase the charges to other local authorities by £100,000 relating to pupils placed in Monmouthshire schools</p>
<p><b>Name of Service area</b> Additional Learning Needs</p>	<p><b>Date</b> 15th December 2022</p>

**71. 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 proposal will ensure that the full costs of pupil placements by other Local Authorities in Monmouthshire schools is fully recovered and that the needs of that pupil is met.	All Local Authorities are under pressure and in the minority of cases the home Local Authority may look for an alternative placement, this could mean that a pupil has to change school.	All Local Authorities will be given notice of any increase in costs and Monmouthshire will only recover the cost of the placement and not make a surplus.
Disability	The proposal will ensure that the full costs of pupil placements by other Local Authorities in Monmouthshire schools is fully recovered and that the needs of that pupil is met.	All Local Authorities are under pressure and in the minority of cases the home Local Authority may look for an alternative placement, this could mean that a pupil has to change school.	All Local Authorities will be given notice of any increase in costs and Monmouthshire will only recover the cost of the placement and not make a surplus.
Gender reassignment	None Identified	None Identified	None Identified



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	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified
Sex	None Identified	None Identified	None Identified
Sexual Orientation	None Identified	None Identified	None Identified

## 72. 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>	The funding will support pupils who have been identified as having additional learning needs and requiring resources to help them achieve their full potential. All families regardless of their social economic situation will be treated equally.	All pupils will be treated equally.	None Identified

### 73. 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>If additional Welsh Language staffing resources are required to support pupils this will have a positive impact on the recruitment and training opportunities for staff.</p>	<p>None Identified</p>	<p>None Identified</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>If additional staffing resources are required to support pupils this will have a positive impact on recruitment and training opportunities for staff.</p>	<p>If staff are no longer required to support a pupil this may lead to redundancies.</p>	<p>All protection of employment policies will be followed, and all other employment opportunities will be sort.</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All Monmouthshire schools promote the Welsh Language and culture, therefore any pupil placed in our schools would benefit from this.</p>	<p>None Identified</p>	<p>None Identified</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!

<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposal will allow pupils to access placements that can meet their needs. The proposal ensures that the current pressure for these costs is reflected in the budgets for 2023-24. There will be a full costs recovery for Monmouthshire which will ensure that there is no subsidy for to other Local Authorities.</p>	<p>Notice will be provided to other local authorities to allow budget to be allocated to the placements. The only cost recovered would be the costs of a placement and no surplus would be made on the this.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>It is envisaged that pupils should not have to travel long distances to access education which will lead to a reduction in transport costs and the impact on the environment.</p>	<p>None Identified</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Pupils will be able to access placements that can meet their needs, this will allow them to work to the best of their ability in the best environment for them. If this is in their local school, they will be able to stay in their local community.</p>	<p>None Identified</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Where appropriate pupils will be able to access provision at their local school should their needs be met there. Several communities border Monmouthshire and often while they live in a different county their local school is in Monmouthshire.</p>	<p>None Identified</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>None Identified</p>	<p>None Identified</p>
<p><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</p>	<p>Monmouthshire has two Welsh Medium Primary schools and if the needs of the pupil can be met in that school environment pupils will be able to attend. All local schools promote the use of the Welsh Language and Welsh Culture. The additional income expected may result in additional staff being employed within our Welsh Medium Schools.</p>	<p>None Identified</p>

<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 more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The placement will be suitable to meet the needs of the pupil allowing them to fulfil their potential.	None Identified

**75. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	There has been considerable pressure on the Additional Learning Needs budget in recent years, by supporting this pressure it will allow schools to provide early intervention and support the pupils through their education. This will ensure that the cost of the placement is not subsidised by Monmouthshire when the home local authority should be funding.	The placing authority will be given notice of any changes in costs which will allow them to consider these in their budgets.
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	All local authorities who currently place pupils in our schools will be fully consulted on any increased in costs to allow them to consider all options available. It will be for this local authority to communicate with parents should there be any change to provision as a result.	There will be full consultation with all other Local Authorities affected.
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	All schools are aware of the process to seek additional support for pupils where required. They work closely with the Local Authority to ensure that the pupil has the best placement to meet their needs. Schools also work closely with the placing authority and the family.	None Identified

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="136 453 280 480">Prevention</p> <p data-bbox="327 217 506 464">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 217 1328 304">The placement cost will ensure full recovery of any placement cost including resources. This will ensure that the pupil is appropriately supported to meet their need.</p>	<p data-bbox="1350 217 1541 240">None Identified</p>
 <p data-bbox="136 738 280 766">Integration</p> <p data-bbox="327 496 506 743">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 496 1328 584">The wellbeing of the pupil is at the centre of this, where their needs are met this will impact on the wellbeing of the families, school peers, local communities and other partners that provide support.</p>	<p data-bbox="1350 496 1541 520">None Identified</p>

**76. Council has agreed the need to consider the impact its decisions have 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	<p data-bbox="427 1118 1012 1310">Schools have very robust safeguarding policies in place to protect pupils. All of these are regularly reviewed by the Local Authority and the Governing Body. These policies are visible to parents. This proposal does not seek to change any of this.</p>	<p data-bbox="1034 1118 1225 1142">None identified</p>	<p data-bbox="1597 1118 2119 1238">All staff are fully trained in these policies and they receive regular update training. All staff have the necessary safeguarding checks in place before they are employed.</p>
Corporate Parenting	<p data-bbox="427 1342 1012 1453">Schools are aware of all LAC in their school, again they have clear policies to support these pupils, this proposal does not seek to change any of this.</p>	<p data-bbox="1034 1342 1225 1366">None identified</p>	<p data-bbox="1597 1342 2119 1398">All staff are fully trained in these policies and they receive regular update training.</p>

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

Additional Learning Needs data  
Month 6 2022-23 financial forecast  
Current forecasting data for 2023-24.

**78. 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 main positive is that the full cost of the placement is met by the placing authority which will ensure no subsidy from Monmouthshire, the main negative is that the cost of the placement for the placing authority may increase which will put pressure on their budgets.

**79. 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

**80. 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>
1.0	Initial draft	15th December 2022	None.





## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Nikki Wellington  <b>Phone no: 07766504389</b>  <b>E-mail: nicolawellington@monmouthshire.gov.uk</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>CYP9</b> - To increase the charges for the childcare part of primary school before school clubs from £1 per day to £2 per day. All pupils entitled to free school meals will be able to attend the club for free and the free breakfast will remain free for all pupils.</p>
<p><b>Name of Service area</b></p> <p>Standards</p>	<p><b>Date</b> 15th December 2022</p>

**81. 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	Pupils of school age will have access to a healthy breakfast. This will be free to all pupils.	There will be a charge to those for the childcare part for those pupils that are not entitled to free school meals.	All pupils that are entitled to free school meals can attend the whole club with no charge. Those that are not will still be able to access the free breakfast but will need to pay £2 per day to attend the childcare part.
Disability	All pupils regardless of their disability will have access to the club and will be supported appropriately, e.g. 1:1 support if required.	This could impact on those families that are supporting a child with a disability. While it is not always the case, these families have limited earning capacity and limited income.	All pupils that are entitled to free school meals can attend the whole club with no charge. Those that are not will still be able to access the free breakfast but will need to pay £2 per day to attend the childcare part.
Gender reassignment	None Identified	None Identified	None Identified

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Marriage or civil partnership	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified
Sex	None Identified	None Identified	None Identified
Sexual Orientation	None Identified	None Identified	None Identified

## **82. 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?
<p><b>Socio-economic Duty and Social Justice</b></p>	<p>While the charges will increase, those pupils who are entitled to free school meals will be entitled to attend the duration of the club with no charge.</p>	<p>Low income families who are not entitled to free school meals will need to pay £2 to attend the childcare part of the club. This can be a considerable expense for some families, if working families cannot afford to pay they may need to change working hours or find alternative childcare.</p>	<p>Free school meals will be able to attend the whole club with no charge, the free breakfast will be open to all primary pupils.</p> <p>Schools work closely with families to support any applications for free school meals to ensure that where they are entitled this will continue.</p>

### 83. 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>	None Identified	None Identified	None Identified
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	None Identified	If the numbers decrease this may result in staff being made redundant.	The protection of employment policy will be followed and staff at risk will have priority for other suitable roles.
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None Identified	None Identified	None Identified



**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	By increasing the charge for these clubs this will make the clubs sustainable, this will also provide part time employment.	All pupils who are entitled to a free school meal will not be charged and all pupils will be entitled to a free breakfast.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None Identified	None Identified
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	All primary pupils will have access to a free healthy breakfast, charges will be for the childcare element for pupils that are not entitled to free school meals.	None Identified
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	None Identified	None Identified
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None Identified	None Identified
<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	Some clubs do run activities during this time to promote sport etc. All pupil will be entitled to a healthy free breakfast.	The use of the Welsh language will continue during the school day, while the before school club will promote Welsh language and culture pupils will not be disadvantaged by not attending.

<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 more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	None Identified	None Identified

**85. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	The charges will enable the clubs to be sustainable for the longer term.	While the proposal is to charge for the childcare element, pupils entitled to a free school meal will not need to pay and all pupils can attend free for the breakfast part of the club.
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	None Identified	None Identified
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	None Identified	None Identified

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>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Pupils will access a healthy breakfast prior to school. This will help them concentrate in school and could lead to increased achievement. Many families are reliant on free school meals and the provision of a healthy breakfast will provide another meal for pupils.</p>	<p>Low income families who are not entitled to free school meals will need to pay £2 to attend the childcare part of the club. This can be a considerable expense for some families, if working families cannot afford to pay they may need to change working hours or find alternative childcare. However they will be able to attend the club for a free breakfast.</p>
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Provision of a free breakfast will help with wellbeing for the pupil, parents being able to access low cost reliable childcare will reduce stress for working families.</p>	<p>Low income families who are not entitled to free school meals will need to pay £2 to attend the childcare part of the club. This can be a considerable expense for some families, if working families cannot afford to pay they may need to change working hours or find alternative childcare. However they will be able to attend the club for a free breakfast.</p>

**86. 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	None Identified	None Identified	None Identified
Corporate Parenting	None Identified	None Identified	None Identified

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

Month 6 monitoring 2022-23  
 Current numbers attending  
 Budget data for 2023-24

- *Equalities dashboard link.* [Equality data dashboard for EQIA's 2020.xlsx](#)

**88. 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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

The clubs will be sustainable, staffing will be maintained, free school meals will be able to attend the full club with no charge. A free health breakfast will be offered to all primary aged pupils.

**89. 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
N/A		

**90. 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	Initial Draft	15th December 2022	None



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> Sharon Randall-Smith</p> <p><b>Phone no:</b></p> <p><b>E-mail:</b> sharonrandall-smith@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>CYP10</b> - The EAS is a regional service which provides school improvement to all schools in Monmouthshire, the service has been in place since 2012 and has provided support and advice to schools. The service is funded via a contribution from the five partner authorities and via grant support from the Welsh Government.</p> <p>The current contribution is £403,815 and this has been declining over a number of years.</p> <p>The proposal is to reduce MCC's core contribution by 10% in line with the directorate reductions required to meet the budget gap.</p>
<p><b>Name of Service area</b></p> <p>Children and Young People</p>	<p><b>Date</b> 20th December 2022</p>

**91. 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	No specific impact	No specific impact	No specific impact
Disability	No specific impact	No specific 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?
Gender reassignment	.No specific impact	No specific impact	No specific impact
Marriage or civil partnership	No specific impact	No specific impact	No specific impact
Pregnancy or maternity	No specific impact	No specific impact	No specific impact
Race	.No specific impact	No specific impact	No specific impact
Religion or Belief	.No specific impact	No specific impact	No specific impact
Sex	No specific impact	No specific impact	No specific impact
Sexual Orientation	.No specific impact	No specific impact	No specific impact

## 92. 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>	No specific impact	No specific impact	No specific impact.





### 93. 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>	No specific impact	No specific impact	No specific impact
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	No specific impact.	No specific impact	No specific impact
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	No specific impact	No specific impact	No specific impact

**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	No specific Impact	No specific impact
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No specific impact	No specific impact
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	No specific impact	No specific impact
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	No specific impact	No specific impact
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No specific impact	No specific impact
<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	No specific impact	No specific impact
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	No specific impact	No specific impact

**95. 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><b>Long Term</b></p>	<p>The reduction in funding ensure that a reduction in school funding is kept to a minimum and central services, albeit reduced, can be maintained in the longer term.</p>	<p>We will work with the EAS to eliminate any duplication in existing service areas that sit within the local authority to minimise the impact on core School Improvement services to ensure we fulfil our statutory duties in this area.</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>We ensure that a reduction in funding will be kept to a minimum to maintain the delivery of school improvement support for schools.</p>	<p>We will work with the EAS to eliminate any duplication in existing service areas that sit within the local authority to minimise the impact on core School Improvement services to ensure we fulfil our statutory duties in this area.</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>All commissioned services are asked to consider the same level of income reduction. The EAS are developing a response that will be considered by the five Directors and the Joint Executive Committee.</p>	<p>Regional funding for Consortia from Welsh Government is yet to be confirmed and this may influence the impact a 10% local authority reduction would have on EAS service delivery.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></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><i>.There is space to describe impacts on people, economy and environment under the Wellbeing Goals above, so instead focus here on how you will better integrate them and balance any competing impacts. Also think about impacts the proposal may have on other organisations</i></p>	

**96. 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	No applicable as safeguarding is a local authority function.	No applicable as safeguarding is a local authority function.	
Corporate Parenting	Not applicable as corporate parenting is a local authority function.	Not applicable as corporate parenting is a local authority function	

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



This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
- Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
- Local population data including the census figures
- Household survey data
- Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
- Evidence and data from Monmouthshire’s Well-being Assessment
- Recommendations from Scrutiny or following consultation
- Comparisons with similar policies in other authorities
- Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors
- Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)

**98. 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 main benefits are:  
 a reduction in school funding is kept to a minimum  
 central services, albeit reduced, can be maintained in the longer term  
 there will be less duplication between EAS and local authority services

**99. 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
Directors and JEG will review the response from the EAS		WM

**100. 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>
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



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

<p><b>Name of the Officer</b> completing the evaluation Morwenna Wagstaff</p> <p><b>Phone no:</b> 01633 644032 <b>E-mail:</b> MorwennaWagstaff@Monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>CYP11 - To reduce the Education Psychology Service (EPS) by 1 FTE.</p>
<p><b>Name of Service area</b></p> <p>CYP – Inclusion – Educational Psychology Service</p>	<p><b>Date</b></p> <p>12.12.2022</p>

**101. 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	None	This proposal could have a negative impact on the support received by children and young people (CYP) with additional learning needs (ALN) including Early Years children and Post 16 students across Monmouthshire (MCC).	None
Disability	None	CYP with disabilities, as defined by law, living in MCC, could be negatively affected by a reduction in the EPS. EPs are often key to supporting CYP with disabilities transitioning into/between settings. The role of EPs in the Individual Development Plan (IDP) process and other statutory duties is explicit in the ALN Code.	None

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	None	CYP with gender identity issues are sometimes supported by EPs, the capacity to support this work could be reduced.	None
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	N/A	EPs work to promote inclusive practice and positive relationships within schools and settings. This work includes the needs of all CYP including those from different racial/ cultural backgrounds. This work could be affected by a reduction in staff.	Nothing
Religion or Belief	N/A	EPs work to promote inclusive practice and positive relationships within schools and settings. This work includes the needs of all CYP including those from different religious backgrounds. This work could be affected by a reduction in staff.	Nothing

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	N/A	N/A	N/A
Sexual Orientation	N/A	EPs work to promote inclusive practice and positive relationships within schools and settings. This work includes the needs of all CYP including those who identify with lesbian, gay and bi-sexual communities. This work could be affected by a reduction in staff.	N/A

## 102. 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?

<b>Socio-economic Duty and Social Justice</b>	<i>None</i>	The EPS support schools and settings to ensure equity of opportunity for all CYP including those who experience less favourable social and economic circumstances. Engagement in learning and school experiences provides opportunities for CYP to meet their full potential and the EPs are key often to identifying and supporting schools/ settings to meet the needs to ensure this is possible.	<i>None</i>
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### 103. 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 favorably</p>	<p><i>N/A we do not currently have a Welsh-speaking EPs.</i></p>	<p>There will be an impact on capacity and thus the possibility that existing EPs could find the time to develop Welsh language skills.</p>	<p>N/A</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p><i>N/A</i></p>	<p>A reduction in capacity of the EPS reduces the potential time for existing EPs to acquire Welsh-language skills. There is a national shortage of EPs, and far fewer Welsh-speaking EPs, any cut to the service will have a detrimental impact on the capacity to develop such skills within the team.</p>	<p>N/A</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p><i>N/A</i></p>	<p>As above</p>	<p>The EPS will continue to provide resources/ materials in Welsh and utilise the translation services as appropriate to meet needs of CYP/ families/ professionals who use Welsh.</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!



<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>A reduction in the EPS will have a negative impact on the efficient and timely support to schools/ settings to identify and meet the needs of CYP with ALN. MCC have statutory and legal duties as set out in the ALNET Act 2018 and its associated Code, of which EPs play an important role. Failing to meet its statutory duties would put the local authority at significant risk of legal challenge.</p>	<p>N/A</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>N/A</p>	<p>N/A</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The EPS support the statutory functions around ALN as well as a broad array of work around emotional health and wellbeing, including supporting the statutory framework of whole school approaches to emotional health and wellbeing. A reduction in the EPS will mean that there is less capacity to support the work in schools/ settings focused on promoting and enhancing CYP's emotional and mental health needs. The benefits of which are usually far more effective when utilized in a preventative and early intervention focus rather than a reactive manner.</p>	<p>N/A</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>EPs work to promote inclusive practice and to keep CYP with ALN/ vulnerabilities in their community schools. This work will be undermined by a reduction in EPs.</p>	<p>N/A</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local</p>	<p>N/A</p>	<p>N/A</p>



<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>
social, economic and environmental wellbeing		
<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	N/A	N/A
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	A reduction in the EPS could result in a less inclusive and equitable experience for CYP with ALN /vulnerabilities, and schools/ settings which may lead to reduced engagement, enjoyment and success in education, meaning that some CYP do not fulfill their potential.	N/A

**105. How has your proposal embedded and prioritized 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><b>Long Term</b></p>	<p>Under the new ALNET Act 2018 and Code, MCC has increased responsibilities for Post 16 students and for children in non-maintained early years settings. These are new duties which have to be managed from existing resources. Reducing the capacity of the EPS at this time would compromise the ability to support/ contribute towards MCC managing these new duties effectively. A reduction in EPs may limit the ability for the EPS to work in a preventative manner with an early intervention focus which could mean that CYP with ALN/ vulnerabilities do not succeed in maintaining their school/ setting placements and could lead to increased risk of legal challenge and potentially increased requests from families for expensive independent placements.</p>	<p>N/A</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>EPs work in collaboration with a range of stakeholders, including families, schools/ settings, other agencies and partners both within/ beyond MCC. An example, would be how the EPs provide support and coordination of collaboration within and between the Specialist Resources Bases (SRBs) around MCC to ensure they meet the needs of our CYP with complex ALN, as well as their ability to offer outreach support.</p>	<p>N/A</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>EPS advocate for the vulnerable. They inherently seek the voices/ views of CYP and their families through working in a Person Centered manner. A reduction in the EPS could mean that this work is negatively impacted.</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="136 475 280 504">Prevention</p> <p data-bbox="327 236 506 485">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 217 1330 501">The EPS aims to be preventative and become involved at an early stage to mitigate the longer term/ escalation of issues for CYP that can come when their ALN are not identified or being well met in a school/ setting. It takes far more professional input when issues become embedded. A reduction in EP capacity would mean that the work of EPs becomes more reactive rather than preventative, leading to a less effective/ efficient service.</p>	<p data-bbox="1352 217 1413 245">N/A</p>
 <p data-bbox="136 774 280 802">Integration</p> <p data-bbox="327 536 506 785">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 536 1330 692">The proposal will have a negative impact on the health and well-being EPS members as workloads would increase. Schools/ settings, families would have a less efficient service if there was a reduction in the EPS.</p>	<p data-bbox="1352 536 1413 564">N/A</p>

**106. 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

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

The proposal is a reduction of capacity of the EPS. No evidence informed this decision.

**108. 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 proposal could have a negative impact on

- the support received by children and young people (CYP) with additional learning needs (ALN) and disabilities, including Early Years children and Post 16 students across Monmouthshire (MCC).
- the capacity of EPs work to promote inclusive practice and positive relationships within schools, settings and communities.
- the efficient and timely support to schools/ settings to identify and meet the needs of CYP with ALN.

- the work in schools/ settings focused on promoting and enhancing CYP's emotional and mental health needs.
- the inclusive and equitable experience for CYP with ALN /vulnerabilities, and schools/ settings which may lead to reduced engagement, enjoyment and success in education, meaning that some CYP do not fulfill their potential.
- The ability of the LA to meet its statutory duties within the specified timelines

**109. 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
N/A		

**110. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Nikki Wellington  <b>Phone no: 07766504389</b>  <b>E-mail: nicolawellington@monmouthshire.gov.uk</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>CYP12</b> - The proposal is to reduce the contribution to Gwent Music (joint service) by £100,000.</p>
<p><b>Name of Service area</b></p> <p>Joint Services</p>	<p><b>Date</b> 13-12-22</p>

**111. 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	None Identified	This proposal will see the contribution to Gwent Music reduce, part of the current contribution will provide subsidies for lessons, this will stop and as a result the overall lesson price will increase which will make it less affordable for families.	Where contributions to Gwent Music have been reduced, Gwent Music have been able to restructure to reduce the impact on the costs of lessons. This may be possible again. The service is hosted by Newport City Council so this will be driven by them. In addition to this a hardship fund will remain in place for families to access support.

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	None Identified	Lessons are made accessible to all pupils including pupils identified as having a disability, often families supporting children with a disability have lower income and this will impact on the affordability of learners	Where contributions to Gwent Music have been reduced, Gwent Music have been able to restructure to reduce the impact on the costs of lessons. This may be possible again. The service is hosted by Newport City Council so this will be driven by them. In addition to this a hardship fund will remain in place for families to access support. The hardship fund is managed by Gwent Music and is for low income families not just those eligible for free school meals, to access the fund families apply direct to Gwent Music. The local authority funds all schools with a Special Needs Resource Base to access music therapy, this will continue and not be affected by this saving.
Gender reassignment	None Identified	None Identified	None Identified
Marriage or civil partnership	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Sex	None Identified	None Identified	None Identified
Sexual Orientation	None Identified	None Identified	None Identified

## **112. 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>	None Identified	This proposal will have a greater impact on low-income families, music lessons will be a luxury for some families and this will make it unaffordable if the costs do increase. It will mean peers in school will not have the same opportunities.	Where contributions to Gwent Music have been reduced, Gwent Music have been able to restructure to reduce the impact on the costs of lessons. This may be possible again. The service is hosted by Newport City Council so this will be driven by them. In addition to this a hardship fund will remain in place for families to access support. The hardship fund is managed by Gwent Music and is for low income families not just those eligible for free school meals, to access the fund families apply direct to Gwent Music.



### 113. 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>	None Identified	Gwent Music supports a lot of Welsh Culture events helping schools prepare and take part in events promoting Welsh Language, often these are done with little or no charge to schools. With the proposed reduction Gwent Music may not be continue this support, or will need to start to charge for this.	There are other grants that schools can access to purchase the support.
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	None Identified	Depending on the model Gwent Music choose to make the savings this could result in compulsory redundancies.	The protection of employment policy for Newport City Council will be followed.
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None Identified	Gwent Music supports a lot of Welsh Culture events helping schools prepare and take part in events promoting Welsh Language, often these are done with little or no charge to schools. With the proposed reduction Gwent Music may not be continue this support, or will need to start to charge for this.	There are other grants that schools can access to purchase the support.



**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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Gwent music employs a number of self employed music teacher as well as a small number of employed staff. Should the demand for lessons reduce then there will be a loss of income for the teachers. In addition to this Gwent Music may see a number of teachers leave the profession to take up alternative employment which will reduce the level of skilled musicians to teach.</p>	<p>None Identified</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>None Identified</p>	<p>None Identified</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Music for many helps with mental health this is both for learners and people who listen to music. Gwent Music provide music therapy to a number of pupils in our SNRB's and any changes could result in an increase in cost or worse still the service not being able to support. Any loss in support could impact on the mental health of a number of our pupils.</p>	<p>Currently the local authority pays for the music therapy and this will continue while it is sustainable. However any increase in costs will divert budgets away from other areas.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Music is a cornerstone in Welsh culture, many communities use music to celebrate events. Some of this could be lost if music provision is reduced in schools.</p>	<p>None Identified</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>None Identified</p>	<p>None Identified</p>
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People</p>	<p>Music is a cornerstone in Welsh culture, many communities use music to celebrate events. Some of this could be lost if music provision is reduced in schools</p>	<p>None Identified</p>

<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>
are encouraged to do sport, art and recreation		
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Talented musicians may not be able to continue to receive lessons if families cannot afford the costs. This will lead to some not being able to meet their potential.	There is a hardship fund to support low income families, however this is limited and may not be enough to support every talented musician.

### 115. How has your proposal embedded and prioritised the sustainable governance principles in its development?

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	There is a need to consider the shortfall in the budget, but balanced with this there should be a consideration to pupils current and future that would want to access music lessons. This proposal will allow Gwent Music time to re design the service to support pupils going forward. It is noted that Gwent Music have a flexible workforce, many being self employed so it can meet demand quickly.	Monmouthshire will work with Gwent Music to ensure that they minimise the impact on pupils and access to music lessons.
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	Gwent Music is a joint partnership with other Gwent Local Authorities, it is hosted by Newport City Council. This proposal will reduce our contribution which is against the partnership agreement.	Other Gwent authorities have reduced their contribution, Monmouthshire has been the largest contributor for a number of years, Monmouthshire would continue to work with Gwent Music to minimise the impact of this reduction on the service.
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	Full consultation will be taken with Gwent Music, Newport City Council, schools and parents. Notice of any increases in costs will be given in advance and parents will be told how to access the hardship fund.	Contact with parents to promote the hardship fund.

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="136 453 275 480">Prevention</p> <p data-bbox="327 217 506 464">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 217 1317 336">Any increase in costs will have a direct impact on families that are currently accessing music lessons. The lessons are seen as a luxury for many families and this may result in lessons stopping due to the increase for this and other basic necessities.</p>	<p data-bbox="1352 217 1955 240">Contact with parents to promote the hardship fund.</p>
 <p data-bbox="136 738 275 766">Integration</p> <p data-bbox="327 496 506 743">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 496 1317 687">Music for many helps with mental health and well being this is both for learners and people who listen to music. Gwent Music provide music therapy to a number of pupils in our SNRB's and any changes could result in an increase in cost or worse still the service not being able to support. Any loss in support could impact on the mental health of a number of our pupils.</p>	<p data-bbox="1352 496 1955 520">Contact with parents to promote the hardship fund.</p>

**116. 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

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

Annual reports from Gwent Music.  
 Demand for hardship fund  
 Budget proposals 2023-24

**118. 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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

The positive impact is that the contribution to the hardship fund will continue for parents to access, also Gwent music has changed it's delivery model over a number of years as a result of other Local Authorities reducing their support and therefore it is anticipated that they will be able to absorb this saving and mitigate against large increases for lesson. The main negative impact is that this is a direct reduction in contribution to Gwent Music and the saving will have to be found from reducing resources or increasing income.

**119. 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

**120. 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	Decision making stage	December 2022	



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Nikki Wellington  <b>Phone no: 07766504389</b>  <b>E-mail: nicolawellington@monmouthshire.gov.uk</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>CYP13 - The proposal is to uplift the individual school budget for pay awards and energy and then apply a 2.8% reduction.</p>
<p><b>Name of Service area</b></p> <p>Individual School Budget</p>	<p><b>Date 20-12-22</b></p>

**121. 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	None Identified	There will be significant redundancies for school based staff, there are likely to be a higher number of non-teaching staff at risk due to the ratios for teaching staff. While the protection of employment policy will be followed the impact is likely to be greater on those who are on temporary contracts or at the start of their careers. Any loss in staff will impact directly on the standards of the school, there is a risk that class sizes will increase and at for post 16 education there will be a reduction in courses offered therefore impacting future career choices.	People Services will work closely with those affected to give them the greatest opportunity to find alternative employment. In addition to this the pay award will be afforded in the budget.

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	None Identified	The funding includes funding for pupils with additional learning needs, schools are responsible to access provision to mt their needs but if the funding is reduced this will impact their ability to do this and could lead to pupils needing to move to another school. It is non-teaching staff that are used to support in the majority of cases and these are the staff that are most at risk of redundancies.	Schools will need to identify those pupils that need support and to provide that support, where this is not possible then the local authority will need to work with the school to arrange this.
Gender reassignment	None Identified	None Identified	None Identified
Marriage or civil partnership	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified
Sex	None Identified	Over 75% of the workforce in the local authority are female this percentage will be higher in schools. In addition, most of the roles are part time, therefore there will be a higher impact on this protected characteristic.	People Services will work closely with those affected to give them the greatest opportunity to find alternative employment. In addition to this the pay award will be afforded in the budget.



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	None Identified	None Identified	None Identified

## 122. 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?
<b>Socio-economic Duty and Social Justice</b>	The individual school budget will be increased for the pay award for all staff.	Any redundancies will impact greater on low income families, the majority of staff working in schools are part time. Their work is often based around school hours to minimise childcare costs which will also limit their ability to look at any opportunities to increase their hours.	People Services will work closely with those affected to give them the greatest opportunity to find alternative employment. In addition to this the pay award will be afforded in the budget.

### 123. 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>The individual schools' budgets will be increased to afford the pay award and increased energy costs, with the saving applied after this, this will afford some protection to school budgets.</p>	<p>There are two Welsh Medium schools in Monmouthshire and several Welsh speaking staff in all schools, there will be no additional protection for Welsh speaking staff.</p>	<p>Headteachers have been consulted at an early stage so that they are aware of the impact on their school budget. They have been asked to plan carefully any spend and to look at any staff that are on a temporary contract.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>None Identified</p>	<p>It is likely that any employment opportunities in schools will reduce. Training opportunities may also reduce as schools will have to consider all expenditure.</p>	<p>Vacancies will be advertised internally only at first to give staff that are at risk the greatest opportunity to apply.</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>The individual schools' budgets will be increased to afford the pay award and increased energy costs, with the saving applied after this, this will afford some protection to school budgets.</p>	<p>There are two Welsh Medium schools in Monmouthshire and several Welsh speaking staff in all schools, there will be no additional protection for Welsh speaking staff.</p>	<p>Headteachers have been consulted at an early stage so that they are aware of the impact on their school budget. They have been asked to plan carefully any spend and to look at any staff that are on a temporary contract.</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!

<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	There will be less employment opportunities in schools, including highly skilled teaching staff, in addition the opportunity for staff to train may also reduce as schools consider all aspects of their budgets.	The budget will be uplifted for energy and the pay award which will result in some protection. All staff at risk will be protected by the protection of employment policy.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None Identified	None Identified
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Any job losses or potential job losses could impact negatively on individuals or families.	Schools will be able to access wellbeing support for those individuals
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Often school staff live close to the school and in the local community, as the opportunities for employment reduce, they may need to travel further to access employment.	The budget will be uplifted for energy and the pay award which will result in some protection. All staff at risk will be protected by the protection of employment policy.
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None Identified	None Identified
<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	Schools promote the Welsh Language and culture, any reduction in resources will result in some opportunities being lost. School staff also do extra curriculum activities with the reduction of staff this may impact this. This reduction will result in less opportunities to learn Welsh and will also impact on training which will result in fewer Welsh speakers.	The budget will be uplifted for energy and the pay award which will result in some protection. All staff at risk will be protected by the protection of employment policy. The teaching of Welsh in all schools is compulsory and therefore all pupils will be taught the Welsh language.

<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 more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Any reduction in staffing may result in less support being provided for pupil which may lead to some not achieving their full potential.	The budget will be uplifted for energy and the pay award which will result in some protection. All staff at risk will be protected by the protection of employment policy.

### 125. How has your proposal embedded and prioritised the sustainable governance principles in its development?

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	School budgets will be uplifted for pay awards and energy pressures before the saving is applied. The full protection afforded by Welsh Government will be passed on.	The negative impact is that staffing in some school may need to be reduced. In all schools the statutory minimum levels of staffing will be maintained and this is funded via the funding formula. The LA will model with all schools a 3 year budget plan to see the impact of this and to allow schools to make the necessary changes. Schools in a deficit will be supported to produce a recovery plan, allowing up the 3 years to bring the budget back into balance.
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	Schools work as clusters and it is anticipated that this will continue and will allow schools to identify savings and collaboration ideas.	None identified
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	All headteachers and governing bodies will be consulted on the proposals. All the views will be heard during the budget consultations.	The results of the consultation will be heard as part of the wider Monmouthshire proposals.

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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The budget will be uplifted for the pay award and energy pressure prior to the saving being applied.</p>	<p>None Identified</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The wellbeing of pupils will be negatively affected as they will receive less support, where there are no statutory class sizes they will be taught in larger classes and with a less adult to pupil ratio. Pupils may see a negative impact on their wellbeing as a result of this, which will result in additional support being required from third parties.</p>	<p>Where there are staffing implications, all staff will be supported through the process to allow them the best opportunities to obtain alternative employment.</p>

**126. 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	None Identified	None Identified	None Identified
Corporate Parenting	None Identified	None Identified	None Identified

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

Funding formula  
 Pay award data  
 Pension data  
 Medium Term Financial plan for Monmouthshire  
 Current school budgets  
 3 year plans  
 Recovery plans  
 Month 6 balances for schools.

**128. 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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

The negative impact is that as a result of this saving staffing may need to be reduced in schools. The pay award and energy pressure will be funded, with the saving applied after this. In the larger secondary schools the impact may be afforded from non-pay costs, but with the majority of the primary schools it is likely that staffing will be impacted. Pupils will be impacted by larger class sizes and less support for pupils with Additional Learning Needs.

The decision regarding how the funding for each school is the responsibility of the Governing Body, and therefore it will be for the Governing Body and the Headteacher to decide how the proposed funding reductions will be afforded in each school.

**129. 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
Impact on school budgets	July 2023	Nikki Wellington

**130. 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>
1.0	Decision making stage	December 2022	



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Nikki Wellington  <b>Phone no: 07766504389</b>  <b>E-mail: nicolawellington@monmouthshire.gov.uk</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>CYP15</b> - The proposal is to reduce the support services budget by £25,000</p>
<p><b>Name of Service area</b></p> <p>Resources – Support Services</p>	<p><b>Date 13-12-22</b></p>

**131. 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	This proposal may allow an opportunity for voluntary redundancy, this may create other opportunities for colleagues to pursue.	Should the saving not be made through a voluntary redundancy or by savings on resources then it will be necessary to look for a compulsory redundancy. If a post is lost then there will be a direct impact on the service the team are able to offer and this may lead to a delay in the processing of admissions or financial support to schools. The admission deadline is a statutory deadline and any delays will mean the deadline may not be met.	All colleagues will be consulted and the protection of employment policy will be followed which will allow other job opportunities from within Monmouthshire to be considered.



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	None Identified	A number of the applications for school places are made by families supporting vulnerable and disabled children, and delay in admitting these pupils to a suitable schools will have a direct impact on them and their family. This could be financial or a wellbeing need.	None Identified
Gender reassignment	None Identified	None Identified	None Identified
Marriage or civil partnership	None Identified	None Identified	None Identified
Pregnancy or maternity	None Identified	None Identified	None Identified
Race	None Identified	None Identified	None Identified
Religion or Belief	None Identified	None Identified	None Identified
Sex	None Identified	Around 75% of Local Government workforce is female and therefore any redundancies will have a greater impact on this protected characteristic	The protection of employment policy will be followed and staff at risk will be given priority to apply for suitable employment opportunities.

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	None Identified	None Identified	None Identified

### 132. 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?
<b>Socio-economic Duty and Social Justice</b>	All colleagues will be treated the same and fairly taken through the process. There will be opportunities to consider voluntary redundancy and these will be considered fairly to reduce the need for any compulsory redundancy.	If there is a need for a compulsory redundancy this will directly affect income and will lead to families facing financial difficulties.	The protection of employment policy will be followed and all savings will be identified prior to any compulsory redundancy.

### 133. 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>	None Identified	There are two Welsh Medium Schools in Monmouthshire, these are supported by both the admissions team for pupil admissions and the finance team for financial support, any reduction in the team will lead to less support being provided which could lead to the school in a deficit budget or admissions being processed after the statutory deadline.	None Identified
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	None Identified	Within the team there are staff training for project management and accountancy for which they are given time off to attend. Should the capacity of the team reduce these opportunities may be lost to cover the additional workload.	None Identified
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None Identified	The admission team lead on the Welsh Medium Forum to promote Welsh Education in Monmouthshire. Any reduction in the team will lead to a direct impact on the support they can offer to members.	None Identified



**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	This proposal will directly reduce the number of jobs available.	None Identified
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None Identified	None Identified
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Any proposed redundancies will cause stress to the individual which will directly impact health and wellbeing for that individual and their families. It will also put an added burden on the team to support the wider team and meet statutory deadlines.	Full consultation with colleagues and all opportunities to be explored to reduce the impact.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	None Identified	None Identified
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None Identified	None Identified
<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	With any reduction in staffing this will result in less staff being able to access Welsh Language training.	All job vacancies are advertised stating Welsh Language is desirable as a minimum.

<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 more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	As explained above training opportunities will be taken away and this will mean that colleagues will not fulfil their full potential.	None Identified

**135. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	There is a need to balance the short term budget constraints with the longer term goals of CYP. The team supports the opening and closing of schools, the building of the new 3 – 19 school in Abergavenny and helping members with decisions for our schools both in terms of places and financial recovery and investment plans.	None Identified
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	The support services team are involved with a number of partners for support, advice and the provision of services. For example the Welsh Medium Forum, School Budget Forum and working groups from the EAS. The attendance at these groups would need to be considered given the reduced capacity.	None Identified
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	The admission team co-ordinate the consultations around school places, opening and closing schools and catchment review, any reduction will lead to pressure to support these. The finance team support heads and governing bodies to meet their statutory responsibilities for finance, this would reduce.	None Identified

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>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>The finance team advise schools on a range of financial matters to help prevent any budget deficits or financial difficulties. They advise on recovery and investment plans and assist in procurement decisions. The admission team provide advice and support to schools regarding the admissions process including the admission of complex and vulnerable pupils.</p>	<p>None Identified</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	<p>Any reduction in support will result in the admission process taking longer and this will lead to stress for parents and carers. The finance team provide advice to schools and any reduction could result in stress and wellbeing concerns for Heads.</p>	<p>None Identified</p>

**136. 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	None Identified	None Identified	None Identified
Corporate Parenting	None Identified	None Identified	None Identified

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

Service improvement plans for current admissions etc

School Budgets

Budget 2023-24

**138. 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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

The service is already struggling when colleagues are off sick or for holiday, it is a very small team and there has been times when colleagues have been asked to cover phones when they are off. There are statutory deadlines that need to be met in both teams and in both cases these may be missed if resources are reduced further.

**139. 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

**140. 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>
1.0	Decision making stage	December 2022	





monmouthshire  
sir fynwy

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

<b>Name of the Officer</b> Tyrone Stokes and Ceri York  <b>Phone no:</b> 01633644589 <b>E-mail:</b> <a href="mailto:tyronestokes@Monmouthshire.gov.uk">tyronestokes@Monmouthshire.gov.uk</a> <a href="mailto:ceriyork@monmouthsire.gov.uk">ceriyork@monmouthsire.gov.uk</a>	<b>Please give a brief description of the aims of the proposal</b>  <b>SCHPM1</b> - Fees uplifts to social care providers for 2023/24; including adults and children.
<b>Name of Service area</b>  Social Care and Health	<b>Date</b> 23 <sup>rd</sup> November 2022

**141. 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>The majority of care provided is to older and vulnerable people. Ensuring fees allow us to meet the Welsh Government's commitment to the Real Living Wage and other cost pressures will help us to secure care for the older people, children and vulnerable adults .Older people without families with financial resources to pay for top up fees are disproportionately impacted by the low number of Monmouthshire care homes who currently accept the Council's fee rate. It is hoped an increased rate for 2023/24 will positively impact this issue.</p>	None	N/A
Disability	<p>As with the older people's care, a significant proportionate of support is provided to people with a disability, either physical , learning or both. Ensuring fee uplifts are fair and reasonable and take account of the Welsh Government commitment to the Real Living Wage and other cost pressures will contribute to recognising the value within the Social Care sector. This will ensure people with disabilities have access to appropriate and high quality care services.</p>	None	N/A
Gender reassignment	None	None	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	None	None	N/A
Pregnancy or maternity	None	None	N/A
Race	Social care services are provided to all eligible people in Monmouthshire , of all races and ethnicities. Therefore this proposal will be beneficial to all races	None	N/A
Religion or Belief	<i>None</i>	None	N/A
Sex	Most of the care workforce is predominantly female and ensuring fees uplifts are fair and reasonable and funding the Real Living Wage will benefit those working in and for social care organisations which we commission.	None	
Sexual Orientation	None	None	N/A

#### 142. 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?
<p><b>Socio-economic Duty and Social Justice</b></p>	<p>Complying with the Welsh Government Real Living Wage commitment will ensure we pass on the benefits of the Real Living Wage to those care staff on the lowest of pay, providing a demanding and most needed service to older people, children and vulnerable adults. Ensuring uplifts take account of cost pressures such as inflation, energy costs and increased labour rates will ensure sustainability for organisations and availability of care for the people they support. At present only 4 care homes for older people in Monmouthshire accept the Council's rates. This severely restricts the choice of home for older people who do not have family with financial resources to pay "top up fees". It is hoped that an increased rate will enable more homes to accept the Council's rate and reduce the impact upon older people.</p>	<p>None</p>	<p>Following uplift for 2023/24 undertake discussions with care home providers to negotiate their acceptance of our rate without the need for a 3<sup>rd</sup> party top up payment.</p>





### 143. 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>Social care providers with whom the Council contracts will have fair and reasonable funding which will enable them to support the promotion and compliance with the More Than Words Active Offer.</p>	<p>None</p>	<p>n/a</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Social care providers will receive appropriate funding to enable them to offer pay rates to social staff at the minimum of the real Living Wage.</p>	<p>None</p>	<p>n/a</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Social care providers with whom the Council contracts will have fair and reasonable funding which will enable them to support the promotion and compliance with the More Than Words Active Offer.</p>	<p>None</p>	<p>n/a</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!

<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	Offer financial support to care providers allowing them to pay their workforce the Real Living Wage, in line with the Welsh Government commitment and to meet rising cost pressures cause by inflation and other factors.	Working closely with care providers to understand their costs and uplifts.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None	None
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Ensure financially the Real Living Wage and other costs pressures can be met within MCC fee levels, contributing to making the care sector viable for both providers and workers alike.	None
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Will bring greater financial security and sustainability, allowing social care to be attractive, viable and safe.	None
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Recognise the cost pressures on the care sector market as a result of the Welsh Government Real Living Wage pledge and other significant costs pressures such as inflation.	None
<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	None	None
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Giving a better financial remuneration to care staff in Wales will hopefully allow people looking and/or working in the care sector to fulfil their potential	None

145. 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 aging population of the UK is set to grow even more over the next 5 -25 years. Increasing numbers of people will need social care support to enable them to lead fulfilled and meaningful lives.</p> <p>Having a sustainable social care market is a necessity in both the short, medium and long term.</p>	<p>Ensure operators have a fair contractual rate for services being procured, recognising the Real Living Wage and other cost factors.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Social care providers are key partners of the Council in delivering care and support to some of the most vulnerable people within the county.</p>	<p>no</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Individual negotiations with social providers enable us to understand the financial challenges they face and arrive at an mutually agreeable rate.</p>	<p>None</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>A range of social care provision enables peoples independence to be sustained and prevent greater reliance on more intensive social care support .</p>	<p>None</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 provision of appropriate and sufficient social care is necessary to ensure we meet partnership goals with agencies, such as the NHS .</p> <p>The NHS is currently under significant pressure due to the unavailability of sufficient social care services. Ensuring fees uplifts for 2023/24 are fair and reasonable will hopefully positively impact the insufficiency of support.</p>	None

**146. 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	Paying for care at a level which allows for the Real Living Wage and other costs pressures will hopefully contribute to safeguarding those most in need of reliable and consistent quality care.	None	n/a
Corporate Parenting	The council will be able to secure appropriate care placements for children.	None	n/a

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



1. In County care home fair fee exercise
2. Review of pay rates
3. The Chancellor of the Exchequer on 17<sup>th</sup> November 2022 in the Autumn 2022 budget announced that the RLW would increase to £10.90 per hour from 1<sup>st</sup> April 2023.
4. Non pay inflation has been used based on October 2022 of 10.1%
5. ONS data on average pay increases for non-social care staff of 6.6%
6. Welsh Government statement and commitment from the Welsh First Minister in 2021 to pay care staff in registered social care posts at a minimum of the real Living Wage

**148. 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?**

**Positive impacts:**

- Positive impact will honour the Welsh Government pledge to pay the Real Living Wage to the Social Care sector within Wales
- Fee uplifts will be fair and reasonable and enable sufficient care to be secured to meet the needs of Monmouthshire people and to meet statutory obligations.
- Sustainable social care market for the future
- Reduction in the number of older people who need a 3<sup>rd</sup> party top up to enable them to have a choice of care home in the county.
- Pay rates for care workers are sufficient to recruit and retain sufficient staff to provide the level of care required.

**Negative Impacts:**

None

**149. 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>
Negotiate with care providers to understand their cost pressures and the impact on meeting the Real Living Wage	With immediate effect	Ceri York/Tyrone Stokes

**150. 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	Pressure Mandate development	23/11/2022	
2	Review by MCC Policy and Performance Team	09122022	Amended to include impacts in respect of Welsh Language and Active Offer



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Julie Heal  <b>Phone no:</b>  <b>E-mail:</b> julieheal@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>SCHPM3</b> - Continuation of supported housing project for three individuals with complex needs residing in Newport Road, Caldicot</p>
<p><b>Name of Service area</b></p> <p>Community Learning Disabilities Team (SCH)</p>	<p><b>Date</b> 23<sup>rd</sup> November 2022</p>

**151. 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	These are young adults who are enabled to remain living in the County near to families and friends. Without the continuation of the project they would need to be accommodated out of County in more restrictive placements.	No impact	N/A
Disability	Each of the individuals have complex learning and physical disabilities. This project will improve their quality of life and increase their independence.	No impact	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?
Gender reassignment	.N/A	N/A	N/A
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	.N/A	N/A	N/A
Religion or Belief	.N/A		
Sex	N/A	N/A	N/A
Sexual Orientation	N/A	N/A	N/A

**152. 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>	The individuals that this project supports are socio-economically disadvantaged because due to their high level of disabilities they are unable to gain employment. This project will ensure that they are able to secure safe housing and will not be at risk of being made homeless. The families of these individuals would now be able to gain employment should they wish to do so because their caring responsibilities have ended.	<i>No impact</i>	N/A

### 153. 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>None of the individuals speak Welsh or would like to speak Welsh, so there is currently no requirement for the staff to be Welsh speakers</p>	<p>No impact</p>	<p>N/A</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>None of the individuals speak Welsh or would like to speak Welsh, so there is currently no requirement for the staff to be Welsh speakers</p>	<p>No impact</p>	<p>N/A</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>None of the individuals speak Welsh or would like to speak Welsh, so there is currently no requirement for the staff to be Welsh speakers</p>	<p>No impact</p>	<p>N/A</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!



<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	N/A	N/A
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	N/A
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	This project will benefit the three individuals in terms of their physical and emotional wellbeing	N/A
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	This project will enable the three individuals will ensure that they are able to remain living in the local community as opposed to moving out of County. The individuals have local connections and will be able to remain close to family and friends in the community.	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	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>
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Enabling people with disabilities to live in their local communities and receive a meaningful and good quality of life	N/A

**155. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	The long term future of the individuals is now secure because there is no longer reliance on informal care and support by ageing parents.	Funding will need to be negotiated every year to ensure the long term security of this project
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	This project has collaborated with Welsh Government and Melin Homes in terms of funding and service delivery.	N/A
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	The proposal was developed in collaboration with the individuals and their families.	N/A



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>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The project was developed to prevent carer breakdown and to avoid a potential urgent situation where individuals needed rehousing without sufficient planning. This would have had a huge negative impact on each of the individuals and their carers.</p>	<p>N/A</p>
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>. This project has been delivered in partnership with other agencies to maximise the benefits of the wellbeing goals.</p>	<p>N/A</p>

**156. 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	All staff at the project have received the relevant safeguarding training and DBS checks in line with corporate safeguarding policies.	. N/A	N/A
Corporate Parenting	N/A	N/A	N/A

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

The project was costed by use of financial data that was used to cost the individuals care and support packages when living in the community. A tendering process was undertaken to appoint the most appropriate and cost effective provider in accordance with commissioning guidance. There was detailed discussions with the families around the individual needs and care and support plans were formulated and costed based on this information.

**158. 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 project has significant positive impacts on a small number of young adults with complex learning and physical disabilities. There are no negative impacts on any of the protected characteristics. This project also makes a positive contribution to the Healthier Wales and Wales Cohesive Communities Wellbeing Goals by enabling these individuals to receive an improved quality of life within their local communities.

**159. 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>
N/A		

**160. 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>
<b>1</b>	Submission of budget mandate	<b>23/11/2022</b>	



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation Jane Rodgers</p> <p><b>Phone no:</b> <b>E-mail:</b> janerodgers@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>SCHPM5a</b> - To provide for the current pressures within the Children's Services budget</p>
<p><b>Name of Service area</b></p> <p>Children Services</p>	<p><b>Date</b> 12/12/22</p>

**161. 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 proposal will impact positively on children and families - reviewing, identifying and commissioning/ developing services to support the needs of children and families at all tiers of need / vulnerability both preventatively and reactively	None identified	On-going review, quality assurance processes and monitoring of outcomes for children and families
Disability	Children Services support circa 130 children with disabilities ensuring that these children and their families / carers have support tailored to their individual needs through a multi-agency approach	None identified	On-going review, quality assurance processes and monitoring of outcomes for children and families

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	.N/A	N/A/	n/a
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	Children's Services provide support and intervention for mothers and babies pre and post birth where risks have been identified.	N/A	On-going review, quality assurance processes and monitoring of outcomes for children and families
Race	Care and support plans for children and their families take account of children's race and aim to support children develop a positive sense of identify and belonging.	None identified	More needs to be done to understand and overcome barriers to people accessing services in accordance with Anti-racist Wales. Increase training and awareness across the service.
Religion or Belief	.Care and support plans for children and their families take account of children's beliefs and aims to support a positive sense of identity	None identified	Increase training and awareness across the service. Ensure that services and practitioners are skilled and trained to support all children and their families / carers.
Sex	There is a roughly equal split in the numbers of boys and girls access services. Care and support plans for children and their families take account of children's beliefs and aim to support a positive sense of identity	None identified	None identified

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	<i>.Care and support plans for children and their families take account of children's sexual orientation and aim to support a positive sense of identity</i>	None identified	Ensure that services and practitioners are skilled and trained to support all children and their families / carers.

## 162. 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?
<b>Socio-economic Duty and Social Justice</b>	The service supports families suffering from socio-economic disadvantage through tailored care and support plans working with family goals / personal outcomes through a strengths-based approach – sign-posting and making referrals to a range of organisations dependent on identified needs.	Demand and resource pressures on the service make it harder to provide the optimal level of service to every family	Ensuring that practitioners understand the impact of socio-economic disadvantage on parents and families and have the right skills to support families in such circumstances.

### 163. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>	<p>None-identified</p>	<p>Ensure that the Welsh language offer is consistently made.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Some training opportunities are provided through Welsh medium</p> <p>Workforce are encouraged to develop Welsh language skills</p> <p>Recruitment material is provided in Welsh</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All assessments are offered in Welsh</p> <p>There is access to bi-lingual social work support</p> <p>Welsh language options recorded on case management system</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The service employs a wide workforce, predominantly women and supports positive skill development within the social care and health sector including foster carers, family support workers, senior managers and professionally qualified specialist workers. The service maintains good relationships with a number of universities and supports people attain higher level qualifications.</p> <p>The service works to support families in socio-economic disadvantage reach family goals and personal outcomes.</p>	<p>The pressure mandate will ensure that jobs can be preserved within the service</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>n/a</p>	<p>n/a</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed to promote wellbeing and prevent the need for care and support. The service works with individuals and families to reduce social detriments which impact on health and wellbeing. The service works to support children to overcome the impact of adverse childhood experiences and go on to lead healthy / fulfilled lives.</p> <p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed</p>	<p>The pressure mandate will ensure that services can continue to be provided to families without significant reduction</p> <p>The pressure mandate will ensure that services can continue to be provided to families without significant reduction</p>





<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>
	to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support.	
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	The service supports children to remain living safely within their families and communities. The service supports young people to develop their friendships, learning, and community activities locally, all of which promote cohesive communities.	The pressure mandate will ensure that services can continue to be provided to families without significant reduction
<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	The service supports and protects the culture, heritage and language of Wales by supporting local children and young people to remain in their families and communities they are from. Care and support plans include supporting children to access social, recreational and sporting activities as part of building resilience and developing a positive sense of identify	The pressure mandate will ensure that services can continue to be provided to families without significant reduction
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The service supports children to overcome socio-economic disadvantage and adverse childhood experiences and to reach their full potential.	The pressure mandate will ensure that services can continue to be provided to families without significant reduction

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?

**165. 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 data-bbox="129 740 262 767">Long Term</p> <p data-bbox="309 528 506 735">Balancing short term need with long term and planning for the future</p>	<p data-bbox="533 528 1285 746">The proposal has assessed the current service position and considered what resources are required to move forward in maintaining and developing the service so that the longer term needs of children are met. It supports the review and understanding of financial elements of care planning to build a culture of a strong sustainable financial responsibility</p>	<p data-bbox="1352 528 1397 552">n/a</p>
 <p data-bbox="112 1082 280 1109">Collaboration</p> <p data-bbox="309 871 506 1046">Working together with other partners to deliver objectives</p>	<p data-bbox="533 855 1308 1034">The Social Services and Wellbeing (Wales) Act 2014, underpins the way that local authority works with its partners work through a range of structures and mechanisms both at a strategic and operational level. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for children and families within Monmouthshire.</p>	<p data-bbox="1352 783 1397 807">n/a</p>
 <p data-bbox="123 1433 277 1460">Involvement</p> <p data-bbox="331 1214 497 1385">Involving those with an interest and seeking their views</p>	<p data-bbox="533 1214 1317 1422">Children's Services has an active consultation and engagement strategy and ensures that the voice of the child is central to everything it does. In addition it is important to build on the existing consultation activities with groups of young people such as the Children Looked After forums, formal reviews and independent advocacy</p>	<p data-bbox="1352 1214 2107 1374">The regional contract for independent advocacy service NYAS is monitored monthly at a Local Level by Children's Services and Monmouthshire Commissioning Team to ensure the service is inclusive and maximizing service to children and families</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="136 464 280 491">Prevention</p> <p data-bbox="331 225 510 475">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="539 220 1301 288">The service places a consistent emphasis on early help and preventative services</p>	<p data-bbox="1357 220 2123 280">The mandate will ensure that there are sufficient resources to maintain preventative and family support services</p>
 <p data-bbox="136 756 280 783">Integration</p> <p data-bbox="331 512 510 762">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="539 512 1317 687"><i>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support.</i></p>	<p data-bbox="1357 512 2045 608">The pressure mandate will ensure that services can continue to be provided to families without significant reduction</p>

**166. 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	This mandate is based on ensuring that children are protected and safeguarding through the appropriate provision of services	.N/A	The pressure mandate will ensure that safeguarding services can continue to be provided to families without significant reduction
Corporate Parenting	This mandate will ensure that the council is enabled to meet its corporate parenting responsibilities to children who are looked after and care leavers.	N/A	The pressure mandate will ensure that services for children looked after and care leavers can continue without significant reduction

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
  - Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
  - Local population data including the census figures
  - Household survey data
  - Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
  - Evidence and data from Monmouthshire’s Well-being Assessment
  - Recommendations from Scrutiny or following consultation
  - Comparisons with similar policies in other authorities
  - Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors
- Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)[16:34] Robins, Claire J.

The evidence and data that has informed this report is:

- 1.The Social Services and Wellbeing (Wales) Act 2014
2. Welsh Government Eliminate Agenda

- 3. External evaluation (CIW)
- 4. Financial data from budget monitoring
- 5. Service data – PLANT
- 6. Detailed employee consultation within both Children’s services and partner agencies

**4. 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 service requires sufficient resources to manage the current pressure within the service, so that service disruption / reduction is minimized as this would affect the safety and wellbeing of some of the most vulnerable children in the county.

**5. 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
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Continue to review and evaluate the service by monitoring outcomes for children and families	quarterly	Diane Corrister

**6. 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
<b>V1</b>	Budget mandate	<b>12/12/22</b>	<i>n/a</i>



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation Jane Rodgers</p> <p><b>Phone no:</b> <b>E-mail:</b> janerodgers@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>SCHPM5b</b> - To provide for the current pressures within the Adult's Services budget</p>
<p><b>Name of Service area</b></p> <p>Adult Services</p>	<p><b>Date</b> 12/12/22</p>

**168. 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 proposal will impact positively on older adults and their carers by ensuring that there is sufficient resource to assess the care and support needs of older adults and ensure that a range of services are commissioning to support the needs of older, frail adults both preventatively and reactively. The service supports circa 1650 adults with care and support needs (at a point in time) of which over 500 are frail, older adults.	None identified	On-going review, quality assurance processes and monitoring of outcomes for older, frail 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?
Disability	The proposal will impact positively on adults with physical disabilities (circa 390) and learning disabilities (circ 208), as well as adults with mental health difficulties (circa 175) and dementia (142). The proposal will ensure that resources are available to assess adults with care and support needs and ensure that a range of services are in place to support adults with what matters to them.	None identified	On-going review, quality assurance processes and monitoring of outcomes for adults with care and support needs
Gender reassignment	.N/A	N/A/	n/a
Marriage or civil partnership	Services are provided to all residents with care and support needs and their carers regardless of their marital status	N/A	N/A
Pregnancy or maternity	Adult services can be provided to assist adults with care and support needs with their parenting responsibilities.	N/A	On-going review, quality assurance processes and monitoring of outcomes parents who have care and support needs.
Race	Care and support plans for adults and their families / carers take account of race and aims to provide care and support in a way that promotes and respects individuality.	None identified	More needs to be done to understand and overcome barriers to people accessing services in accordance with Anti-racist Wales. Increase training and awareness across the service.



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?
Religion or Belief	.Care and support plans for adults and their carers / families take account of individual beliefs and aims to provide care and support in a way that promotes and respects individual preferences.	None identified	Increase training and awareness across the service. Ensure that services and practitioners are skilled and trained to support all adults and their carers.
Sex	Services are provided to both men and women with care and support needs. Women make up the majority of both paid and unpaid caring roles. Any reduction in services available will negatively impact on carers.	None identified	The service must recognize any barriers caused by a person's sex to access support and ensure that these are addressed.
Sexual Orientation	<i>. Care and support plans for adults and their carers take account of people's identify and provide care and support in a way that promotes and respects individual preferences.</i>	None identified	Ensure that services and practitioners are skilled and trained to support all individuals their families / carers.

### 169. 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?

<b>Socio-economic Duty and Social Justice</b>	Adults who have care and support needs can be economically disadvantaged. It is also recognized that MCC residents experiencing socio-economic disadvantage have poorer health outcomes. Both preventative and reactive support services are required to ensure that wellbeing outcomes are promoted for all residents through tailored care and support plans working with personal outcomes through a strengths-based approach – sign-posting and making referrals to a range of services and organisations dependent on identified needs.	Demand and resource pressures on the service make it harder to provide the optimal level of service to every individual	Ensuring that practitioners understand the impact of socio-economic disadvantage on individuals with care and support needs and have the right skills to support people in such circumstances.
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## 170. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>	<p>None-identified</p>	<p>Ensure that the Welsh language offer is consistently made.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Some training opportunities are provided through Welsh medium</p> <p>Workforce are encouraged to develop Welsh language skills</p> <p>Recruitment material is provided in Welsh</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All assessments are offered in Welsh</p> <p>There is access to bi-lingual social work support</p> <p>Welsh language options recorded on case management system</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The service employs a wide workforce, predominantly women and supports positive skill development within the social care and health sector including home care workers, residential workers, care assessors, senior managers and professionally qualified specialist workers. The service maintains good relationships with a number of universities and supports people attain higher level qualifications.</p>	<p>The pressure mandate will ensure that jobs can be preserved within the service</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>n/a</p>	<p>n/a</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote wellbeing, help people live healthier lives and prevent the need for long-term care and support. The service works with individuals to reduce social detriments which impact on health and wellbeing. The service works to support individual to overcome the impact of physical, learning disability, mental health issues or the impact of aging and live fulfilled lives according to what matters to them.</p> <p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed</p>	<p>The pressure mandate will ensure that services can continue to be provided to individuals and carers without significant reduction</p> <p>The pressure mandate will ensure that services can continue to be provided to individuals without significant reduction</p>

<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>
	to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support.	
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	The service supports adults to remain living safely in their own homes and communities. The service supports adults to make social connections and reduce the impact of loneliness and isolation. A range of preventative services support volunteering and a range of community based, all of which promote cohesive communities.	The pressure mandate will ensure that services can continue to be provided to individuals without significant reduction
<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	The service supports and protects the culture, heritage and language of Wales by supporting individuals with care and support needs to live lives that matter to them in their own homes and communities. Care and support plans include supporting individuals to access social, recreational and sporting activities as part of building resilience and reducing loneliness and isolation.	The pressure mandate will ensure that services can continue to be provided to families without significant reduction
<b>A more equal Wales</b>	The service supports adults with care and support needs to overcome socio-economic disadvantage and the impact of	The pressure mandate will ensure that services can continue to be provided to individuals without significant reduction

<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>
People can fulfil their potential no matter what their background or circumstances	poor health / disability to live fulfilled lives that matter to them.	

**172. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	<p>The proposal has assessed the current service position and considered what resources are required to move forward in maintaining and developing the service so that the longer term needs of adults with care and support needs are met. The service is seeking to maintain resources so that preventative services remain in place, and that services aimed at reducing demand and enabling people to live healthier lives are not reduced.</p>	<p>The service is seeking to maintain resources so that preventative services remain in place, and that services aimed at reducing demand and enabling people to live healthier lives are not reduced.</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The Social Services and Wellbeing (Wales) Act 2014, underpins the way that local authority works with its partners work through a range of structures and mechanisms, most notably with Regional Partnership Board both at a strategic and operational level. Adult services within MCC benefit from high levels of integration between health and social care. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for adults with care and support needs within Monmouthshire.</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="331 256 499 435">Involving those with an interest and seeking their views</p> <p data-bbox="125 480 280 507">Involvement</p>	<p data-bbox="533 217 1330 536">The service assesses the care and support needs of adults by using questions around 'what matters' to individuals giving them as much choice, voice and control as possible. Adults with care and support needs have access to reviews and independent advocacy. Carers' services support people to be involved and have their views heard within the carers' strategy. Service users are routinely asked about their experience of the service and are consulted about any significant proposals.</p>	<p data-bbox="1352 217 2119 276">Adult services must ensure that all adults are informed about their rights to access formal advocacy.</p>
 <p data-bbox="331 576 499 823">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="125 815 280 842">Prevention</p>	<p data-bbox="533 568 1330 643">The service places a consistent emphasis on early help and preventative services</p>	<p data-bbox="1352 568 2119 627">The mandate will ensure that there are sufficient resources to maintain preventative and early help services</p>
 <p data-bbox="331 871 499 1110">Considering impact on all wellbeing goals together and on other bodies</p> <p data-bbox="125 1110 280 1137">Integration</p>	<p data-bbox="533 863 1330 1002"><i>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support.</i></p>	<p data-bbox="1352 863 2119 991">The pressure mandate will ensure that services can continue to be provided to individuals with care and support needs and their carers without significant reduction</p>

**173. 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	This mandate is based on ensuring that adults with care and support needs are safeguarding through the appropriate provision of services. All people working with adults with care and support needs are trained in safe care, receive appropriate levels of safeguarding training and safe recruitment is followed at all times.	.N/A	None identified
Corporate Parenting	None identified	N/A	None identified

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
- Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
- Local population data including the census figures
- Household survey data
- Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
- Evidence and data from Monmouthshire’s Well-being Assessment
- Recommendations from Scrutiny or following consultation
- Comparisons with similar policies in other authorities
- Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors

Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)[16:34] Robins, Claire J.

The evidence and data that has informed this report is:

- 1.The Social Services and Wellbeing (Wales) Act 2014



2. External evaluation (CIW)

3. Financial data from budget monitoring

4. Service data – Flo

5. Workforce information

-

**7. 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 service requires sufficient resources to manage the current pressure within the service, so that service disruption / reduction is minimized as this would negatively affect the safety and wellbeing of adults with care and support needs in the county.

**8. 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**

Continue to review and evaluate the service by monitoring outcomes for adults with care and support needs and their carers	quarterly	Head of Adults Services

**9. 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
<b>V1</b>	Budget mandate	<b>12/12/22</b>	<i>n/a</i>



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation Jane Rodgers</p> <p><b>Phone no:</b> <b>E-mail:</b> janerodgers@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>SCH5</b> - To reduce the workforce within Adult Services to achieve savings</p>
<p><b>Name of Service area</b></p> <p>Adult Services</p>	<p><b>Date</b> 29/12/22</p>

**175. 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	None identified	Reduced workforce within the integrated teams including social work and therapies will have a negative impact on adults with care and support needs and their carers. There will be fewer assessments undertaken and fewer social work or therapeutic interventions. There is likely to be increased waiting times for people to receive services. The service supports circa 1650 adults with care and support needs (at a point in time) including those with physical disability, learning disabilities, mental health difficulties and over 500 frail, older adults.	On-going review, quality assurance processes and monitoring of outcomes for adults with care and support needs.

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	None identified	The proposal will impact negatively on adults with physical disabilities (circa 390) and learning disabilities (circ 208), as well as adults with mental health difficulties (circa 175) and dementia (142). The proposal will result in a reduction in access to social work and therapies resulting in fewer assessments and interventions and increased waiting times for services.	On-going review, quality assurance processes and monitoring of outcomes for adults with care and support needs
Gender reassignment	.N/A	N/A/	n/a
Marriage or civil partnership	Services are provided to all residents with care and support needs and their carers regardless of their marital status. This element of the service would not be impacted directly.	N/A	N/A
Pregnancy or maternity	Adult services can be provided to assist adults with care and support needs with their parenting responsibilities. This element of the service would not be impacted directly	N/A	On-going review, quality assurance processes and monitoring of outcomes parents who have care and support needs.
Race	Care and support plans for adults and their families / carers take account of race and aims to provide care and support in a way that promotes and respects individuality. This element of the service would not be impacted directly.	None identified	More needs to be done to understand and overcome barriers to people accessing services in accordance with Anti-racist Wales. Increase training and awareness across the service.

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?
Religion or Belief	.Care and support plans for adults and their carers / families take account of individual beliefs and aims to provide care and support in a way that promotes and respects individual preferences. This element of the service would not be impacted directly	None identified	Increase training and awareness across the service. Ensure that services and practitioners are skilled and trained to support all adults and their carers.
Sex	Services are provided to both men and women with care and support needs. This element of the service would not be impacted directly	Women make up the majority of both paid and unpaid caring roles. Any reduction in services available for adults with care and support needs will negatively impact on carers.	The service must recognize any barriers caused by a person's sex to access support, and ensure that these are addressed.
Sexual Orientation	. <i>Care and support plans for adults and their carers take account of people's identity and provide care and support in a way that promotes and respects individual preferences.</i> This element of the service would not be impacted directly	None identified	Ensure that services and practitioners are skilled and trained to support all individuals their families / carers.

### 176. 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?

<b>Socio-economic Duty and Social Justice</b>	None identified	<p>Adults who have care and support needs can be economically disadvantaged. It is also recognized that MCC residents experiencing socio-economic disadvantage have poorer health outcomes. Both preventative and reactive support services are required to ensure that wellbeing outcomes are promoted for all residents through tailored care and support plans working with personal outcomes through a strengths-based approach – sign-posting and making referrals to a range of services and organisations dependent on identified needs.</p> <p>Demand and resource pressures on the service make it harder to provide the optimal level of service to every individual.</p> <p>Any reduction in resources / workforce within the service will exacerbate these demand pressures and lengthen waiting times for services.</p>	<p>Ensuring that practitioners understand the impact of socio-economic disadvantage on individuals with care and support needs, and have the right skills to support people in such circumstances.</p>
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## 177. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language.</p>	<p>Reductions in the workforce will result in more pressure within teams with potentially less time to implement / comply with Welsh Language standards</p>	<p>Ensure that the Welsh language offer is consistently made.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Some training opportunities are provided through Welsh medium</p> <p>Workforce are encouraged to develop Welsh language skills</p> <p>Recruitment material is provided in Welsh</p>	<p>Reductions in the workforce will result in more pressure within teams with potentially less time to undertake training including Welsh language skills</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All assessments are offered in Welsh</p> <p>There is access to bi-lingual social work support</p> <p>Welsh language options recorded on case management system</p>	<p>Reductions in the workforce will result in more pressure within teams with potentially less time to implement / comply with Welsh Language standards</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The service employs a wide workforce, predominantly women and supports positive skill development within the social care and health sector including home care workers, residential workers, care assessors, senior managers and professionally qualified specialist workers. The service maintains good relationships with a number of universities and supports people attain higher level qualifications.</p> <p>The mandate will result in a reduced workforce / fewer people employed and is therefore negative.</p>	<p>Analysis of the workforce will be undertaken to ensure that redundancy will be used as a last resort only.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>n/a</p>	<p>n/a</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote wellbeing, help people live healthier lives and prevent the need for long-term care and support. The service works with individuals to reduce social detriments which impact on health and wellbeing. The service works to support individual to overcome the impact of physical, learning disability, mental health issues or the impact of aging and live fulfilled lives according to what matters to them.</p> <p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support. However all of this takes time and a dedicated, skilled workforce.</p>	<p>The mandate will be implemented following analysis of workforce and service data, so that the least disruptive options can be considered.</p>





<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>
	<p>Reduced access to social work and therapies will have a negative impact on being able to support people's wellbeing needs. Less people will have access to services and there will be lengthened wait times for services.</p>	
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>The service supports adults to remain living safely in their own homes and communities. The service supports adults to make social connections and reduce the impact of loneliness and isolation. A range of preventative services support volunteering and a range of community based, all of which promote cohesive communities.</p> <p>The mandate will have a negative impact on individuals because there will be less time and workforce availability to assess and develop care and support plans bespoke to individual needs. Fewer assessments will be undertaken and increased waiting time for services.</p>	<p>The mandate will be implemented following analysis of workforce and service data, so that the least disruptive options can be considered. Preventative and early help services will continue to be prioritized, wherever possible.</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>N/a</p>	<p>n/a</p>

<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>
<p><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</p>	<p>The service supports and protects the culture, heritage and language of Wales by supporting individuals with care and support needs to live lives that matter to them in their own homes and communities. Care and support plans include supporting individuals to access social, recreational and sporting activities as part of building resilience and reducing loneliness and isolation.</p> <p>The mandate will have a negative impact on individuals because there will be less time and workforce availability to assess and develop care and support plans bespoke to individual needs. Fewer assessments will be undertaken and increased waiting time for services.</p>	<p>The mandate will be implemented following analysis of workforce and service data, so that the least disruptive options can be considered. Preventative and early help services will continue to be prioritized, wherever possible.</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>The service supports adults with care and support needs to overcome socio-economic disadvantage and the impact of poor health / disability to live fulfilled lives that matter to them.</p> <p>The mandate will have a negative impact on individuals who experience socio-economic disadvantage because there will be less time and workforce availability to assess and develop care and support plans bespoke to individual needs. Fewer assessments will be undertaken and increased waiting time for services.</p>	<p>The mandate will be implemented following analysis of workforce and service data, so that the least disruptive options can be considered. Preventative and early help services will continue to be prioritized, wherever possible.</p>

**179. 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>Long Term</p>	<p>The proposal is that the workforce and service data is further analysed to ensure a more sustainable, least disruptive approach is taken to making reductions. This is to attempt to ensure that the short-term needs regarding savings are balanced with the longer-term need to maintain and develop the service in a sustainable way so that the longer term needs of adults with care and support needs are met and that an emphasis on reducing and delaying the need for care is maintained.</p>	<p>The service is seeking to maintain resources so that preventative services remain in place, and that services aimed at reducing demand and enabling people to live healthier lives are not reduced.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, underpins the way that local authority works with its partners work through a range of structures and mechanisms, most notably with Regional Partnership Board both at a strategic and operational level. Adult services within MCC benefit from high levels of integration between health and social care, including S33 arrangements. We will continue to work closely with our partners to ensure that we are achieving the best outcomes for adults with care and support needs within Monmouthshire, despite the proposed reduction in workforce.</p>	<p>n/a</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The service assesses the care and support needs of adults by using questions around 'what matters' to individuals giving them as much choice, voice and control as possible. Adults with care and support needs have access to reviews and independent advocacy. Carers' services support people to be involved and have their views heard within the carers' strategy. Service users are routinely asked about their experience of the service and are consulted about any significant proposals.</p>	<p>Adult services must ensure that all adults are informed about their rights to access formal advocacy.</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="136 464 280 496">Prevention</p> <p data-bbox="331 225 510 475">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="539 220 1301 288">The service places a consistent emphasis on early help and preventative services</p>	<p data-bbox="1357 220 2119 280">The mandate proposed that preventative and early help services continue to be prioritized wherever possible.</p>
 <p data-bbox="136 756 280 788">Integration</p> <p data-bbox="331 512 510 762">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="539 512 1330 651"><i>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support.</i></p>	<p data-bbox="1357 512 2119 651">The mandate will be implemented following analysis of workforce and service data, so that the least disruptive options can be considered. Preventative and early help services will continue to be prioritized, wherever possible.</p>

**180. 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	All people working with adults with care and support needs are trained in safe care, receive appropriate levels of safeguarding training and safe recruitment is followed at all times. This will be maintained.	.N/A	None identified
Corporate Parenting	None identified	N/A	None identified

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
  - *Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
  - *Local population data including the census figures*
  - *Household survey data*
  - *Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc*
  - *Evidence and data from Monmouthshire’s Well-being Assessment*
  - *Recommendations from Scrutiny or following consultation*
  - *Comparisons with similar policies in other authorities*
  - *Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors*
- Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)[16:34] Robins, Claire J.*

The evidence and data that has informed this report is:

- 1.The Social Services and Wellbeing (Wales) Act 2014
2. External evaluation (CIW)

3. Financial data from budget monitoring

4. Service data – Flo

5. Workforce information

-

**10. 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?**

. A reduction in workforce will have a negative impact on people with care and support needs. The mandate proposes further analysis of workforce and service data so that savings can be achieved with the least disruption possible. However, because of current demand pressure within the service, it is realistic to predict that any reduction to the workforce will negatively affect the wellbeing of adults with care and support needs in the county.

**11. 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
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Continue to review and evaluate the service by monitoring outcomes for adults with care and support needs and their carers	quarterly	Head of Adults Services

**12. 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
<b>V1</b>	Budget mandate	<b>29/12/22</b>	<i>n/a</i>



monmouthshire  
sir fynwy

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

<p>Name of the Officer Nicki Needle</p> <p>Phone no: 07554018502 E-mail: nicolaneedle@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p><b>SCH6</b> - Reduce the number people being placed in nursing/residential care from home or hospital through the Introduction of a Falls Initial Response Service Team (FIRST) to lessen the impact of falls upon older people and continuation of the Community Night Support Service (CNS).</p>
<p>Name of Service area</p> <p>Social Care and Health – Adult Services</p>	<p>Date 29<sup>th</sup> November 2022</p>

182. 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>The proposal is predicated on the introduction of a Falls Initial Response Service Team (FIRST) to lessen the impact of falls upon older people and ultimately reduce the number people being placed in nursing/residential care from home or hospital.</p> <p>Positive impacts include:</p> <ul style="list-style-type: none"> <li>• Avoiding harm from long periods spent on the floor (long lie)</li> <li>• Avoiding inappropriate admission to an acute hospital</li> <li>• Promoting wellbeing and preventing future falls where possible</li> <li>• Reducing risk of future falls through timely, comprehensive assessment and intervention</li> <li>• Improving a person's experience – via thorough assessment and follow up support</li> </ul>	<p>The mandate proposes that overall there will be fewer residential placements for older people supported by the local authority. This will have a potentially negative impact on the council's ability to meet people's needs in the optimal way and reduce choice for individuals and carers.</p>	<p>Discussions are in progress with health to fund and develop a falls response team.</p>
Disability	<p>Although predominantly developed to minimize the impact of a fall upon older people, it is envisaged that access to a Falls Initial Response Service Team (FIRST) will also have positive impacts for individuals living with disability</p>	None identified	None identified
Gender reassignment	<p>Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents</p>	N/A	N/A
Marriage or civil partnership	<p>Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents</p>	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?
Pregnancy or maternity	Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents	N/A	N/A
Race	Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents	N/A	N/A
Religion or Belief	Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents	N/A	N/A
Sex	Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents.	N/A	N/A
Sexual Orientation	Access to a Falls Initial Response Service Team (FIRST) and CNS will be made available to all Monmouthshire residents	N/A	N/A

### 183. 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?
<b>Socio-economic Duty and Social Justice</b>	<i>Older adults who have care and support needs can be economically disadvantaged. It is also recognized that MCC residents experiencing socio-economic disadvantage have poorer health outcomes. Developing a falls response team will enable older frail adults who are socially and economically disadvantaged to stay as independent as possible within their own homes and communities.</i>	Any reduction in resources (including residential placements) will exacerbate demand pressures within the service and lengthen waiting times for residential services.	For those people who enter residential care, a financial assessment is undertaken and a charging policy applies. Steps are being taken to review the Council's residential fair fee rate to increase choice for people who cannot afford top-ups. Financial assessments are undertaken for people who receive care in their own homes.

#### 184. 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>	None identified	None identified	None identified
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	Due consideration will be given to arrangements for the delivery and receipt of <b>FIRST support through the medium of Welsh where requested/required.</b>	None identified	None identified
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	Due consideration will be given to arrangements for the delivery and receipt of <b>FIRST support through the medium of Welsh where requested/required.</b>	None identified	None identified



**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	N/A	N/A
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	N/A
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	<ul style="list-style-type: none"> <li>• Falls are the most common cause of death from injury in the over 65's, accounting for over 50% of ambulance call outs</li> <li>• Falls are the single biggest reason for hospital admissions for older people</li> <li>• Falls represent a key factor in older people moving into long term nursing or residential care as the resulting impact = people no longer being able to manage at home</li> </ul>	The introduction of a Falls Initial Response Service Team (FIRST) will lessen the impact of falls upon older people and ultimately reduce the number people being placed in nursing/residential care from home or hospital.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	An effective falls response service will enable older adults to remain independently within their own homes and communities	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	N/A	N/A
<b>A more equal Wales</b>	An effective falls response service will enable older adults to remain independently within their own homes and communities	N/A

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?
People can fulfil their potential no matter what their background or circumstances		

**186. 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>	N/A	N/A
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p><b>The development of a Falls Initial Response Service Team is currently being undertaken via the Neighbourhood Care Network (NCN). Detailed proposals will be subject to scrutiny and sign off by the Integrated Service Partnership Board.</b></p>	N/A
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p><b>Personal stories of experiences pre and post FIRST support will provide key impact data for service development or scale at regional/national levels</b></p>	N/A

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>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<ul style="list-style-type: none"> <li>• Falls are the most common cause of death from injury in the over 65's, accounting for over 50% of ambulance call outs</li> <li>• Falls are the single biggest reason for hospital admissions for older people</li> <li>• Falls represent a key factor in older people moving into long term nursing or residential care as the resulting impact = people no longer being able to manage at home</li> </ul>	<p>The introduction of a Falls Initial Response Service Team (FIRST) will lessen the impact of falls upon older people and ultimately reduce the number people being placed in nursing/residential care from home or hospital.</p>
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p><b>Positive impact to be gained particularly for ABUHB and WAST</b></p>	<p>N/A</p>

**187. 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	<p>Safeguarding will continue to be central to assessing the care and support needs of older adults, and will inform decisions regarding whether it is safe or not for someone to remain in their own home (with support).</p> <p>The introduction of a Falls Initial Response Service Team (FIRST) will lessen the impact of falls upon older people and ultimately reduce the number people being placed in nursing/residential care from home or hospital.</p>	N/A	N/A
Corporate Parenting	N/A	N/A	N/A

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

The development of a Falls Initial Response Service Team is currently being undertaken via the Neighbourhood Care Network (NCN). Detailed proposals will be subject to scrutiny and sign off by the Integrated Service Partnership Board.

**189. 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?**



.Reducing the number of residential / nursing placements for older people will have a negative impact on access to services and meeting people's needs in the optimal way; however, if we are successful in establishing a falls response service in partnership with health, together with the continuation of the community night support service, this will have a positive impact on older people, enabling them to remain living independently within their homes and communities for as long as possible.

**190. 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
Continue to develop FIRST proposals	Ongoing	NCN collaboration

**191. 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	Budget Mandate		



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation Tyrone Stokes</p> <p><b>Phone no:</b> <b>E-mail:</b> tyronestokes@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>SCH1</b> - As part of the Authority's MTFP process and in setting an annual budget, we have reviewed all of our current fees &amp; charges and if there is any scope to increase this for 2023/24.</p>
<p><b>Name of Service area</b></p> <p>Finance</p>	<p><b>Date</b> 21/12/22</p>

**192. 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	As the majority of the fees and charges are related to Adult Services the elderly and vulnerable would be most affected and by charging in line with inflation will allow for that revenue to be reinvested into service provision and improvements.	People of all age will be assessed to pay more towards the services they receive	As services are means tested in line with the Social Services and Wellbeing Act 2014 (Wales) people will only pay for what they can afford, in line with benefits and pensions predicted uplift.
Disability	<i>Any increased revenue from charges collected from people with disabilities can be reinvested into providing services and making improvements in the future</i>	People with disabilities will be assessed to pay more towards the services they receive	As services are means tested in line with the Social Services and Wellbeing Act 2014 (Wales) people will only pay for what they can afford, in line with benefits and pensions predicted uplift.

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	.none identified	None identified	None identified
Marriage or civil partnership	Charges are levied regardless of their marital status	None identified	None identified
Pregnancy or maternity	None identified	None identified	None identified
Race	Charges are levied regardless of race.	None identified	None identified
Religion or Belief	.Charges are levied regardless of religion or belief.	None identified	None identified
Sex	None identified	None identified	None identified
Sexual Orientation	Charges are levied regardless of sexual orientation.	None identified	None identified

**193. 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>	Charges are levied equally across people that receive our services to ensure no-one is disadvantaged, in line with the legislation set out in Wales. Under the Social Services and wellbeing Act (2014) - abbreviated to SSWB Act	People who can afford more will be required to pay an increased charge.	The means tested charging will ensure those people can pay only what they can afford, in line with the charging legislation contained within the SSWB Act (Wales) 2014.





**194. 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 favorably</p>	None identified	None-identified	None identified
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	None identified	None-identified	None identified
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None identified	None-identified	None identified

**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	By reviewing charges in line with the increase in pensions and benefits as set out by the UK Government provides an effective form of charging to balance the financial resources for service delivery.	As means tested people will only be set charges for what they can afford, as laid down in the SSWB (Wales) 2014 Act.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	None identified	None identified
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	None identified	None identified
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	None identified	None identified
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	None identified	None identified
<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	None identified	None identified
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	<i>Charging allows for the recovery of revenue which in turn provides added financial resources to delivery and improve services offered.</i>	None identified

**196. 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><b>Long Term</b></p>	<p>When reviewing what fees &amp; charges to uplift we have considered when deciding on the relevant fee increases.</p>	<p>None identified</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>None identified</p>	<p>None identified</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>None identified</p>	<p>None identified</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p><i>None identified</i></p>	<p>None identified</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>	None identified	None identified

**197. 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	None identified	.None identified	None identified
Corporate Parenting	None identified	None identified	None identified

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

In line with the UK Government increasing pensions on benefits in line with inflation of 10.1% in the Autumn budget announced in November 2022, effective from 1<sup>st</sup> April 2023.



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**13. 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?

- Positive impact will be ensuring we at least keep in line with inflation for non means tested charges where applicable
- Negative impact – for those charges that are means tested some people who have the ability to pay more will do. As the ability to pay is means tested a service user will not pay more than they can afford.

**14. 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
Inform service users affected for means tested fees and charges	Following consultation and agreement through the budget setting process	SCH Finance Manager
Non means tested fees & charges	Following consultation and agreement through the budget setting process	Individual budget managers

**15. 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>
<b>1</b>			



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> David Jones</p> <p><b>Phone no:</b> <b>E-mail:</b> davidjones3@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>SCH2</b> - Reducing costs within Public Protection division whilst protecting front-line, predominantly statutory, services. The restructuring proposal modernises the current structure to allow the service to move forward from the legacy of COVID 19 and TTP, (which was delivered by MCC Environmental Health). Public Protection needs to be at the forefront of Public Health delivery, building on positive working with Health Board and Public Health Wales colleagues.</p>
<p><b>Name of Service area</b></p> <p>Public Protection</p>	<p><b>Date</b> 24<sup>th</sup> November 2022</p>

**199. 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	Protecting front-line Public Protection services will ensure focus remains protecting vulnerable people, including elderly that are susceptible to scams and other unfair trading. Also serve to protect children in private sector housing, youngsters using licensed premises and taxis, etc.		

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	As above, retaining all front-line Officers ensures protection of those most vulnerable within society, including the elderly and disabled.		
Gender reassignment			
Marriage or civil partnership	Registration Services provide and officiate marriages and civil partnerships. Wedding ceremonies are carried out and conducted to fully embrace people wishing to get married or enter a civil partnership.		
Pregnancy or maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			

## 200. 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>	Protecting the front-line financial resources to implement a robust Public Protection service will assist to ensure Social Justice by tackling scammers, poor private sector landlords and illegal activities. It will provide for a safer community through increased checks and visits, reviews and enforcement.		

**201. Policy making and the Welsh language.**



<p><b>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</b></p>	<p><b>Describe the positive impacts of this proposal</b></p>	<p><b>Describe the negative impacts of this proposal</b></p>	<p><b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</b></p>
<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>Consideration is always given as to allowing residents that require our support to be able to access in the Welsh language. All policies, designed to protect the public, are provided in Welsh, eg. licensing policies.</p>		
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>When assessing the requirements for recruitment, relevant noting proposal adds some capacity at middle management level, all posts are considered as to the ability to speak/knowledge of the Welsh language</p>		
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>When publicising services they are on both the media of English and Welsh</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!




<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Positive – Having a service “fit for the future” after the pandemic will provide an essential security for the general public and industry alike. By having safety controls in place will overcome, for example, restrictions allowing for more freedom to trade, an integral part of building the Welsh economy, giving both industry and consumer confidence.</p>	
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Positive - the ability to ensure enforcement of relevant legislation, (e.g. Environmental Protection Act 1990), that protects the local environment. PP services seek to protect air, land and water contamination.</p>	
<p><b>A healthier Wales</b> People’s physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive – During the pandemic and operating TTP we understood how this has affected both traders and the general public. A future resilient Public Protection service can ensure the physical and mental health and wellbeing of everyone is at the forefront. One example is ensuring suitable standards in private rented sector – the link between housing and health is well-documented.</p>	
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Positive – having a robust Public Protection service will provide a safe Monmouthshire, by having local measures in place and strengthening links with other Local Authorities and agencies to ensure a safer nation. 2 new Service Managers should enhance collaborative working for better outcomes in our communities.</p>	
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local</p>	<p>Protecting our frontline ensures a fair and level playing field when it comes to legislative compliance, and plays a fundamental part in ensuring the local economy is protected.</p>	

<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>
social, economic and environmental wellbeing		
<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		
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Positive - Many of the above help contribute to ensure this is realised wherever possible, e.g. ensuring adequate and safe housing, protecting people whilst in workplaces, protecting vulnerable consumers from exploitation, etc.	

**203. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	The restructure seeks to protect vital services into the longer term, and build on the Public Protection investment 2022/23. Providing two specific Service Managers should strengthen roles and responsibilities, and allow for more collaborative working into the future.	Additional funding streams will be pursued, eg. specific project work and seeking new income. This will mitigate the funding required and positively assist in management of the overall Council budget for 2023/24.
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	The proposal adds some capacity at middle manager level. This should assist in strengthening our working with other Local Authorities, Welsh Government and other public agencies to ensure businesses and the public remain safe and protected. Recent collaboration with ABUHB and PHW, whilst delivering our TTP service, demonstrates the willingness to work with others towards shared goals, e.g. reducing smoking, harmful drinking and tackling obesity.	



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="125 437 282 464">Involvement</p> <p data-bbox="331 217 506 389">Involving those with an interest and seeking their views</p>	<p data-bbox="533 217 1317 440">Through various public and industry forums we can allow for their views to be catered for. For example, Licensing Officers attend Pubwatch and taxi driver fora to seek views prior to any policy changes. External views are always considered, another example being a wide consultation with the public on Public Space Protection Orders. This generated over 1300 responses which helps inform policy.</p>	
 <p data-bbox="125 751 282 778">Prevention</p> <p data-bbox="331 512 506 759">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 480 1323 799">We can deal with the provision of the multitude of services provided through the Public Protection service, (see embedded report, section 7 below), and absorb the legacy of Covid 19 to deal with infection control and equipping the public and industry alike to prevent future situations, either by identifying before issues arise, or deal with them in a controlled and effective manner. Preventative support to our schools and care homes has been exemplary and PP seeks to continue this close working post-pandemic.</p>	
 <p data-bbox="125 1070 282 1098">Integration</p> <p data-bbox="331 831 506 1078">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 831 1317 1023">We can continue to work and bolster our current arrangements with other organisations – including other MCC sections, ABUHB and PHW. PP services are keen to work with health colleagues to tackle obesity, smoking and misuse of alcohol. All put a considerable strain on NHS Wales resources, so a more proactive approach will help support wider services.</p>	

**204. 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	We can ensure we effectively deal with issues ranging from modern day slavery, illegal or dangerous traders, scammers, through to infection and disease control, but maintaining front-line Officers to deliver against our Business Plans.		
Corporate Parenting			

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

- Internal performance data reports – latest report here, to Strong Communities Select Committee 18.11.21 –



PP Performance Report Nov 2021.do

This report illustrates the increase in workloads, for example the EH Public Health team requests for service increased 17.7% for 19/20 to 20/21 year. 5.2.8. shows 2,293 service requests being dealt with by 6.6 FTE staff is unsustainable. The embedded report gives a wealth of evidence of PP services – demand is going up, proactive work (often with the greatest public health gain) declined. For 22/23, thorough a ‘pressures mandate’, more capacity was added into PP services that addressed the issues highlighted in report. However, demand is still at record levels – for example, public health/nuisance complaints have increased by 25% from 19/20 (pre-pandemic) to 21/22 (last full year of pandemic). The proposal protects front-line delivery – no staff lost on front-line – to ensure we keep up with service demand and don’t overstretch a highly productive, efficient workforce.

- Public Protection Wales ‘Building for the Future’ report November 2021 -



Building Resilience in Public Protection

This report provides a national picture of the current gap in service delivery, the skills of Public Protection and provides thoughts on building more sustainable services for the future.

Post-pandemic, Environmental Health have continued to provide crucial advice and guidance to all the impacted settings. These include care homes, schools, licensed premises and all workplaces in the county. Retaining this capacity and expert guidance has been appreciated by all these types of premises.

**206. 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?**

- **Positive impact will ensure a safer Wales now and for the future. Protecting our front-line services will ensure consumer confidence and allow a ‘level playing field’ for local businesses. PP, though the current economic crisis, will encourage traders and businesses to recover and attract new businesses to be established. Ensuring fit-for-purpose services will enhance our ability to protect residents, local businesses and visitors by ensuring compliance with a raft of legislation designed to protect our often most vulnerable members of society, e.g. where they work, where they relax and exercise and where they live.**
- **Negative impact – some strategic work may suffer, but the proposal seeks to ensure PP Service Managers report up to an alternative Head of Service. If the Authority does not support this proposal, the only alternative to make the necessary cost savings would be to reduce front-line Officers, noting 95% of PP costs relate to staff. We would not be in a state to sustain services effectively and efficiently moving forward, or work towards shared health goals with our partners, (eg. reducing harmful effects of alcohol misuse). Officers well-being would also be impacted, noting quantity of work managed by existing small teams.**

**207. 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
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**208. 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	Head of Service	24 <sup>th</sup> November 2022	



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation Diane Corrister</p> <p><b>Phone no:</b> <b>E-mail:</b> dianecorrister@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>SCH3</b> - To create efficiencies within the Placements of Children Looked After by creating structures of reviews, care planning and financial responsibility alongside development of increased fostering and “step down” from residential placement provision within Monmouthshire</p>
<p><b>Name of Service area</b></p> <p>Children Services</p>	<p><b>Date</b> 24/11/22</p>

**209. 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	Our delivery plan will impact positively on children and family reviewing, identifying and commissioning/ developing services to support the needs of children and families	n/a They may be a short term negative impact in realigning the service and young people moving homes	Support and consultation with young people with the increased access to Advocacy support
Disability	Children who live with a disability will have support tailored to their needs by a multiagency approach to consider their holistic needs	n/a	The review of cases are on a Case by case basis, and will be supported by the multiagency Complex Care meetings
Gender reassignment	N/A	N/A/	The review of cases are on a case by case basis, and will be supported by the multiagency Complex Care meetings

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	N/A	N/A	N/A
Pregnancy or maternity	Offering supervision for mother and babies post birth here risks have been identified for infants from inhouse provision without use of private agencies. Development of Parent and Child foster placements to avoid out of county private residential provision	N/A	The review of cases are on a case by case basis -these will be reviewed in partnership with Health
Race	allowing bespoke care planning to support the matching of needs	Still may not be able to meet or match identified need	The review of cases are on a case by case basis
Religion or Belief	.allowing bespoke care planning to support the matching of needs	Still may not be able to meet or match identified need	The review of cases is on a case by case basis
Sex	<i>allowing bespoke care planning to support the matching of needs</i>	Still may not be able to meet or match identified need	The review of cases are on a case by case basis
Sexual Orientation	<i>.allowing bespoke care planning to support the matching of needs</i>	Still may not be able to meet or match identified need	The review of cases are case by case basis

## 210. 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>	Proposal supports the return of young people back to Monmouthshire from Out Of County placements and supports resilience building with family networks and parents to allow young people to return home or live in their home communities	Families may need to offer increased financial resources	Kinship Carer's are eligible for financial support to increased care responsibilities

## 211. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>		<p>Assessment and support is offered on a case by case basis and Welsh is offered on a case by case basis</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Creation of new opportunities in care and support at different levels all offered in Welsh Language</p>	<p>Recruitment might be a challenge in current climate</p> <p>During this development we will work closely with Learning and Development colleges to ensure the requirements are developed</p>	<p>This mandate will be supported by an active management plan and HR and Communications support will be requested</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All assessments are offered in Welsh</p> <p>There is access to bi-lingual social work support</p> <p>Welsh language options recorded on case management system</p>	<p>n/a</p>	<p>Any necessary external recruitment will be marketed bilingually in Welsh and English</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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Returns young peoples to Wales</p> <p>elements of this plan that have a positive impact as it ensures that resources are effectively used in the service that creates a culture of financial responsibility throughout all levels of the service</p> <p>Removing the resources will less flexibility in the service?</p>	<p>Structures for financial review and placement planning reviewed and developed</p> <p>Foster Care Recruitment Strategy 2022-2025 developed</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>n/a</p>	<p>n/a</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed to promote wellbeing and prevent the need for care and support. To this end the new delivery model will reflects this 'people focused' approach.</p> <p>Regular review required re: young people's Mental Health following moved</p> <p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed to promote wellbeing and prevent the need for care and support. To this end the new delivery model will reflects this 'people focused' approach.</p>	<p>BASE Psychology team remains funded in order to assist in the support for Children Looked After</p> <p>BASE Psychology team remains funded in order to assist in the support for Children Looked After</p>

<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>
	Regular review required re: young people's Mental Health following moved	
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	This will support the ways we work with young people and families to help them revisit their Children's changing and developing needs, risks, and to meet their children's needs for sustainable and lifetime support. It will help young people to develop their friendships, learning, and community activities locally, all of which promote cohesive communities.	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The new delivery model will enable and promote a strong sense of community pride and achievement in supporting local children and young people within our communities.	
<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 will support and protect the culture, heritage and Welsh language by supporting local children and young people to remain in their families and communities they are from.	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The proposal will support Equal Opportunities by ensuring that we will find safe and appropriate ways to work with young people to have plans which prepares them to have more resilient and local opportunities and networks as they transition to adulthood	

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?

**213. 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><b>Long Term</b></p>	<p>The proposal has assessed the current service position and considered what needs to be done going forward in order to ensure we have an improved planning so that the longer term needs of children looked after has as much emphasis as the shorter term immediate crisis or safeguarding need. It supports the review and understanding of financial elements of care planning to build a culture of a strong sustainable financial responsibility</p>	<p>n/a</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The Social Services and Wellbeing (Wales) Act 2014, which came into force on the 6<sup>th</sup> of April 2016, is the legislative underpinning for changes in the way that local authorities and their partners work with individual families. The structure aims to support effective partnership working within and outside the council so we are well positioned to play a leading role in regional collaborations. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for children and families within Monmouthshire.</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="125 437 282 464">Involvement</p> <p data-bbox="331 217 499 387">Involving those with an interest and seeking their views</p>	<p data-bbox="533 217 1330 424">Monmouthshire is committed to developing a consultation and engagement strategy and ensuring that the voice of the child is central to everything it does. In addition it is important to build on the existing consultation activities with groups of young people such as the Children Looked After forums, formal reviews and independent advocacy</p>	<p data-bbox="1352 217 2119 376">The regional contract for independent advocacy service NYAS is monitored monthly at a Local Level by Children's Services and Monmouthshire Commissioning Team to ensure the service is inclusive and maximizing service to children and families</p>
 <p data-bbox="125 841 282 868">Prevention</p> <p data-bbox="331 600 499 847">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 480 1330 719">The proposal supports the development of inhouse solutions to foster care and step down from Residential Placement out of county, it supports the development of sustainable relationships, supportive networks and community resource access. As our young people transition to adult life they have better opportunities to maximize support outside of statutory services</p>	<p data-bbox="1352 480 2119 600">Finalising of Foster Recruitment Strategy due Jan 2023. Consideration of Council regarding the Local Authority offer to Foster Carers to include non-direct financial benefits i.e. leisure passes, council tax rebate</p>
 <p data-bbox="125 1246 282 1273">Integration</p> <p data-bbox="331 1010 499 1257">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 1010 1330 1201">This will support the ways we work with young people and families to help them revisit their Children's changing and developing needs, risks, and to meet their children's needs for sustainable and lifetime support. It will help young people to develop their friendships, learning, and community activities locally, all of which promote cohesive communities.</p>	<p data-bbox="1352 1010 1402 1034">n/a</p>

**214. 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	Two of the principals on which this mandate is based is ensuring that safeguarding and corporate parenting issues are fundamental to all considerations	.N/A	N/A
Corporate Parenting	Two of the principals on which this mandate is based is ensuring that safeguarding and corporate parenting issues are fundamental to all considerations		N/A

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
  - Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
  - Local population data including the census figures
  - Household survey data
  - Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
  - Evidence and data from Monmouthshire’s Well-being Assessment
  - Recommendations from Scrutiny or following consultation
  - Comparisons with similar policies in other authorities
  - Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors
- Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)[16:34] Robins, Claire J.

The evidence and data that has informed this report is:

- 1.The Social Services and Wellbeing (Wales) Act 2014
2. Welsh Government Eliminate Agenda

3. Protection of Employment Policy
4. Financial data – Agresso
5. Service data – PLANT
6. Detailed employee consultation within both Children’s services and partner agencies

-

**16. 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 proposal seeks to create efficiencies within Children Services with a review of Care Planning and Post placement transition planning in order to increase financial awareness and responsibility in all levels of the service. It further needs to be supported by the development of both stepdown from residential placements provision and an increase in foster care recruitment. This will require commitment from the council. The premise of the proposal will mean that young people will be brought back to Monmouthshire from out of county private residential placements and emphasis will be on supporting resilience and sustainable community and family networks to support young people’s exit from statutory services. Moving children and young people need to be undertaken with care and consultation in order to avoid adding to trauma and instability however it is representing sustainable short, medium and long term options, for young people to be cared for and a part of their local communities, The strategy for achieving this proposal will need to reviewed as it is based on the needs of young people which are difficult to predict

**17. 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
Continue to review and evaluate the progress via reviews of the placement budget, outcomes for young people and development of inhouse provision of placements	quarterly	Diane Corrister

**18. 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
<b>V1</b>	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> Diane Corrister</p> <p><b>Phone no:</b>07970108675 <b>E-mail:</b> dianecorrister@monouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p><b>SCH4</b> - To develop and expand a service area which offers single issue supervision to children and a wrap round family supervision in order to keep families together whilst in crisis, investigation or assessment processes. This proposal seeks to review current structures within Children Services and meet the responsibility for cost avoidance and cost savings</p>
<p><b>Name of Service area:</b></p> <p><b>Children Services</b></p>	<p><b>Date</b> 24/11/22</p>

**216. 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	Our delivery plan will impact positively on children and families in offering trained inhouse service rather than reliance on private agency staff not necessarily experienced in the supervision and support of children where risk or behavior issues are a problem	N/A	The allocation of service is on a case by case basis



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	N/A	N/A	
Gender reassignment	N/A	N/A	
Marriage or civil partnership	N/A	n/a service developed on identification of need	
Pregnancy or maternity	Offering supervision for mother's and babies post birth here risks have been identified for infants from inhouse provision without use of private agencies.	.n/a service developed on identification of need	The allocation of service is on a case by case basis
Race	N/A	n/a service developed on identification of need	
Religion or Belief	N/A	n/a service developed on identification of need	
Sex	n/a service developed on identification of need	n/a service developed on identification of need	

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	.n/a service developed on identification of need	n/a service developed on identification of need	

### 217. 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	n/a service developed on identification of need	N/A	N/A





## 218. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>	<p>N/A</p>	<p>N/A</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>In line with council policy posts will be advertised bilingually and the Welsh language is considered desirable</p>	<p>N/A</p>	<p>N/A</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Options for accessing the Service in Welsh is in line with Council policy</p>	<p>N/A</p>	<p>N/A</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!

<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	This proposal will expand the current service provided increasing employment opportunities and cost savings to the council	n/a
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	n/a	
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	n/a service developed on identification of need  There may be some redundancies from efficiencies made which may impact wellbeing	H/R and Union support through consultation process will be offered
<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	n/a	n/a
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	This service allows supervision and support in and from local communities	n/a

**220. 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><b>Long Term</b></p>	<p>The Service development offers a level of flex which allows changes to happen in a planned way in response to data and service review. This means that the short term needs can also accommodate Longer Term outcomes as they develop</p>	<p>N/A</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The Social Services and Wellbeing (Wales) Act 2014, which came into force on the 6<sup>th</sup> of April 2016, is the legislative underpinning for changes in the way that local authorities and their partners work with individual families. The structure aims to support effective partnership working within and outside the council so we are well positioned to play a leading role in regional collaborations. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for children and families within Monmouthshire.</p>	<p>n/a</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>Primarily those families and children impacted by the Service will be part of crisis management however their views will be sought post involvement to undertake Quality Assurance as well as to support flex and development.</p> <p>Staff, managers and Service Managers have all been involved in considerations for this service</p>	<p>Ongoing review and consultation is key to sustainable service and monitoring of outcomes</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>The development of this wrap around service is cost effective way of supporting families and mitigating risk for children to allow children to remain in the care of parents whilst assessments are completed and placements found. This stems the spend on external agency provision</p>	<p>Service needs to be reviewed under a quality assurance process in order to shape provision, identify risks and barriers to the families involved and the authority</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>This will support the ways we work with young people and families to help them be part of a care package in their own homes until risk and need can be assessed and addressed. It has little impact on community but does support equality issues within a challenging arena of safeguarding</p>	<p>n/a</p>

**221. 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	The Service development has the opportunity to support children where risk is significant or yet unassessed. It allows for the more cost effective supervision and support till risk is assessed or suitable placements found	<p>The Service development proposed is part of a 5 year plan which needs to be delivered at pace which potentially creates risks in relation to meeting crisis need</p> <p>The efficiencies identified within the wider proposal if removed from Children's Services restrict re investment in areas of developing need and risk in the wider service</p>	<p>Will need a staged development and review process to ensure crisis response and matching of workers to service user is safe and appropriate</p> <p>Some use of Private agency may be needed to mitigate any harm</p>
Corporate Parenting	The service development allows the needs of care experienced parents to be supported or supervised with young children whilst qualified social work staff assess and develop care planning	See above	See above

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
- Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
- Local population data including the census figures
- Household survey data
- Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
- Evidence and data from Monmouthshire’s Well-being Assessment
- Recommendations from Scrutiny or following consultation
- Comparisons with similar policies in other authorities
- Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors
  - Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)

1.The Social Services and Wellbeing (Wales) Act 2014

2. Welsh Government Eliminate Agenda

3. Protection of Employment Policy

4. Financial data – Agresso

5. Service data – PLANT

6.. Detailed employee consultation within both Children’s services and partner agencies

## 223. 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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

. This proposal seeks to create efficiencies within Children Services with the development of a wrap around and supervision service developed to meet need demonstrated by the significant spend on private agencies to undertake this crisis led work. The inhouse service allows families in crisis where risk



has is not being managed or is under assessment to have planned care planning, move to placements more effectively, and be managed within their own community. This service will need to be planned at pace to meet the savings requirement and as such will need flex and review via quality assurance processes in order to mitigate potential significant risk. This may need some planned reliance on private services whilst the service is developed however the flex developed will allow short term saving and longer term sustainability in a service where demand is difficult to predict. Reduction of resources from Children Services will result in challenges to meet some of the developing need within the service as reinvestment will not be able to meet these gaps in statutory responsibility. There should be no concerns in regard to Welsh language issues, not within Wellbeing Goals. This proposal supports the council in meeting some of the objectives within Welsh Government's Eliminate agenda.

**224. 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>
Continue to review and evaluate the progress via reviews of the demand budget, outcomes for young people and development of inhouse provision of placements	Initially monthly and quarterly after 12 months	D. Corrister

**225. 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>
<b>V1</b>	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



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## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation Clare Morgan</p> <p><b>Phone no:</b> 07770 838419 <b>E-mail:</b> claremorgan@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p style="color: red; font-weight: bold;">SCH7</p>
<p><b>Name of Service area</b></p> <p><b>Mental health and disabilities</b></p>	<p><b>Date</b> 23.11.2022</p>

**226. 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	Appropriate levels of staffing to meet the needs of the community. The teams work across all age groups		
Disability	The affected budget primarily supports people with a learning disability	Increased scrutiny on the need for residential college placements	Further discussions to take place with Welsh Government and Careers Wales
Gender reassignment	.N/A at this time		

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	N/A	N/A	
Pregnancy or maternity	N/A	N/A	
Race	.N/A	N/A	
Religion or Belief	.N/A	N/A	
Sex	N/A	N/A	
Sexual Orientation	.N/A	N/A	

## 227. 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?
<b>Socio-economic Duty and Social Justice</b>	<i>The principles of the Social Services and Wellbeing Act will be applied and the hierarchy of support will be explored. Those people most vulnerable, unbefriended and in need will be safeguarded by this legislation</i>	N/A	N/A





## 228. 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><i>MCC have duty to provide services, advice and information in Welsh if required. We have the opportunity within the service to provide individuals with their assessment in Welsh.</i></p>		
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>New Posts are advertised as being desirable to be Welsh. We are fortunate to have Welsh speakers in this bit of the business</p>		
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Any communication is sent out in Welsh if the person requires it.</p> <p>Any advertising of services and public facing information is delivered in Welsh and English</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!

<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	Restructuring/remodeling of staff to ensure we have the appropriate number of staff to fulfill our legal obligations	
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and 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	Working in an integrated way with health colleagues. Applying the principles of the SSWB Act to promote independence	
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected		
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<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		
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	This approach promotes independence and supporting people to live their own lives	

**230. 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>In the short term we will be scrutinizing all care packages with a view to people's needs being met more appropriately in the long term.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>We will be working with partner agencies and communities to support people with learning disabilities</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>All service users are actively involved in the assessment process and seeking their own solutions</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This approach looks to using resources to enable people to use their own resources more and developing coping strategies</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>.There may be a need to look at skills that are needed by partner agencies in order to be able to meet needs of individuals</p>	<p>Further discussion with in-house services and commissioning team</p>

**231. 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	n/a	<p><i>.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</i></p>	
Corporate Parenting	n/a		

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

<ul style="list-style-type: none"> <li>- This approach has been used previously within this service and has been successful in practice change</li> <li>- Continuing health care eligibility should be constant regardless of diagnosis, however people with a learning disability are less likely to be awarded this funding.</li> </ul>
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**233. 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?**

.Practice change promotes better outcomes for individuals, by promoting independence, being less reliant on services and enabling people to find coping strategies within their own resources and community. This means that statutory services will be used to meet the needs of the most vulnerable in our community. The Quality Assessment Learning Group will promote practice change, increase workers knowledge of alternative ways of meeting need and ensure that the budget spend is adequately scrutinized.

**234. 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
<b>Discuss inhouse provision and skill mix required from providers</b>	<b>By End Dec 2022</b>	<b>Clare Morgan/Ceri York</b>

**235. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



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

<p><b>Name of the Officer</b> completing the evaluation Clare Morgan</p> <p><b>Phone no:</b> 07770 838419 <b>E-mail:</b> claremorgan@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Budget savings mandate <b>SCH8</b> - Direct payments</p>
<p><b>Name of Service area</b></p> <p><b>Mental health and disabilities</b></p>	<p><b>Date</b> 01.12.2022</p>

**236. 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	<i>Reduction in potential for build up of unused money in the direct payment account and potential for misuse and getting into debt</i>	Potential for the direct payment recipient to not have enough money to cover their care package	Each case will be looked at on an individual basis and if the recipient is using their whole budget they will be given back the 10%
Disability	As above	As above	As Above
Gender reassignment	as above	As above	As above

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	N/A	N/A	
Pregnancy or maternity	N/A	N/A	
Race	.N/A	N/A	
Religion or Belief	.N/A	N/A	
Sex	N/A	N/A	
Sexual Orientation	.N/A	N/A	

### **237. 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?
<b>Socio-economic Duty and Social Justice</b>	<i>At a time of cost of living crisis the appropriate amount of money will be paid in to the recipients account, this will prevent the potential to misuse the money and get into debt with MCC</i>	N/A	N/A





## 238. 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>	N/A		
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	N/A		
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Any communication is sent out in Welsh if the person requires it.</p> <p>Any advertising of services and public facing information is delivered in Welsh and English</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!

<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	Direct payment recipients will have sufficient support in terms of guidance and finances to employ personal assistants to meet their needs.	
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and 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		
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected		
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<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		
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	This approach promotes independence and supporting people to live their own lives	

**240. 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><b>Long Term</b></p>	<p>MCC will be using the appropriate levels of finances to support people in the short and long term</p>	
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>N/A</p>	
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>All service users are actively involved in the assessment process and seeking their own solutions. Direct payments gives individuals more choice and control over their care and support</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>This approach will prevent individuals from getting into debt with the local authority</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>.N/A – direct payments gives control to the individual</p>	



**241. 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	Reduction in potential for financial misuse of funds	<i>.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</i>	
Corporate Parenting	n/a		

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

- On an annual basis MCC currently have to reclaim any surplus money that is in the DP recipient's account. This often amounts to significant excesses.

**243. 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?**

.Positive to the local authority in terms of only transferring appropriate amount of money in order to meet the person's needs. Not have to reclaim money each year from individual's account. Positive for individuals who are likely to be subject to financial abuse. Potential to have negative impact on a small number of individuals who do use their full allocation of money, however we will address this on a case by case basis and ensure that those people are not detrimentally affected.

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**244. 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

**245. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



monmouthshire  
sir fynwy

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

<p><b>Name of the Officer</b> completing the evaluation Jane Rodgers</p> <p><b>Phone no:</b> <b>E-mail:</b> janerodgers@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>SCH9</b></p> <ul style="list-style-type: none"><li>i) Review and reduce 24 hour packages of care to identify which packages may benefit from going back into brokerage or a reablement approach</li><li>ii) Review/reduce packages of care in place following completed DFGs (Disabled Facilities Grants) to identify which packages may benefit from further enablement approaches</li><li>iii) Renew the emphasis on making and pursuing CHC applications for residents with high intensity health needs</li><li>iv) Implement effective debt recovery and debt prevention to reduce the bad debt provision</li></ul>
<p><b>Name of Service area</b></p> <p>Adult Services</p>	<p><b>Date</b> 12/12/22</p>

**246. 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><i>A focus on reablement highlighted within the proposal can increase people's independence and ensure that they are supported to live lives that matter to them without the need for longer-term care.</i></p>	<p>The proposal will impact negatively on older, frail adults and their carers because there will be a reduction in the level of home care available, and potentially less availability in the option of employing a 24 hour live-in carer.</p>	<p>On-going review, quality assurance processes and monitoring of outcomes for older, frail adults.</p>
Disability	<p><i>A focus on reablement highlighted within the proposal can increase people's independence and ensure that they are supported to live lives that matter to them without the need for longer-term care.</i></p> <p><i>CHC applications will ensure that people with chronic or severe health needs will have their needs met by the most appropriate agency.</i></p>	<p>The proposal will impact negatively on adults with physical disabilities because there will be a potential reduction in the availability of care following a completed DFG.</p> <p>A CHC will affect people with severe physical disability, learning disability and mental health problems (including dementia) disproportionately, and may cause disruption or uncertainty to how their care is provided.</p>	<p>On-going review, quality assurance processes and monitoring of outcomes for the care and support needs of adults with physical disabilities</p>
Gender reassignment	<p>none identified</p>	<p>None identified</p>	<p>None identified</p>
Marriage or civil partnership	<p>Services are provided to all residents with care and support needs and their carers regardless of their marital status</p>	<p>None identified</p>	<p>None identified</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?
Pregnancy or maternity	None identified	None identified	None identified
Race	Care and support plans for adults and their families / carers take account of race and aims to provide care and support in a way that promotes and respects individuality.	None identified	More needs to be done to understand and overcome barriers to people accessing services in accordance with Anti-racist Wales. Increase training and awareness across the service.
Religion or Belief	.Care and support plans for adults and their carers / families take account of individual beliefs and aims to provide care and support in a way that promotes and respects individual preferences.	None identified	Increase training and awareness across the service. Ensure that services and practitioners are skilled and trained to support all adults and their carers.
Sex	Services are provided to both men and women with care and support needs.	<p>There are more women than men who work in domiciliary care, so a reduction in home care is likely to affect more women than men.</p> <p>There are also more women than men in unpaid caring roles. A reduction in 24 hour packages of care may place increased expectation on carers, and is more likely to affect women than men.</p>	The service must recognize any barriers caused by a person's sex to access support, and ensure that these are addressed.
Sexual Orientation	<i>. Care and support plans for adults and their carers take account of people's identify and provide care and support in a way that promotes and respects individual preferences.</i>	None identified	Ensure that services and practitioners are skilled and trained to support all individuals their families / carers.

## 247. 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?
<p><b>Socio-economic Duty and Social Justice</b></p>	<p>A focus on reablement services, as highlighted within the proposal can increase people's independence, and ensure that they are supported to live lives that matter to them without the need for longer-term care.</p> <p>Debt recovery and debt prevention activity will ensure that where people can afford it, they contribute to their care so that resources can be used to promote equity.</p>	<p>Adults with care and support needs, and their carers, can be economically disadvantaged. It is also recognized that MCC residents experiencing socio-economic disadvantage have generally poorer health outcomes, and require care and support at an earlier age. The service is experiencing high levels of demand and resource pressures on the service will make it harder to provide the optimal level of service to every individual.</p>	<p>Ensuring that practitioners understand the impact of socio-economic disadvantage on individuals with care and support needs, and have the right skills to support people in such circumstances.</p>

**248. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>	<p>None-identified</p>	<p>Ensure that the Welsh language offer is consistently made.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Some training opportunities are provided through Welsh medium</p> <p>Workforce are encouraged to develop Welsh language skills</p> <p>Recruitment material is provided in Welsh</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Care and support can be offered in Welsh (to a limited degree)</p> <p>There is access to bi-lingual social work support</p> <p>Welsh language options recorded on case management system</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</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!



<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The service employs circa 170 home care workers, and supports positive skill development within the sector. The service provides opportunities to access career pathways for people seeking to attain higher level qualifications.</p>	<p>None identified</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>None identified</p>	<p>None identified</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote wellbeing, help people live healthier lives and prevent the need for long-term care and support. Home care, and specifically enablement approaches, can support individuals to overcome the impact of physical disability or frailty to live fulfilled lives for longer according to what matters to them.</p>	<p>A renewed focus on assessment and review of care and support needs.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>DFGs support adults to remain living safely in their own homes and communities for as long as possible. Reablement approaches, can support individuals to overcome the impact of physical disability or frailty to live fulfilled lives for longer according to what matters to them.</p>	<p>None identified</p>
<p><b>A globally responsible Wales</b></p>	<p>None identified</p>	<p>None identified</p>



<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>
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<p><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</p>	<p>The use of DFGs and reablement approaches protect the culture, heritage and language of Wales by supporting individuals with care and support needs to live lives that matter to them in their own homes and communities. Care and support plans include supporting individuals to access social, recreational and sporting activities as part of building resilience and reducing loneliness and isolation.</p>	<p>A renewed focus on assessment and review of care and support needs.</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>The service supports adults with care and support needs to overcome socio-economic disadvantage and the impact of poor health / disability to live fulfilled lives that matter to them.</p> <p>Debt recovery and debt prevention activity will ensure that where people can afford it, they contribute to their care so that resources can be used to promote equity.</p>	<p>None identified</p>

**250. 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><b>Long Term</b></p>	<p>The proposal includes a renewed focus on ensuring reablement approaches are in place to help reduce overall long-term demand.</p>	<p>None identified</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>DFG requires good partnership working between social care, health and housing.</p> <p>The CHC process can generate tension between health and social care roles and responsibilities and how to best meet people's needs. However, the Social Services and Wellbeing (Wales) Act 2014, underpins the way that local authority works with its partners work through a range of structures and mechanisms, most notably with Regional Partnership Board both at a strategic and operational level. Adult services within MCC benefit from high levels of integration between health and social care. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for adults with care and support needs within Monmouthshire.</p>	<p>None identified</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p><i>The service provides care at home for adults based on 'what matters' to them. Adults with care and support needs have access to reviews and independent advocacy. Service users are routinely asked directly about their experience of the service through quality of care reports. Direct care is provided in way that respects individual choices as much as possible.</i></p>	<p>Adult services must ensure that all adults are informed about their rights to access formal advocacy.</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="136 453 275 480">Prevention</p> <p data-bbox="327 217 506 464">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="535 217 1240 288">DFGs and reablement approaches are a cornerstone of preventative working</p>	<p data-bbox="1355 217 1554 240">None identified</p>
 <p data-bbox="136 738 282 766">Integration</p> <p data-bbox="327 496 506 743">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="535 496 1330 632"><i>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote all aspects of wellbeing (as defined by the Act) and prevent the need for care and support.</i></p>	<p data-bbox="1355 496 1554 520">None identified</p>

**251. 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	<p>The mandate proposes a re-assessment of care and support needs for people receiving 24 hr care and where DFGs have been completed. Maintaining safeguarding, and ensuring that no one is put at risk of harm, will be central to the mandate during its implementation.</p> <p>All people working with adults with care and support needs are trained in safe care, receive appropriate levels of safeguarding training and safe recruitment is followed at all times.</p>	.None identified	None identified
Corporate Parenting	None identified	N/A	None identified

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
  - *Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
  - *Local population data including the census figures*
  - *Household survey data*
  - *Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc*
  - *Evidence and data from Monmouthshire’s Well-being Assessment*
  - *Recommendations from Scrutiny or following consultation*
  - *Comparisons with similar policies in other authorities*
  - *Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors*
- Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)[16:34] Robins, Claire J.*

The evidence and data that has informed this report is:

1. The Social Services and Wellbeing (Wales) Act 2014
  2. Information regarding completed DFGs
  3. Financial data regarding debt
  4. Service data – Flo
  5. Workforce information
-

**19. 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?

That the safeguarding needs of people must remain central to the implementation of this mandate, and that care is allocated to those who need it the most. The impact of this will be mitigated by a renewed emphasis on reablement approaches and by a careful process of assessment and review for people with care and support needs.

**20. 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
Put in place a project group to manage the implementation of the mandate	End of March 2023	Head of Adults Services
Continue to review and evaluate the service by monitoring outcomes for adults with care and support needs and their carers	quarterly	Head of Adults Services

**21. 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
V1	Budget mandate	12/12/22	n/a



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

<p><b>Name of the Officer</b> completing the evaluation Jane Rodgers</p> <p><b>Phone no:</b> <b>E-mail:</b> janerodgers@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>SCH10</b> - To re-evaluate the provision of non-residential care services to meet the operational demands and accommodate the savings target.</p>
<p><b>Name of Service area</b></p> <p>Adult Services</p>	<p><b>Date</b> 12/12/22</p>

**253. 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	<i>A focus on the reablement services highlighted within the proposal can increase people's independence, and ensure that they are supported to live lives that matter to them without the need for longer-term care.</i>	<p>The proposal will impact negatively on older, frail adults and their carers because there will be a reduction in the level of home care available. Care at home help adults to live safely in their own homes for longer.</p> <p>The service is experiencing a high level of demand for care at home with circa 1300 hours of unmet need. Further reduction in domiciliary care will mean that people's needs may not be met at the maximum level.</p>	A renewed focus on assessment and review of care and support needs will be initiated.

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	A focus on the reablement services as highlighted within the mandate can increase people's independence, and ensure that they are supported to live lives that matter to them without the need for longer-term care.	<p>The proposal will impact negatively on adults with physical disabilities, and adults with mental health difficulties including dementia and their carers because there will be a reduction in the level of home care available. Care at home help adults to live safely in their own homes for longer.</p> <p>The service is experiencing a high level of demand for care at home with circa 1300 hours of unmet need. Further reduction in domiciliary care will mean that people's needs may not be met at the maximum level.</p>	A renewed focus on assessment and review of care and support needs.
Gender reassignment	<i>None identified.</i>	None identified	None identified
Marriage or civil partnership	None identified	N/A None identified	N/A None identified
Pregnancy or maternity	<i>N/A None identified</i>	N/A None identified	N/A None identified
Race	<i>N/A None identified</i>	N/A None identified	N/A None identified
Religion or Belief	<i>N/A None identified</i>	N/A None identified	N/A None identified



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	n/A None identified	<p>There are more women than men who work in domiciliary care, so a reduction in home care is likely to affect more women than men.</p> <p>There are also more women than men in unpaid caring roles. A reduction in home care may place increased expectation on carers, and is more likely to affect women than men.</p>	There is a current shortage of domiciliary care workers so it is anticipated that a reduction would not result in loss of employment.
Sexual Orientation	<i>None identified</i>	None identified	None identified

## 254. 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?

<b>Socio-economic Duty and Social Justice</b>	A focus on reablement services, as highlighted within the proposal can increase people's independence, and ensure that they are supported to live lives that matter to them without the need for longer-term care.	Older, frail adults with care and support needs, and their carers, can be economically disadvantaged. It is also recognized that MCC residents experiencing socio-economic disadvantage have generally poorer health outcomes, and require care and support at an earlier age. The service is experiencing high levels of demand and resource pressures on the service will make it harder to provide the optimal level of service to every individual	Ensuring that practitioners understand the impact of socio-economic disadvantage on individuals with care and support needs, and have the right skills to support people in such circumstances.  A renewed focus on assessment and review of care and support needs will help to ensure that home care is allocated to those who are most in need.
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## 255. 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 favorably</p>	<p>More than Words strategy delivers our responsibility for the Welsh Language</p>	<p>None-identified</p>	<p>Ensure that the Welsh language offer is consistently made.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Some training opportunities are provided through Welsh medium</p> <p>Workforce are encouraged to develop Welsh language skills</p> <p>Recruitment material is provided in Welsh</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Care and support can be offered in Welsh (to a limited degree)</p> <p>Welsh language options recorded on case management system</p>	<p>None-identified</p>	<p>Additional Welsh speakers in the service would be an advantage to supporting the Welsh offer</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!


<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	The service employs circa 170 home care workers, and supports positive skill development within the sector. The service provides opportunities to access career pathways for people seeking to go and attain higher level qualifications.	None identified
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	n/a	n/a
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Home care is provided to adults with care and support needs, predominantly frail, older adults and adults with dementia. Home care helps people live safely and well at home. Home care, and specifically enablement approaches, can support individuals to overcome the impact of physical disability or frailty to live fulfilled lives for longer according to what matters to them.	A renewed focus on assessment and review of care and support needs.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	The service supports adults to remain living safely in their own homes and communities. The service supports adults to make social connections and reduce the impact of loneliness and isolation	A renewed focus on assessment and review of care and support needs.
<b>A globally responsible Wales</b>	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>
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<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	The service supports and protects the culture, heritage and language of Wales by supporting individuals with care and support needs to live lives that matter to them in their own homes and communities.	A renewed focus on assessment and review of care and support needs.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The service supports adults with care and support needs to overcome socio-economic disadvantage and the impact of poor health / disability to live fulfilled lives that matter to them.	A renewed focus on assessment and review of care and support needs.

**257. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	The proposal includes a renewed focus on ensuring reablement approaches are in place to help reduce overall long-term demand.	None further identified

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="315 352 506 528">Working together with other partners to deliver objectives</p> <p data-bbox="109 563 277 587"><b>Collaboration</b></p>	<p data-bbox="533 288 1330 560">The Social Services and Wellbeing (Wales) Act 2014, underpins the way that local authority works with its partners work through a range of structures and mechanisms, most notably with Regional Partnership Board both at a strategic and operational level. Adult services within MCC benefit from high levels of integration between health and social care. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for adults with care and support needs within Monmouthshire.</p>	<p data-bbox="1352 217 1402 240">n/a</p>
 <p data-bbox="331 746 499 922">Involving those with an interest and seeking their views</p> <p data-bbox="120 970 277 994"><b>Involvement</b></p>	<p data-bbox="533 740 1330 986">The service provides care at home for adults based on 'what matters' to them. Adults with care and support needs have access to reviews and independent advocacy. Service users are routinely asked directly about their experience of the service through quality of care reports. Direct care is provided in way that respects individual choices as much as possible.</p>	<p data-bbox="1352 740 2063 799">Adult services must ensure that all adults are informed about their rights to access formal advocacy.</p>
 <p data-bbox="322 1019 506 1265">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="132 1257 277 1281"><b>Prevention</b></p>	<p data-bbox="533 1019 1088 1050">Reablement is a cornerstone of prevention</p>	<p data-bbox="1352 1019 1644 1043">None further identified</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><i>The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to provide a range of services designed to promote all aspects of wellbeing (as defined by the Act) and prevent/ reduce the need for care and support.</i></p>	<p>None identified</p>

**258. 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	<p>The mandate proposes a reduction on the amount of home care that is available overall for the residents of MCC. Maintaining safeguarding, and ensuring that no one is put at risk of harm, will be central to the mandate during its implementation.</p> <p>All people working with adults with care and support needs are trained in safe care, receive appropriate levels of safeguarding training and safe recruitment is followed at all times.</p>	.N/A	A renewed focus on assessment and review of care and support needs, with safeguarding being central to this process.
Corporate Parenting	None identified	N/A	None identified

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
- Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
- Local population data including the census figures
- Household survey data
- Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc
- Evidence and data from Monmouthshire’s Well-being Assessment
- Recommendations from Scrutiny or following consultation
- Comparisons with similar policies in other authorities
- Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors

Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)[16:34] Robins, Claire J.



The evidence and data that has informed this report is:

1. The Social Services and Wellbeing (Wales) Act 2014
2. External evaluation (CIW)
3. Financial data from budget monitoring
4. Service data – Flo
5. Workforce information

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**22. 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?**

Reducing the overall amount of care at home available to MCC residents will disproportionately affect older, frail adults, those living with dementia, people with physical disabilities or mental ill-health and their carers. The impact of this will be mitigated by a renewed emphasis on reablement approaches and by a careful process of assessment and review for people with care and support needs.

**23. 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
<b>Put in place a project group to manage the implementation of the mandate</b>	By March 2023	Head of Adults Services
<b>Continue to review and evaluate the service by monitoring outcomes for adults with care and support needs and their carers</b>	Quarterly	<b>Head of Adults services</b>

**24. 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
<b>V1</b>	Budget mandate	<b>12/12/22</b>	<i>n/a</i>



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation Tyrone Stokes</p> <p><b>Phone no:</b> 01633 644589 <b>E-mail:</b> tyronestokes@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>SCH11 - Reviewing partnership arrangements to explore possibility of reducing future partner contributions</p>
<p><b>Name of Service area</b></p> <p>Adults</p>	<p><b>Date</b></p> <p>24/11/2022</p>

**260. 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	Allow for a collaborative approach to service delivery for older adults in the 65+ age category at the lowest cost option.	That partner contributions are set too low and service delivery have to be reduced as a consequence	Review with all partner and host Authority to ensure robustness to strike a balance between service delivery and the lowest operating cost
Disability	One partner scheme is specifically targeted to provide respite for carers of clients with disabilities allowing for a collaboration of services across Gwent	That partner contributions are set too low and service delivery have to be reduced as a consequence	Review with all partner and host Authority to ensure robustness to strike a balance between service delivery and the lowest operating cost
Gender reassignment	N/A	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	N/A	N/A	N/A
Pregnancy or maternity	N/A	N/A	N/A
Race	N/A	N/A	N/A
Religion or Belief	N/A	N/A	N/A
Sex	N/A	N/A	N/A
Sexual Orientation	N/A	N/A	N/A

## 261. 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>	<i>Working on Gwent partnership arrangements does allow for a pooling of service resources to allow for an even distribution of services to all clients across the Gwent region</i>	<i>If service delivery models need to be amended to accommodate this proposal this could affect those most in need and/or dependent on the services provided.</i>	Options will be explored to look at the most viable ways to reduce costs to minimise any impact on service delivery

## 262. 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>	N/A	N/A	N/A
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	N/A	N/A	N/A
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	N/A	N/A	N/A

**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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Positive – working in a partnership arrangement allows for a pooling of resources for use across Gwent</p> <p>Negative – each partner could decide to reduce its contribution which could jeopardize the viability of the partnerships</p>	<p>The reviews need to be robust enough to determine 1) can contributions be reduced without having a detriment effect on service delivery and 2) if contributions cannot be reduced the reasons and/or alternative actions explored</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>		
<p><b>A healthier Wales</b> People’s physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive – having a pooled resource facility at a sustainable cost to each partner</p>	<p>A robust review being conducted</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Negative – potential to impact on those in most need of those services such as the elderly, younger adults with learning disabilities or those requiring services as a carer</p>	<p>Reviews will look at if service costs can be reduced to mitigate or minimise any impacts to service delivery</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>		
<p><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</p>		

<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>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>Partnership arrangements under this proposal are targeted at either older Adults or Adults with Disabilities and maintaining a partnership approach to service delivery at a sustainable cost would ensure these client groups are not adversely disadvantaged</p>	

**264. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	<p>Reviewing partnerships is looking at maintain that service delivery model whilst considering how that can be best financed</p>	
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>Reviewing partnerships is looking at maintain that service delivery model whilst considering how that can be best financed</p>	
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>This would be one of the elements of conducted a robust review with partners to determine the viability of this proposal</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><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Partnership arrangements looks to pool resources from across Gwent as a preventative service delivery model to assist those targeted client groups to promote independence and maintain their current health and wellbeing.</p>	
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p><i>Providing joint service delivery models that meet the goals and objectives of all partner bodies across Gwent.</i></p>	

**265. 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			
Corporate Parenting			

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

**267. 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 main purpose is to explore, via a partner review, if joint collaborative arrangements can be operated at a reduced cost

**268. 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
Consult with partners	Immediately	Jane Rodgers

**269. 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			



## Integrated Impact Assessment document

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

<p><b>Name of the Officer:</b> Claire Robins</p> <p><b>Phone no:</b> 07921781075 <b>E-mail:</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>SCH12 - The proposal is to deliver the agreed savings by: _</p> <ul style="list-style-type: none"> <li>- Reducing core budget of the workforce development team. (Social Care Training Team)</li> <li>- Reviewing and update the structure of the Transformation Team and associated posts.</li> </ul>
<p><b>Name of Service area</b></p> <p>Transformation – Social Care &amp; Health</p>	<p><b>Date:</b> 24<sup>th</sup> November</p>

**270. 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	At this point we are unable to determine the impact as this could potentially be both positive or negative. In line with Monmouthshire policy the protection of employment policy will be followed if relevant.	By reducing the available training this could impact the number of carers re-registering with Social Care Wales, consequently this may reduce the amount of people working in care. Ultimately impacting our ability to support people in our communities. Groups potentially impacted could be older adults.	In line with change management processes, we would look to mitigate any potential future impact. We will put plans in place to reduce the impact of labour turnover

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 protection of employment policy will be followed, but at this point we are unable to determine the impact as this could potentially be both positive or negative.	By reducing the available training this could impact the number of carers re-registering with Social Care Wales so consequently this may reduce the amount of people working in care. Ultimately impacting our ability to support people in our communities, groups potentially impacted could be people with a disability.	In line with change management processes, we would look to mitigate any potential future impact.
Gender reassignment	At this point we are unable to determine the impact as this could potentially be both positive or negative. The protection of employment policy will be followed.	n/a	n/a
Marriage or civil partnership	At this point we are unable to determine the impact as this could potentially be both positive or negative. The protection of employment policy will be followed.	n/a	n/a
Pregnancy or maternity	At this point we are unable to determine the impact as this could potentially be both positive or negative. The protection of employment policy will be followed.	n/a	n/a
Race	At this point we are unable to determine the impact as the could potentially be both positive or negative. The protection of employment policy will be followed.	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?
Religion or Belief	.At this point we are unable to determine the impact as this could potentially be both positive or negative. The protection of employment policy will be followed.	n/a	n/a
Sex	At this point we are unable to determine the impact as this could potentially be both positive or negative.  The protection of employment policy will be followed.	n/a	n/a
Sexual Orientation	At this point we are unable to determine the impact as this could potentially be both positive or negative.  The protection of employment policy will be followed.	n/a	n/a

### 271. 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?

<b>Socio-economic Duty and Social Justice</b>	At this point we are unable to determine the impact as this could potentially be both positive or negative.  The protection of employment policy will be followed.	n/a	We will be following the protection of employment policy if necessary
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## 272. 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>The Social Care a 'More Than Words' Welsh Language action plan for social care is regularly updated and support Welsh Language within the directorate.</p> <p>All recruitment marketing is bilingual.</p> <p>We record the language of choice on our Social Care recording system. And offer a translation service.</p>	<p>We may have limited resources to offer Welsh Language training to our workforce in the future as the majority of our resources will need to focus on Social Care training from now on.</p> <p>We can offer e-learning Welsh Language training in the future.</p>	<p>We will emphasize the importance of Welsh language skills training for the social care workforce with our corporate colleagues and ensure its identified as part of TNA.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>There will be no positive impact as a direct result of reducing the training budget.</p>	<p>This recommendation will directly negatively impact on the recruitment and training of the Social Care Workforce that is already under pressure as a result of the pressure of COVID.</p> <p>We will have limited resources to support the front-line services with recruitment marketing and support as a result of this recommendation.</p>	<p>Recruitment Marketing activities will need to either sit with the operational teams or with corporate HR.</p> <p>They will need to move at pace in order to free up resources elsewhere, learn additional skills and knowledge in order to maintain momentum and impact on current recruitment plans.</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>When carrying out assessments everyone is offered the option to have their assessment carried out in Welsh.</p>	<p>n/a</p>	<p>We have a More than Words Welsh language strategy.</p> <p>All jobs are advertised in Welsh.</p> <p>We have access to a Welsh language translation service. We have Welsh language speakers in our service.</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!

<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This proposal will remove skill, knowledge and experience from the directorate. This reduces job opportunities in the directorate.</p>	<p>Will need to examine associated posts within the directorate in order to evaluate duplication of resources in order to achieve maximum effectiveness. Consider bringing associated posts into the central team.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>n/a</p>	<p>n/a</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The learning and development of our workforce supports the physical and mental wellbeing of both the workforce and the people we support. By reducing the learning and development opportunities this could have a negative impact.</p>	<p>We will look to maximize the learning opportunities and look to use the LMS ( learning management system to look for efficiencies). Removing wellbeing training should be the last resort.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>n/a</p>	<p>n/a</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>n/a</p>	<p>n/a</p>
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People</p>	<p>We encourage our workforce to learn Welsh however as resources are reduced this could impact the commissioning of face to face Welsh language skills training funded by social care.</p>	<p>Any necessary external recruitment as a result of this recommendation will be marketed bilingually.</p>

<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>
are encouraged to do sport, art and recreation		
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The workforce development plan is open for all staff regardless of role / position etc..	

**274. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	The workforce development plan sets out a sustainable service and financial plan in order to support the workforce. This will be updated following the recommended budget cuts. Workforce plans require both short term and longer term plans. It will be challenging to plan for the longer term with limited resources.	We will look to secure additional funding in order to meet the aspirations of the service. We will look for digital solutions and regional collaborations in order to meet service and workforce needs.
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	The Social Services and Wellbeing (Wales) Act 2014, which came into force on the 6 <sup>th</sup> of April 2016, is the legislative underpinning for changes in the way that local authorities and their partners work with individual families. The workforce development team will look to ensure all essential training is delivered in line with the act. We will continue to collaborate and support effective partnership working within and outside the council so we are well positioned to play a leading role in workforce regional collaborations. We will continue to develop working arrangements with partners to ensure that we support the workforce in the most effective and appropriate way.	Ensure our medium and longer term plans extend collaboration and partnership approaches to delivering workforce solutions.

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="125 437 282 464">Involvement</p> <p data-bbox="331 217 506 389">Involving those with an interest and seeking their views</p>	<p data-bbox="533 217 1323 389">Monmouthshire is committed to consultation and engagement when considering changes to service provision / service support. We will be building on the existing consultation activities / policies and procedures with the relevant workforce and all stakeholders.</p>	
 <p data-bbox="125 735 282 762">Prevention</p> <p data-bbox="331 488 506 740">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 480 1323 762">During the last few years the workforce development team have had a preventative strategy whereby workforce planning and employee development ensures the workforce is equipped to deliver the highest quality standards of care and support. This supports the early intervention and preventative agenda within our front line services. By removing resources there is a risk we will become more reactive in relation to learning and development.</p>	<p data-bbox="1355 480 2114 539">By ensuring staff still have PDP's and that specific social care front line learning and development is the priority.</p>
 <p data-bbox="125 1078 282 1106">Integration</p> <p data-bbox="331 823 506 1075">Considering impact on all wellbeing goals together and on other .bodies</p>	<p data-bbox="533 791 1323 1145">Having less resource will result in less commissioned training therefore this will impact the training providers in our community. They may choose to no longer offer a service, and this will result in a loss of available commissioned training longer term. At a time when the social care workforce demand is increasing, when recruitment across the whole sector is challenging, being faced with cutting the learning and development budget will negatively impact the wellbeing of our workforce.</p>	<p data-bbox="1355 791 2114 890">Support from other areas of the organization will be required in order to support the workforce accordingly. i.e HR, marketing, OD.</p>

**275. 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	Two of the principals on which the directorate operates ensures that safeguarding and corporate parenting issues are fundamental to all considerations.	n/a	n/a
Corporate Parenting		n/a	n/a

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

The evidence and data that has informed this report is:

- The Social Services and Wellbeing (Wales) Act 2014
- Protection of Employment Policy
- Financial data – Agresso
- Service data – PLANT
- Workforce Development Plan
- *Equalities dashboard link.* [Equality data dashboard for EQIA's 2020.xlsx](#)

**277. 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?**

**Potential Impact**

**Reduce commissioned training across Social Care and Health** – A reduction in the workforce development (training team) core budget will potentially reduce the compliance of mandatory training within Social Care for both in house and social care providers in Monmouthshire.

There are already increased challenges with recruitment and retention across the sector and this may further increase if there are reduced learning and development opportunities.

**Impact on current workforce** - Impact on Social Care Wales registration across the sector. This may impact the number of staff who are in a position to register with Social Care Wales and remain working in social care. Therefore, potentially reducing the number of Social Care staff across Monmouthshire. Reduced morale, increase sickens absence, in increase stress across the workforce if people are unable/delayed being able to re-register with Social Care Wales as a result of the reduced available training.

**Impact on future workforce** - Talent management challenges as Monmouthshire will no longer be able to attract people who want a career in care.

**Counselling Dev Resource** – Not having the resources to support the transition from qualified adult counsellors to qualified and experienced children qualified counselors will result in the service having to recruit children’s counselors when there are vacancies rather than developing their own. Recruitment and attraction will be more challenging for counsellors for the school-based counselling service. The demand for school counsellors has continued to increase following COVID.

**Residents** - Indirectly, if there are less people being able to register and subsequently remain working in social care this potentially could negatively impact and reduce the quality and quantity of social care that can be delivered across Monmouthshire.

As a consequence, this could also impact NHS and add further pressure in the social care and Health system, that is already at breaking point.

**Transformation – Reduction in Resource**

Limited ability to support the directorate with transformation projects i.e. reducing expertise to deliver digital projects, no social care dedicated recruitment support for managers.

Vulnerability in being able to offer system admin and deliver business continuity for our Social Care recording system.

Unable to support SRS on a technical front with our in-house Social Care recording system (FLO/ Plant)

As a result of reducing the available system support this may result in the increase of system down times and therefore indirectly putting children and vulnerable adults at risk if people are unable to access social care records. i.e. out of hours duty.

**278. 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
Consult with the workforce	Following HR advice	Line Manger
Consult with colleagues across other directorates on changes that need to be put in place as a result of this mandate.	Once mandate agreed.	Line Manager

**279. 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>
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Chesney Chick</p> <p><b>Phone no:</b> 01495 768300 <b>E-mail:</b> chesneychick@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>SCH13 - The proposal is to deliver the agreed savings by:___</p> <ul style="list-style-type: none"> <li>- Reducing core budget of the Monmouthshire &amp; Torfaen YOS by reviewing and update the structure of the Service and associated posts.</li> <li>- Change the accommodation venue of the YOS, in order to significantly reduce accommodation costs</li> <li>-</li> </ul>
<p><b>Name of Service area</b></p> <p>Children Services – Monmouthshire &amp; Torfaen YOS</p>	<p><b>Date</b></p> <p>29.11.2022</p>

**280. 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	It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will have upon service provision.	Mon & Torfaen YOS, as a result of the proposed restructuring will be potentially unable to meet its statutory responsibilities.	Work closely with partnership agencies, to meet unmet need.
Disability	Children who live with a disability will have support tailored to their needs by a multiagency approach to consider their holistic needs		All cases will be assessed on a cases by case basis.

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	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</p>	N/A	All cases will be assessed on a cases by case basis.
Marriage or civil partnership	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</p>		All cases will be assessed on a cases by case basis.
Pregnancy or maternity	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</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?
Race	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</p>		
Religion or Belief	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</p>		
Sex	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</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?
Sexual Orientation	<p>It is difficult to assess/determine the impact at this stage. It is not known what impact the current economic crisis will have upon the communities we support and in turn the pressure this will place upon Statutory provision.</p> <p>The protection of employment policy will be followed.</p>		

## 281. 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?
<b>Socio-economic Duty and Social Justice</b>	YOS data and research would tell us that, during times of austerity, crime and disorder increases, impacting upon the most vulnerable within our society and communities.	the proposed restructure would deplete the YOS work force, potentially leaving us in a position where we are unable to meet provision demand.	N/A

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>The Social Care a 'More Than Words' Welsh Language action plan for social care is regularly updated and support Welsh Language within the directorate. All recruitment marketing is bilingual. We record the language of choice on our Social Care recording system. And offer a translation service.</p>		<p>Assessment and support is offered on a case by case basis and Welsh is offered on a case by case basis</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Creation of new opportunities in care and support at different levels all offered in Welsh Language.</p>	<p>Proposals in mandate may affect YOS's ability to recruit to essential posts in the future.</p>	<p>HR and Communications support will be requested</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All assessments are offered in Welsh. There is access to bi-lingual social work support. Welsh language options recorded on case management system</p>		<p>Any necessary external recruitment will be marketed bilingually in Welsh and English</p>




### **Policy making and the Welsh 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!

<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This mandate/proposal will deplete YOS provision-removing knowledge, skill and experience.</p>	<p>Scrutiny of similar posts within service, maximizing efficiency/effectiveness. (depleted service may not be in a position to meet provision demand).</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>N/A</p>	<p>N/A</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The work undertaken by Mon &amp; Torfaen YOS is underpinned by the 'Child-First' principles 'Child-First' allows for a more positive and strengths-based approach. Which is actively promoted by the Welsh Government Youth Justice Blueprint.</p> <p>Furthermore, in response to the accepted correlation between Adverse Childhood Experiences and those children who are more likely to become involved with statutory services and in-line with Youth Offending Services throughout Wales, the YOS has developed its approaches to 'trauma-informed practice'. All YOS staff are trained in 'trauma-informed' approaches and use these approaches, in practice.</p>	<p>Scrutiny of all posts within service, maximizing efficiency/effectiveness. (depleted service may not be in a position to meet provision demand).</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>The proposed mandate may impact upon YOS's ability support children and their families within the community, thus ASB incidents may increase which would have a detrimental effect upon community cohesion</p>	<p>Scrutiny of all posts within service, maximizing efficiency/effectiveness. (depleted service may not be in a position to meet provision demand).</p>

<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 globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	YOS data and research would tell us that, during times of austerity, crime and disorder increases, impacting upon the most vulnerable within our society and communities.	Scrutiny of all posts within service, maximizing efficiency/effectiveness. (depleted service may not be in a position to meet provision demand).
<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	All YOS staff are encouraged to learn Welsh however as resources/staffing numbers are reduced this could impact upon moral and time available to promote a vibrant Welsh culture.	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Mon & Torfaen YOS support Equal Opportunities by ensuring that we establish safe and appropriate ways to engage children and develop robust plans that prepare them to lead crime free lives.	

**283. 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><b>Long Term</b></p>	<p>The Mon &amp; Torfaen YOS mandate/proposal sets out a sustainable service and financial plan to meet the current, financial demands whilst maintaining provision integrity. This will be updated following the recommended budget cuts. YOS plans require both short term and long term planning, thus it is extremely difficult to plan given the current financial climate, and the unknown impact, this will have on society/communities.</p>	<p>Mon &amp; Torfaen YOS has a proven record of resilience and adaptability, particularly in recent times and is committed to ensuring that the service delivers an effective child-focused provision. Changes will provide opportunity to think and react creatively</p> <p>YOS receives funding from a number of partnership agencies, Gwent Police, Ministry of Justice, YJB, Welsh Government, Gwent OPCC, it is unknown at this time whether similar cuts to funding will be enforced by these agencies.</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>Monmouthshire &amp; Torfaen YOS is a multi-agency Service that is supported by numerous partnership agencies. Thus the services support effective partnership working within and outside the council so we are well positioned to play a leading role in regional collaborations. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for children and families within Monmouthshire &amp; Torfaen.</p>	
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>Mon &amp; Torfaen YOS is committed to developing a consultation and engagement strategy thus ensuring the voice of the child is central to everything it does. In addition it is important to build on the existing consultation activities with groups of children that we support for statutory orders, out of court disposals and prevention programmes.</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="136 456 275 480">Prevention</p> <p data-bbox="327 217 506 464">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="535 217 1301 424">Mon &amp; Torfaen YOS mandate/proposal, which is to review and update the structure of service provision will inevitably deplete YOS provision- removing knowledge, skill and experience. This could potentially be compounded by an increase in service demand, brought about by the period of austerity we are entering.</p>	<p data-bbox="1357 217 2101 312">We critically review YOS workforce and identify opportunities to streamline YOS provision. We will do this by reallocating duties within the current structure.</p>
 <p data-bbox="136 770 275 799">Integration</p> <p data-bbox="327 528 506 775">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="535 501 1317 815">The YOS has a proven record of resilience and adaptability, particularly in recent times and is committed to ensuring that the service delivers an effective child-focused provision. Changes will provide opportunity to think and react creatively, however it is not known what impact the current crisis will have upon service demand. If as anticipated, referrals increase significantly the YOS, with a depleted workforce, will be unable to meet the demands thus the impact on wellbeing will be negative.</p>	

**284. 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	Two of the principles on which the directorate operates, ensures Safeguarding and Corporate Parenting are fundamental to all considerations.	N/A	N/A
Corporate Parenting	Two of the principles on which the directorate operates, ensures Safeguarding and Corporate Parenting are fundamental to all considerations	N/A	N/A

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

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data including the census figures*
- *Household survey data*
- *Service User Data e.g. from My Monmouthshire, FLO, PLANT, Mayrise, ONE etc*
- *Evidence and data from Monmouthshire’s Well-being Assessment*
- *Recommendations from Scrutiny or following consultation*
- *Comparisons with similar policies in other authorities*
- *Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors*
  - *Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)*

The evidence and data that has informed this report is:-

1. The Social Services and Wellbeing (Wales) Act 2014
2. Protection of Employment Policy
3. Financial data – Agresso
4. Service data – ChildView
5. Detailed employee consultation within both Children’s services and partner agencies



**286. 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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

In order to deliver the required savings and realise efficiencies within core funding, we have critically reviewed the costs relating to travel expenditure, for YOS staff and the savings available, due to changes in working practices brought about by the move towards agile and blended working practices. As a result of identified savings being made, we propose to reduce the set budget in respect of travel expenses for YOS staff.

In addition, we will review the YOS workforce and identify opportunities to streamline the workforce, by reallocating duties, within the service. This opportunity has arisen, due to the chosen departure of two staff members as a result of retirement, voluntary redundancy and job relocation. Further savings may also become available, due to staff potentially choosing to reduce their working hours and the reduction in the use of sessional workers.

Furthermore, we propose to make significant budgetary savings by proposing to relocate the YOS to Monmouthshire County Hall, thereby reducing / eliminating rental costs associated with our current accommodation at Mamhilad Estate.

**287. 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
Continue to review and evaluate the progress of the proposed mandate, utilize staff supervision, throughput data (childview), liaise with partnership agencies.	Once mandate has been agreed.	Chesney Chick

**288. 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>
<b>1</b>			



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

<p><b>Name of the Officer</b></p> <p>Debra Hill-Howells</p> <p><b>Phone no:</b> 0775 851405 <b>E-mail:</b> debrahill-howells@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>C&amp;PPM1 - Passenger transport service pressures. To request additional revenue support to offset increasing demand and operational costs.</p>
<p><b>Name of Service area</b></p> <p>Passenger Transport</p>	<p><b>Date</b></p> <p>14<sup>th</sup> December 2022</p>

**289. 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	If approved, we will be able to maintain existing enhanced service provision.	None	The proposal seeks additional funding to meet additional demand and operating costs external providers and the inhouse team. If approved this will maintain the current provision.
Disability	None	None	As above

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	None	None	None
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	None	None	None
Race	None	None	None
Religion or Belief	None	None	The provision of free school transport to faith schools already exceeds the requirements of the LTM.
Sex	None	None	None
Sexual Orientation	None	None	None

**290. 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>	<p>The provision of free home to school transport ensures that all learners have equal access to education regardless of their socio-economic status.</p> <p>For those learners that are not eligible for free transport, they are able to apply for concessionary transport. This provides learners with access to subsidized travel where vacant seats are available on home to school transport.</p>		<p>The proposal seeks additional funding to cover the projected increase in costs to provide the service which have arisen as a result of increased manpower and fuel costs. The in house team has also had to commit to additional prudential borrowing to fund the cost of new vehicles due to external market failure.</p>

## 291. 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>The Welsh Government Learner Travel Measure provides LA's with the ability to provide discretionary transport to Welsh medium schools. We currently provide free home to school transport for learners to attend their nearest suitable Welsh medium school if they live more than 1.5 miles (primary) or 2 miles (secondary) away.</p>	<p>Learners living less than 1.5 miles away from a Welsh Medium school would not qualify for free transport which may discourage them from attending a Welsh medium school.</p>	<p>Improvements to the active travel infrastructure to support learners walking, cycling or scooting to school.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Parents can apply for school transport through the medium of Welsh. All communications can be undertaken through the Welsh Language.</p>	<p>Drivers and passenger assistants may not be able to converse in Welsh on the vehicles.</p>	<p>All MCC colleagues have access to Welsh language training courses that are provided centrally.</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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Currently, the Council's Transport Policy provides free school transport for learners to access mainstream, Welsh medium or faith schools if they are more than 1.5 or 2 miles away from their homes. ALN transport is provided based on their individual assessments and needs.</p> <p>The costs of this provision increase year on year and in addition the Council has had to grow its internal operations due to contract hand backs and lack of tenders. Due to inflation the costs of providing this service are in excess of existing budget allocations.</p>	<p>The Commissioning Team will work with Highways teams to identify opportunities to provide available walking routes that will support more learners and the wider community to engage in active travel.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>School transport via mass transit reduces the number of individual motor cars that need to undertake the school run thereby helping to reduce the county's carbon footprint.</p>	<p>The Council is developing its fleet transition plan that will transition our passenger transport vehicles from internal combustion engines to zero emission vehicles.</p> <p>Routes are continually assessed to identify opportunities to combine routes and reduce the number of vehicles travelling. Available walking routes are also continually reviewed where transport has been provided as a route has been deemed unavailable and the walking distance is below the eligible thresholds. Where circumstances have changed, and the route is deemed available learners are advised of the available route and the free transport is removed.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized, and health impacts are understood</p>	<p>Where primary aged learners live within 1.5 miles of their school and secondary 2 miles of the school, they are encouraged to use active travel to get to school</p>	<p>We are working with Highways colleagues to identify how available walking routes can be provided to reduce the numbers of learners who access free transport because a walking route is not available.</p>
<p><b>A Wales of cohesive communities</b></p>		

<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>
Communities are attractive, viable, safe and well connected		
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<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	Free home to school transport is provided for statutory aged learners who wish to attend their nearest suitable or catchment welsh medium school, subject to meeting the distance eligibility criteria.	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Free home to school transport is accessible to all learners who meet the eligibility criteria. In addition, discretionary travel is available for learners with medical needs to ensure that they can safely access their nearest suitable or catchment schools.	

**293. How has your proposal embedded and prioritized the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	This mandate requests additional resources to meet the increasing costs of providing free home to school transport. A separate Budget Mandate considers the opportunities to reduce demand through the provision of increased walking routes and amending the Councils Transport Policy to align with statutory distances as prescribed by the Learner Travel (Wales) Measure.	The Commissioning Team is working with the Public Transport team to identify opportunities to amend existing public bus routes and timings to increase the opportunities for learners to access these vehicles. This will help to ensure the viability of public bus services and reduce the number of home to school vehicular movements.



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>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>For school transport to be successful it needs to be delivered in partnership with operators, parents, schools and learners as well as other Council service areas. We also work with neighbouring authorities to procure operators on a standard contract, agree annual price uplifts and share learning.</p>	<p>The proposal to change the distance eligibility criteria will be subject to public consultation. Any changes to the Transport Policy would not be implemented until the academic year 24-25.</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>The proposal for additional revenue budget will be subject to public consultation as part of the Budget Setting process.</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>This mandate requests additional resources to meet the increasing costs of providing free home to school transport. A separate Budget Mandate considers the opportunities to reduce demand through the provision of increased walking routes and amending the Councils Transport Policy to align with statutory distances as prescribed by the Learner Travel (Wales) Measure.</p>	<p>Change the public bus routes so that they are operating at times that enable learners to travel to and from school.</p> <p>Work with schools to support and encourage learners to walk and cycle to school</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	<p>The provision of home to school transport is an essential service underpinning learner's education journey. The service is however resource intensive and currently the provision is in excess of the statutory requirements. Whilst there is a requirement for additional revenue in the short term, the team are exploring opportunities to reduce demand for dedicated home to school transport through the use of public transport and improved walking routes.</p>	

**294. 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	All drivers, passenger assistants and operators are required to undertake safeguarding training.  All learners, parents and operators are required to adhere to our Pupil Rule Book to ensure the safety of all those involved.	.	
Corporate Parenting	None		

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

Passenger Transport

The pressures in the Passenger Transport budgets are split between the increase in external operator costs and the increased cost of provision of the Schools & Community Transport team. The cost pressures are broken down as follows:

	<b>Indicative budget Cost 22-23</b>	<b>Projected Service Cost 23-24</b>	<b>Budget Pressure</b>
Internal Operations	1,442,587	1,650,779	208,192
External Operator Costs	3,070,374	3,301,993	231,619
<b>Total Service Pressure</b>			<b>439,811</b>

Internal Operations Costs

- The cost of the in-house operations arm has increased this year as we have had to increase the workforce and vehicle numbers to deal with increasing school runs due to external contractor hand backs and market failure. This has increased manpower costs and resulted in additional prudential borrowing costs with a combined budget pressure of £208k.

**External Operator Costs**

- External operator costs are projected to increase by £232k. Increasing fuel and manpower costs have resulted in an increase in contract prices. The majority of the external contracts will be re-tendered in the summer of 2023 and we expect these costs to increase further.

**Other factors contributing to net pressure :-**

- BES funding will cease in March 2023, which will result in a loss of grant funding, with no indication if the scheme will be extended or additional funding streams will be made available via BSSG. Both of these grant schemes are used to support Grass Routes and scheduled bus services provided by the Schools & Community Transport team.

**296. 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 form has highlighted the complexities of the provision of home to school transport including its substantial impact on resources and its impact on climate change. Whilst there is a request for additional funding to manage short term pressures, the service is working with colleagues to identify ways to reduce the demand for dedicated home to school transport. The options being reviewed include changing public bus schedules so that they are accessible to learners (and we will provide bus passes for free travel for eligible learners) and the provision of increased available walking routes so that learners who do not meet the eligibility criteria can walk or cycle to school.

There are however a number of external factors that will influence ongoing costs which include, the cost of fuel, external operator costs and availability, WG grant funding for operators and the demand for transport from learners.

**297. 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
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	

Public Consultation	Jan / Feb 23	
Consideration by Council	March 23	

**298. 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			
2.			



<p><b>Name of the Officer completing the evaluation</b></p> <p>Sally Meyrick/Cath Fallon</p> <p><b>Phone no:</b> 07970957039/07557 190969</p> <p><b>E-mail:</b> <a href="mailto:sallymeyrick@monmouthshire.gov.uk">sallymeyrick@monmouthshire.gov.uk</a> <a href="mailto:Cathfallon@monmouthshire.gov.uk">Cathfallon@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>C&amp;PPM2 - Homelessness Prevention Budget Mandate</p>
<p><b>Name of Service area</b></p> <p>Housing &amp; Communities</p>	<p><b>Date</b></p> <p>22<sup>nd</sup> November 2022</p>

**299. 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>This proposal affects people of all ages from 16+ including older persons by virtue of seeking to prevent homelessness through bolstering early intervention opportunities and making more accommodation available in Monmouthshire, to reduce the need for bed and breakfast accommodation.</p> <p>This proposal has the potential to support people of all protected characteristics</p>	None	Additional accommodation will be sought, to ensure that where possible people of all characteristics are catered for.
Disability	<p>Additional properties will be remodelled to meet WDQR 2021 guidelines where the construction and model of the building allows. Accessibility will be factored in when considering properties.</p>	As above	As above
Gender reassignment	As per 'Age line' above	As above	As above
Marriage or civil partnership	As above	As above	As above
Pregnancy or maternity	As above	As above	As above

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Race	As above	As above	As above
Religion or Belief	As above	As above	As above
Sex	As above	As above	As above
Sexual Orientation	As above	As above	As above

### **300. 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>

<p><b>Socio-economic Duty and Social Justice</b></p>	<p>It is recognised that homelessness is often characterised by issues such as: low income; affordability; impact of childhood trauma; substance misuse; accessing employment / training opportunities; barriers to accessing mental health and lack of independent living skills.</p> <p>The provision of temporary accommodation therefore benefits those experiencing socio economic disadvantage. Good quality temporary accommodation also supports wider priorities such as health and well-being, poverty, employment opportunities etc.</p>	<p>There are no negative impacts associated with this proposal</p>	<p>Housing and homelessness are a cross cutting priority of the Social Justice Strategy with a multi-agency involvement.</p> <p>It will be an on-going action to identify opportunities to strengthen early interventions and homeless prevention, improve affordable housing provision and support homeless actions through social poverty actions and partnership arrangements.</p> <p>The proposal mitigates against chaotic lifestyles by seeking to provide safe and secure accommodation through which lives can be rebuilt.</p>
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**301. Policy making and the Welsh 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



<p><b>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</b></p>	<p><b>Describe the positive impacts of this proposal</b></p>	<p><b>Describe the negative impacts of this proposal</b></p>	<p><b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</b></p>
<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>The proposal will enable those in the local community including Welsh speakers to stay in their local community.</p>	<p>None</p>	<p>N/A</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Neutral impact.</p> <p>The Housing &amp; Communities team encourages the appointment of Welsh Language speakers and offers staff Welsh Language training</p>	<p>The Council struggles to employ Welsh speaking staff</p>	<p>Actively promote roles and make sure they reach Welsh speaking candidates through Welsh Language recruitment sites.</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Neutral impact</p>	<p>None</p>	<p>N/A</p>




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><b>A prosperous Wales</b></p> <p>Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p><b>Positive:</b> Positively contributes to increasing housing options in Monmouthshire.</p> <p>Helps to avoid the use of bed and breakfast accommodation.</p> <p>Any remodelling and refurbishment work required will not only need to maximise energy efficiency but will also support the local construction sector and wider economy</p> <p><b>Negative:</b> None</p>	<p>It is an on-going priority for the Council to increase the provision of self-contained temporary accommodation and reduce reliance on bed &amp; breakfast accommodation.</p> <p>Homeless prevention and early intervention work will be enhanced.</p>
<p><b>A resilient Wales</b></p> <p>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g., climate change)</p>	<p><b>Positive:</b> N/A</p> <p><b>Negative:</b> N/A</p>	<p>There is the option to increase the energy efficiency standards of the properties where possible.</p>
<p><b>A healthier Wales</b></p> <p>People's physical and mental wellbeing is maximized, and health impacts are understood</p>	<p><b>Positive:</b> Positively contributes to the health of homeless persons. Good housing supports well-being</p> <p><b>Negative:</b> N/A</p>	<p>The proposal will align with the Housing Support Grant programme to enable residents to access housing support and help to maintain their accommodation.</p>
<p><b>A Wales of cohesive communities</b></p> <p>Communities are attractive, viable, safe and well connected</p>	<p><b>Positive:</b> Positively contributes by effectively increasing housing supply thereby helping local people remain in their home communities.</p> <p>Purchasing accommodation gives the Council greater ability to determine location of accommodation.</p> <p><b>Negative:</b> N/A</p>	<p>N/A</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?
<p><b>A globally responsible Wales</b></p> <p>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p><b>Positive:</b> Positively contributes to the health of homeless households.</p> <p>Any remodelling and refurbishment work required will also need to improve and maximise the energy efficiency of the properties to reduce future energy costs and loss.</p> <p><b>Negative:</b> N/A</p>	N/A.
<p><b>A Wales of vibrant culture and thriving Welsh language</b></p> <p>Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p><b>Positive:</b> N/A</p> <p><b>Negative:</b> N/A</p>	N/A
<p><b>A more equal Wales</b></p> <p>People can fulfil their potential no matter what their background or circumstances</p>	<p><b>Positive:</b> The proposal both strengthens the quality and availability of homeless accommodation. The Council is working towards temporary ‘homes’ not temporary accommodation. This helps to increase the stability in people’s lives improving opportunities in respect of personal finances; employment; training etc</p> <p>Some applicants can use this accommodation as a steppingstone into more permanent housing for residents and move on and support strategies can be put into place.</p> <p><b>Negative:</b> N/A</p>	N/A

303. 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><b>Long Term</b></p>	<p>The service seeks to provide a short-term/temporary housing intervention but will need to be under-pinned by the potential availability of housing support and eventually Rapid Re-housing to long-term housing solutions. Some of the short-term options provide stability from which plans can be made for longer term housing needs to be met e.g., move on and permanent accommodation.</p> <p>The proposal is about sustainable solutions and minimising the potential to set people up to fail</p>	<p>Other accommodation elsewhere in the County is being reduced.</p> <p>The Council is moving towards a Rapid Rehousing Approach as required by Welsh Government</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>This proposal supports Welsh Government to implement the emerging Phase 2 Welsh Government homeless policy and transition to a Rapid Rehousing Approach to homelessness.</p> <p>Homeless applicants benefiting from the proposal may receive support from housing support providers.</p> <p>The proposal supports Health (good accommodation contributes to well-being etc) and Social Care (good accommodation supports families, care leavers and corporate parenting etc) and Police/Public Protection (greater options for potentially placing offenders)</p>	<p>Arrangements already exist with housing associations and private landlords and links are in place with the Police and Probation.</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="331 316 501 496">Involving those with an interest and seeking their views</p> <p data-bbox="125 536 277 563"><b>Involvement</b></p>	<p data-bbox="533 204 1330 309">The Council has met with Welsh Government about the proposal and routinely liaises with Welsh Governments Relationships Manager.</p> <p data-bbox="533 341 1330 405">The Flexible Funding Strategic Manager, Estates and Finance have also been involved.</p>	<p data-bbox="1352 204 1406 228">N/A</p>
 <p data-bbox="331 684 501 908">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="125 922 277 949"><b>Prevention</b></p>	<p data-bbox="533 684 1330 790">The proposal is about strengthening and improving accommodation availability to offset the need to use inappropriate temporary accommodation and reduce the budget deficit.</p>	<p data-bbox="1352 684 2119 790">Resources are already being directed towards mitigating against homelessness through trying to prevent homelessness and acquiring accommodation in Monmouthshire.</p>
 <p data-bbox="331 963 501 1187">Considering impact on all wellbeing goals together and on other bodies</p> <p data-bbox="125 1201 277 1228"><b>Integration</b></p>	<p data-bbox="533 963 1285 1107">The proposal indirectly positively impacts on well-being e.g., potential for additional good quality accommodation supports well-being and potential additional income for empty property owners.</p>	<p data-bbox="1352 963 1406 987">N/A</p>

**304. 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	The proposal supports households where there could be safeguarding issues by providing safe and secure temporary accommodation.	None.	N/A
Corporate Parenting	The proposal supports Corporate Parenting by potentially providing safe and secure accommodation.	None.	N/A

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

Evidence has been gathered in the following ways:

- Housing Options Team service activity e.g., numbers in temporary accommodation; homeless presentations, homelessness presentations prevented, etc.;
- Consideration of current pressures being faced by Housing Options as a result of the statutory duty to accommodate all homeless households;
- Strategic overview of the temporary accommodation available and gaps in current provision;
- Affordable housing needs e.g. waiting lists;
- Availability of Housing Support Grant services

The legislation and good practice which have informed the policy revisions are:

- Housing Act 1996
- Housing (Wales) Act 2014
- Welsh Government's Code of Guidance for Local Authorities on the Allocation of Accommodation and Homelessness
- The Allocation of Housing and Homelessness (Eligibility)(Wales) Regulations
- Welsh Government Phase 2 Planning Guidance for Homelessness & Housing Related Support.

- Crime and Disorder Act 1998
- Equalities Act 2010
- Data Protection Act 2018
- Welsh Government, Developing a Rapid Rehousing Transition Plan 2022-2027

**306. 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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

**Positive -**

The positive impacts of this proposal are:

- Additional good quality homeless accommodation;
- A wider range of housing support with additional early intervention and homelessness prevention support measures;
- Additional accommodation provides an opportunity to factor in carbon reduction measures by improving quality and as needed, remodelling properties to meet WDQR guidelines, and where the construction and model of the building allows, accessible standards;
- Delivers positive impacts to those with protected characteristics particularly young people, children within families, pregnant women and those with disabilities;
- Support of wider priorities such as town centre regeneration and safeguarding;
- Contributes to the health and well-being of homeless households.

**Negative**

- Increased accommodation creates additional housing management demands for the Housing Options Team although this is being mitigated by the increase in staffing numbers.
- Increased accommodation creates additional housing support demands necessary to help applicants with high support needs successfully maintain their accommodation. The Council currently doesn't have sufficient Housing Support Grant funding at present to provide all the support that is needed.

**307. 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
Continue with homelessness prevention work to prevent temporary accommodation placements wherever possible.	On-going. This is a priority to minimise the numbers of people approaching the Council who need accommodation	Housing Options Team Manager
Consider and plan next steps and responsibilities in relation to purchasing accommodation	On going	Strategy & Policy Officer, Homes & Communities Manager, Estates Manager

**308. 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.	SLT		
2.	Full Council		





## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Debra Hill-Howells</p> <p><b>Phone no:</b> 01633 644281 <b>E-mail:</b> debrahill-howells@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>C&amp;PPM3 - Request for funding to support the creation of a Decarbonisation Team and support the implementation of electric vehicle charging infrastructure.</p>
<p><b>Name of Service area</b></p> <p>Decarbonisation</p>	<p><b>Date</b> 14<sup>th</sup> December 2022</p>

**309. 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	None	None	None
Disability	None	None	None
Gender reassignment	None	None	None
Marriage or civil partnership	None	None	None
Pregnancy or maternity	None	None	None
Race	None	None	None

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Religion or Belief	None	None	None
Sex	None	None	None
Sexual Orientation	. None	None	None

### **310. 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>	. The proposal if agreed will result in revenue funding to support the creation of a Decarbonisation team that will focus on meeting the Councils net zero target and the implementation of EV charging infrastructure throughout the County (dependent on financial resources). There will be a focus on supporting those residents that do not have off street parking to support their transition to electric vehicles.	None	

### **311. 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>	None	None	N/A
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	All posts are advertised with Welsh Language desirable being a minimum	None	All posts are advertised bilingually. All MCC colleagues have the ability to access welsh language classes
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None	None	<p>Colleagues will be made aware of the opportunities to learn Welsh.</p> <p>Service users are able to converse through the medium of Welsh when booking travel.</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!

<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposal will result in the creation of 3 new roles within a Decarbonisation Team. The team will be responsible for the re:fit programme which involves the decarbonisation of the built fabric, the EVCI strategy and its implementation and supporting colleagues with projects that reduce emissions e.g. fleet transition.</p>	
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The Decarbonisation team will lead and support the delivery of projects designed to reduce the Councils carbon emissions and meet our 2030 net zero WG target.</p>	
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized, and health impacts are understood</p>	<p>Building heating routines will factor in the activity levels of its occupants to maintain comfortable temperatures and reduce unnecessary consumption</p>	n/a
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>The development of an EVSI strategy and its implementation will support the development of sustainable travel opportunities.</p>	n/a
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The creation of the team will support the Council in meeting the WG's 2030 net zero target for the Welsh Public Sector.</p>	.n/a
<p><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</p>	n/a	n/a
<p><b>A more equal Wales</b></p>	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>
People can fulfil their potential no matter what their background or circumstances		

**313. How has your proposal embedded and prioritized the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	The proposal requests revenue funding to support the creation of a Decarbonisation team to lead on the reduction of the Councils carbon emissions. This will have wider benefits as we reduce energy consumption, transition our fleet, develop and implement an electric vehicle charging infrastructure across the County and increase renewable energy generation.	Our carbon baseline assessment indicates that over 60% of our emissions emanate through our supply chain. We will work with procurement teams to support our suppliers through carbon reduction plans.
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	The Decarbonisation team will work with key stakeholders to support the delivery of projects and the Climate and Nature Emergency Action Plan.	The Climate and Nature Emergency Action Plan will be refreshed following the adoption of the Corporate and Community Plan.
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	We have worked with multiple service areas in the development of the electric vehicle charging infrastructure strategy.	Should funding for the establishment of the team be agreed we will engage with colleagues and stakeholders on a project by project basis.

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>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>This proposal seeks revenue funding to create a team dedicated to supporting the Council to meet its 2030 net zero target.</p>	
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	<p>The proposal meets the wellbeing goals.</p>	

**314. 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	none	none	
Corporate Parenting	none.	none	

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

- Cenex EVCI research
- Candidate site submissions to the RLDP for solar farms
- DNO connection costs for renewable energy sites
- Re:fit Phase 1 and Higher-Level surveys for Phase 2
- Fleet transition research, pilots and ULEV fleet vehicles
- CCR Challenge Fund innovation projects
- Climate Emergency Action Plan
- Welsh Government's Route Map to Net Zero
- Carbon Baseline Data

**316. 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 mandate proposes that revenue funding is made available to create a dedicated team to enable the Council to meet its 2030 net zero target. The proposed team will be responsible for the delivery of MCC projects and the Councils Climate and Nature Emergency Action plan. There will be wider community benefits through the reduction in the Councils operational carbon emissions and the implementation of wider initiatives such as electric vehicle charging infrastructure.

**317. 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>
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	

**318. 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	Mandate Approval	Jan 23	
2.			





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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Mark Hand</p> <p><b>Phone no:</b> 07773 478579 <b>E-mail:</b> markhand@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To achieve budget savings to support the 23/24 MTFP.</p> <p>Communities and Place budget mandates <b>C&amp;P 17, 18, 21 and 24</b> propose to make £38.6k worth of permanent savings and a further three-year £35k saving by implementing the following changes:</p> <ol style="list-style-type: none"><li>1) Deleting the vacant post of Programme Officer (0.5FTE) from the Highways Assets and Streetworks team. The responsibilities will be merged into the job description for the vacant post of Technician within the Highways Assets and Streetworks team. Saving £15,000.</li><li>2) Deleting the vacant post of Clerk of Works (0.5FTE) from the Highways Design team. The responsibilities will be merged into the job description for the vacant post of Technician within the Highways Development Advice team. Saving £15,000</li><li>3) Employ the Asset Inspector within the Highways Assets and Streetworks Team directly rather than via an agency. Saving £8,600</li><li>4) Fund the post of Assistant Engineer within the Flood Management team via Welsh Government revenue grant for the three years 23/24 to 25/26 rather than from the core revenue budget. Saving £35,000 per annum in the years 2023/24, 2024/25 and 2025/26. The budget will have to be returned to the service in 26-27 when the grant funding ceases.</li></ol>
<p><b>Name of Service area</b></p> <p>Highways and Flooding</p>	<p><b>Date</b></p> <p>November 2022</p>

**319. 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	None. The posts to be deleted are vacant. The amended posts that will absorb duties are vacant, so no existing employee is positively affected. One post occupied by an agency worker will be filled by recruiting an MCC employee: the agency worker will be adversely affected but that is the nature of agency work. The post-holder of the grant-funded post will not be affected by the change in how their post is funded.	None. The posts to be deleted are vacant. The amended posts that will absorb duties are vacant, so no existing employee is adversely affected. One post occupied by an agency worker will be filled by recruiting an MCC employee: the agency worker will be adversely affected but that is the nature of agency work. The post-holder of the grant-funded post will not be affected by the change in how their post is funded.	n/a
Disability	As above	As above	n/a
Gender reassignment	As above	As above	n/a
Marriage or civil partnership	As above	As above	n/a
Pregnancy or maternity	As above	As above	The two posts to be deleted are part-time which often appeals to parents. However, the posts are currently vacant. HR policies allow for any post to be occupied on a job-share basis provided it works for service delivery, and therefore parents seeking part-time work will not be impacted.
Race	As above	As above	n/a

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Religion or Belief	As above	As above	n/a
Sex	As above	As above	The two posts to be deleted are part-time which often appeals to females. However, the posts are currently vacant. HR policies allow for any post to be occupied on a job-share basis provided it works for service delivery, and therefore females seeking part-time work will not be impacted.
Sexual Orientation	As above	As above	n/a

### **320. 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>	None. Service delivery will not be affected because the duties of the two posts to be deleted will be absorbed by two other posts.	None. Service delivery will not be affected because the duties of the two posts to be deleted will be absorbed by two other posts.	n/a

### 321. 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>	None	None	N/A
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	Recruitment will follow HR procedures, which includes consideration of the need for postholders to have Welsh language skills. All MCC posts are advertised as being Welsh Language desirable as a minimum	The Council struggles to recruit Welsh speakers especially when other essential qualifications or experience is required such as engineering, where there is a general shortage of applicants.	All MCC colleagues have the opportunity to access Welsh language classes
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None	None	All MCC colleagues have the opportunity to access Welsh language classes



**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	Positive: the proposal will streamline staffing resources without reducing service delivery.	n/a
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	n/a	n/a
<b>A healthier Wales</b> People's physical and mental wellbeing is maximised, 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	HR recruitment policies include consideration of the Welsh language needs of the amended posts that will absorb the duties of the deleted posts.	All MCC employees have the opportunity to undertake Welsh language lessons.

<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 more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	n/a – the posts to be deleted are vacant. Opportunities exist via the amended vacant posts that will be recruited to.	n/a

**323. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	Local Government budgets continue to shrink. This proposal seeks to reduce the base staffing resource costs without affecting service delivery by incorporating the duties into the Job Descriptions for other vacant posts and then recruit to those posts.	n/a
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	Welsh Government grant will be used to fund an existing occupied post, reducing the financial pressure on the Council.	n/a
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	The budget proposals will be subject to public consultation. Colleagues and team managers have been engaged throughout the creation of this proposed budget saving.	n/a

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>Local Government budgets continue to shrink. This proposal seeks to reduce the base staffing resource costs without affecting service delivery by incorporating the duties into the Job Descriptions for other vacant posts and then recruit to those posts.</p>	<p>n/a</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	<p>Local Government budgets continue to shrink. This proposal seeks to reduce the base staffing resource costs without affecting service delivery by incorporating the duties into the Job Descriptions for other vacant posts and then recruit to those posts.</p>	<p>n/a</p>

**324. 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	none	none	n/a
Corporate Parenting	none	none	n/a

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

Staffing budgets, people resource structures, job descriptions, discussions with team managers to explore opportunities and capacity and service needs.

**326. 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 two part-time posts to be deleted are vacant so no employee is directly affected. It is recognised that part-time posts are often attractive opportunities to parents with younger children (often mothers) and older people seeking flexible retirement. However, our HR policies allow for any post to be undertaken on a job-share basis if it works for customer service delivery, so plenty of other opportunities remain available. The Asset Inspector agency worker will be eligible to apply for the post as an MCC employee if desired. If not, or if not appointed, their agency role ends but such is the nature of agency work. The three-year change to funding arrangements for the Assistant Engineer (Flood Management) post have no impact on the post-holder.

**327. 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
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	
Implementation of agreed measures	April 23	Highways and Flooding Manager

**328. 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	Budget mandate proposal	November 2022	
2.			





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## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> Carl Touhig</p> <p><b>Phone no:</b> 01633875845 <b>E-mail:</b> carltouhig@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>C&amp;P3 - Service savings delayed by Covid 19</b></p> <p>Release the saving proposed prior to Covid 19 for various operational improvements including Black Bag sorting at the household recycling centres (council decision 2021), GD Siltbuster (investment mandate 2021) increase opening hours of reuse shop and allow phased retirement of Commercial and Operational Manager and reduce hours from 37 to 22</p>
<p><b>Name of Service area Community and Place – Neighbourhood Services</b></p>	<p><b>Date</b> 19/12/22</p>

**329. 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	Allowing the C&O Manger phased retirement will allow them to keep working and ensure MCC retains the vast amount of knowledge the individual holds in delivering these services. The other proposals were agreed by Cabinet in 2020 and taken through Scrutiny but delayed implementation due to Covid.	None	NA
Disability	NA	NA	NA

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	.NA	NA	NA
Marriage or civil partnership	NA	NA	NA
Pregnancy or maternity	NA	NA	NA
Race	.NA	NA	NA
Religion or Belief	.NA	NA	NA
Sex	NA	NA	NA
Sexual Orientation	.NA	NA	NA

**330. 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>	<i>Opening the reuse shops additional days per week will allow more people to access reusable items and increase circular economy objectives. Previous investment in GD Siltbuster reduced waste to landfill, increased job opportunities in green industries and supported a Welsh Company growth.</i>	NA.	NA

### 331. 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><i>The proposals do not impact on the Welsh language requirements and we will continue to promote and use the Welsh Language in all communications</i></p>	<p>NA</p>	<p>Continue to promote Welsh Language in all publicity and communications and provide access for staff wanting to learn Welsh</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>NA</p>	<p>NA</p>	<p>NA</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Continue to promote Welsh Language in all publicity and communications and provide access for staff wanting to learn Welsh</p>	<p>NA</p>	<p>NA</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!

<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	The proposals support circular economy initiatives, reducing waste and increasing recycling. The circular economy in Wales will help create jobs in green industries.	Promoting the circular economy in all communications and linking Benthg, Repair Café Wales, reuse shops, fridge projects etc into circular economy hubs.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Circular economy initiatives promote the socio economic and environmental benefits of reducing waste and increasing recycling and reuse. The reuse shop profits are used to plant trees and support community climate change initiatives	NA
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	NA	NA
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	The reuse shops provide opportunities for volunteers, recycling and reuse when integrated into good waste management services reduce litter and make communities more attractive	Black bag sorting at the HRCs has reduced the overall tonnage of waste entering the sites and increased reuse and recycling with no increase in flytipping.
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Recycling and reuse are recognised as key contributors to a globally responsible Wales	NA
<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	NA	NA
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The circular economy can provide socio economic, environmental and financial benefits to our communities and the council. Reducing waste and increasing recycling	Promoting the circular economy in all communications and linking Benthg, Repair Café

<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>
	and reuse can create a more equal Wales and reduce pressure on finite resources	Wales, reuse shops, fridge projects etc into circular economy hubs.

### 333. How has your proposal embedded and prioritised the sustainable governance principles in its development?

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>Wales long term aspiration for Zero Waste and maximum circular economy will reduce the impact on the environment and climate change. The proposal sets out to achieve both short term and long-term gains.</p>	NA
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>Working with contractors in reducing waste and increasing recycling at the HRCs is important to reduce our costs and meet WG recycling targets.</p> <p>The circular economy investment with GD environmental will increase MCC recycling of street sweepings as well as providing capacity for additional LAs to benefit.</p>	NA
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>Working closely with community partners to promote the wider benefits of a circular economy. Residents were consulted with regarding changes in waste management practices in 2020 and will be consulted with again as part of the satisfaction report in 2024.</p>	NA

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="136 456 280 480">Prevention</p> <p data-bbox="327 217 510 464">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 217 1290 284">Reducing waste and ensuring MCC continue to improve on the recycling and reuse agenda.</p>	<p data-bbox="1352 217 1397 240">NA</p>
 <p data-bbox="136 735 280 759">Integration</p> <p data-bbox="327 496 510 743">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 496 1330 624">.The circular economy can provide economic, environmental and social benefits to our communities and the council. Reducing waste and increasing recycling and reuse can create a more equal Wales and reduce pressure on finite resources</p>	<p data-bbox="1352 496 1397 520">NA</p>

**334. 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	The reuse shops provide a caring and nurturing facility for volunteers including vulnerable adults and will continue to practice safeguarding approaches that ensure well-being and safety of staff and volunteers	.NA	NA
Corporate Parenting	NA	NA	NA

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

The circular economy aspirations of Welsh Government include the establishment of circular economy hubs, reuse shops, Benthbyg, repair Cafes, fridge projects etc. and provide a framework for measuring performance.  
 The proposals will help ensure MCC is able to deliver against the framework and performance measures.  
 17,000 items have been sold through the reuse shops in 2022 and the target for 2023 is 20,000  
 Black bag sorting reduced black bag waste by 20 tonne in the first month and the target for 2023 is 150 tonnes  
 Street sweeping recycling has been increased from 50%-60% and the target going forward is 80%

**336. 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 mandate proposals regarding the circular economy projects have been consulted on with residents, Member Workshop and Scrutiny prior to Cabinet decision, the initial roll out of these projects was delayed due to Covid. The proposal realizes the savings and income opportunities both in year in 2022 and additional in 2023/24



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**337. 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>
Continue promotion of the wider circular economy aspirations	ongoing	Neighbourhood Services

**338. 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>
<b>1</b>	Budget mandate, (previously agreed through Scrutiny and Cabinet	<b>January 2023</b>	



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> Carl Touhig</p> <p><b>Phone no:</b> 01633875845 <b>E-mail:</b> carltouhig@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>C&amp;P8 – Reduction of grounds maintenance activity</b></p> <p>Reduction of grounds maintenance operations and cessation of the community improvement teams. Service reconfiguration of sweeping functions across the county.</p>
<p><b>Name of Service area Community and Place – Neighbourhood Services</b></p>	<p><b>Date</b> 19/12/22</p>

**339. 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 proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics.	Allowing the grass to grow longer can make it more difficult for the elderly to access green open spaces	We will continue to cut paths through the longer grass in line with Nature Isnt Neat principles to ensure all groups can enjoy the improved biodiversity that this management approach can achieve
Disability	The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics.	Allowing the grass to grow longer can make it more difficult for the infirm to access green open spaces	We will continue to cut paths through the longer grass in line with Nature Isnt Neat principles to ensure all groups can enjoy the improved biodiversity that this management approach can achieve

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	. The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics.	NA	NA
Marriage or civil partnership	The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics	NA	NA
Pregnancy or maternity	The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics	Allowing the grass to grow longer can make it more difficult for people pushing prams to access green open spaces	We will continue to cut paths through the longer grass in line with Nature Isnt Neat principles to ensure all groups can enjoy the improved biodiversity that this management approach can achieve. The benefits to the child of improvements for biodiversity and climate change far outweigh the impacts.
Race	. The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics	NA	NA
Religion or Belief	The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics	NA	NA

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 proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics	NA	NA
Sexual Orientation	The proposal includes redundancy and we will ensure that any staffing reduction does not have disproportionate effects on any of the groups with protected characteristics	NA	NA

### 340. 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?
<b>Socio-economic Duty and Social Justice</b>	NA	<i>There will be a reduction in services and the job opportunities that this brings in manual and operational roles. The community improvement teams work across all areas of the county.</i>	Any redundancies will be through voluntary redundancy and we will continue to promote future job opportunities to communities that are socio economically disadvantaged. We will continue to support community improvement through the wider ground's maintenance teams



### 341. 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><i>The proposals do not impact on the Welsh language requirement and we will continue to promote and use the Welsh Language in all communications</i></p>	<p>NA</p>	<p>Continue to promote Welsh language in all communications and provide opportunities for staff to learn Welsh</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p><i>Reduction of posts in community improvement team will provide further opportunities for the wider team to be involved in greater range of jobs and training will be provided.</i></p>	<p>NA</p>	<p>NA</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Continue to promote Welsh language in all communications and provide opportunities for staff to learn Welsh</p>	<p>NA</p>	<p>NA</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!



<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	The proposals seek a reduction in service provision and posts to provide the savings in budget.	NA
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Reduction in mowing will increase biodiversity and make ecosystems more resilient.	Paths will be cut across open green spaces to ensure residents can enjoy the spaces.
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Nature and increased biodiversity is proven to be positive for wellbeing. An improved natural environment is able to offset some of the issues that reduce positive mental health.	We will ensure there is sufficient access to green open spaces and areas within those spaces for leisure and recreation.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	The natural environment has many positive impacts on our communities and visitors. G	Reduced maintenance can impact negatively on some individuals who will see this as areas being unkempt and unloved. The Nature Isn't Neat survey identified that for most people the benefits of nature and biodiversity are more important than aesthetic of pristine mowed grass areas.
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Climate change and the nature emergency are key priorities for Welsh Government and the proposals improve the environment and well being	NA
<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	Continue to promote Welsh language in all communications and provide opportunities for staff to learn Welsh	NA
<b>A more equal Wales</b>	Improvements in the natural environment have a positive impact on everyone's well-being. People with improved	Improving the promotion and links of natural environment on well-being and life chances.

<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>
People can fulfil their potential no matter what their background or circumstances	well-being throughout their life are more likely to achieve their full potential.	

**343. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p><b>Long Term</b> Balancing short term need with long term and planning for the future</p>	Short term benefits of budget savings will improve the long term management of open spaces and grass in Monmouthshire that will benefit the environment and nature.	NA
 <p><b>Collaboration</b> Working together with other partners to deliver objectives</p>	We will continue to work with our customers to maximise the benefits of reduced mowing and Nature isn't Neat.	NA
 <p><b>Involvement</b> Involving those with an interest and seeking their views</p>	Continue to consult with residents on Nature Isn't Neat and improved methodologies for open space management	Promote Nature Isn't Neat principles



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="136 453 275 480">Prevention</p> <p data-bbox="327 217 506 464">Putting resources into preventing problems occurring or getting worse</p>	NA	NA
 <p data-bbox="136 738 282 766">Integration</p> <p data-bbox="327 496 506 743">Considering impact on all wellbeing goals together and on other bodies</p>	.The natural environment provides opportunities for wellbeing that impact positively on health and mental health.	Promoting these benefits and ensuring the links are understood by all.

**344. 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	NA	NA	NA
Corporate Parenting	NA	NA	NA

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

The results of consultation on Nature Isn't Neat and Gwent Green Grid showed an appreciation of reduced mowing and a general desire to roll out further and improve the natural environment for future generations.  
 The introduction of Town Teams in Chepstow and Abergavenny have increased capacity in those areas and we will continue to work with the other Town and Communities Councils to identify opportunities and negate any impact of reduction in community improvement team.

**346. 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?**

Promoting and awareness raising of the benefits of Nature isn't Neat are key to ensuring our communities are supportive of this approach.

**347. 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
Continue to promote Nature Isn't Neat and reduction in mowing regimes across all open spaces and grass verges across MCC.	ongoing	Neighbourhood Services

**348. 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
<b>1</b>	Budget mandate	<b>January 2023</b>	



<b>Name of the Officer completing the evaluation</b> Cath Fallon  <b>Phone no:</b> 07557 190969 <b>E-mail:</b> cathfallon@monmouthshire.gov.uk	<b>Please give a brief description of the aims of the proposal</b>  C&P12 - Increasing the cost of the Careline service by 50p week to generate a further £24,876 in income.
<b>Name of Service area</b> Housing & Communities	<b>Date</b> 22.11.22

**349. 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 Careline system provides lifeline and emergency call pendants for 900+ <b>vulnerable</b> people living in their own homes.	The proposal to increase costs by 50p per week could make the system unaffordable to some users.	<p>A funding application has been submitted to Social Care Wales to support the service through staff work-force development and marketing activities. This was successful and a financial award made.</p> <p>Joint working activities are also being discussed with Social Care. This includes the possibility of assistive technology potentially being available as part of an assessed package of care. This will help to support low income households and potentially mitigate against both weekly charge and any increase.</p> <p>Housing &amp; Communities are exploring building benefits advice into the delivery of the Careline service.</p>
Disability	As above	As above	As above
Gender reassignment	As above	As above	As above

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Marriage or civil partnership	As above	As above	As above
Pregnancy or maternity	As above	As above	As above
Race	As above	As above	As above
Religion or Belief	As above	As above	As above
Sex	As above	As above	As above
Sexual Orientation	As above	As above	As above

### **350. 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>

<p><b>Socio-economic Duty and Social Justice</b></p>	<p>The Careline service provides a lifeline as a mechanism of support to many people wishing to remain in their own homes.</p> <p>The average age of new service users is 82 and 85 for those leaving the service. The average retention for the device is 1892 days.</p> <p>Whilst this proposal seeks to increase charges in the first instance, it is part of a wider ambition to further develop and strengthen links with Social Care and Health to better understand the needs and requirements of local residents.</p> <p>The team to regularly introduce new and existing clients to new assistive technology products with a focus on prevention rather than reaction, in order to better support their health needs, providing cost benefit solutions e.g. falls prevention; hospital discharge; dementia; loneliness and isolation.</p>	<p>There is the potential that an increase in fees could both reduce the number of new clients signing up to the Careline service as well as existing clients leaving the service.</p> <p>It is understood that the Council's existing service is the most expensive local authority service in Wales.</p> <p>A reduction in clients could potentially detrimentally impact Social Care and Health Services. For example, helping to facilitate people to leave hospital, helping to avoid people going into hospital and helping people to live at home safely and independently.</p>	<p>The team will explore further options to work more closely with colleagues in Social Care and Health to mitigate any potential loss of clients and to increase customer base beyond lifeline and pendant services.</p> <p>Joint working activities being discussed with Social Care colleagues includes the possibility of assistive technology being potentially available as part of an assessed package of care. This will help to support low income households and potentially mitigate against both weekly charge and any increase.</p> <p>Housing &amp; Communities are exploring building benefits advice into the delivery of the Careline service.</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

<p><b>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</b></p>	<p><b>Describe the positive impacts of this proposal</b></p>	<p><b>Describe the negative impacts of this proposal</b></p>	<p><b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</b></p>
<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>Neutral impact</p>	<p>None</p>	<p>Information about cost changes will be published bilingually</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Neutral impact. This proposal does not involve the appointment of staff.</p> <p>However, on a general basis, Housing &amp; Communities encourages the appointment of Welsh Language speakers and offers staff Welsh Language training</p>	<p>None</p>	<p>N/A</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Neutral impact</p>	<p>None</p>	<p>N/A</p>

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><b>A prosperous Wales</b></p> <p>Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p><b>Positive:</b> The Social Care &amp; Health team have submitted a funding application to Social Care Wales to support the development of staff in increasing their understanding and knowledge of new technologies, and with this provide training for staff, particularly in terms of assistive technology. This was successful.</p> <p><b>Negative:</b> N/A</p>	<p>It is an on-going priority for the Council to ensure staff are well trained in supporting resident's ambitions to live independently in their own homes for as long as possible.</p> <p>We will aim to streamline the referral and application process to make it simpler and more efficient for both service users and professionals.</p> <p>We will aim to build stronger relationships with Social Care to develop and inform the service delivery. It is proposed that this will centre around developing a digital-coaching based role to improve the knowledge of Social Care staff about assistive technology and align with their Place-Based approach.</p> <p>Research is being undertaken to develop and improve the range of products available to offer more value for money.</p>
<p><b>A resilient Wales</b></p> <p>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p><b>Positive:</b> N/A</p> <p><b>Negative:</b> N/A</p>	



<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>
<p><b>A healthier Wales</b></p> <p>People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p><b>Positive:</b> The provision of Careline contributes positively to the health of elderly people who wish to remain in their own homes, good housing supports well-being.</p> <p>There is significant potential scope to make greater and wider use of assistive technology. The range of equipment currently available in Monmouthshire is relatively narrow.</p> <p><b>Negative:</b> N/A</p>	<p>The proposal involves working more closely with Social Care and Health colleagues to ensure the opportunities of the service are maximised.</p>
<p><b>A Wales of cohesive communities</b></p> <p>Communities are attractive, viable, safe and well connected</p>	<p><b>Positive:</b> The provision of Careline contributes positively to the health of vulnerable people who wish to remain in their own homes and play an active role in their local communities.</p> <p><b>Negative:</b> N/A</p>	<p>N/A</p>
<p><b>A globally responsible Wales</b></p> <p>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p><b>Positive:</b> N/A</p> <p><b>Negative:</b> N/A</p>	<p>N/A.</p>
<p><b>A Wales of vibrant culture and thriving Welsh language</b></p>	<p><b>Positive:</b> N/A</p>	<p>N/A</p>

<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>
Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	<b>Negative:</b> N/A	
<p><b>A more equal Wales</b></p> <p>People can fulfil their potential no matter what their background or circumstances</p>	<p><b>Positive:</b> The provision of Careline contributes positively to the health of elderly people who wish to remain in their own homes, good housing supports well-being.</p> <p><b>Negative:</b> The proposal to increase the charges has the potential to reduce the number of elderly clients using the service due to increased cost at a time of wider cost of living pressures. It is not un-common for potential clients to decline the service due to the existing charge and the need to self-fund.</p>	N/A

**353. 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 data-bbox="309 300 506 480">Balancing short term need with long term and planning for the future</p> <p data-bbox="129 507 259 539"><b>Long Term</b></p>	<p data-bbox="533 204 1330 272">The Careline service provides a digital lifeline solution to enable residents to feel safe in their own homes.</p> <p data-bbox="533 363 1330 549">There are additional assistive technology solutions available (that currently <u>aren't</u> provided by the Council to help manage operational costs) that the team can potentially offer to residents to enable them to stay in their own homes for longer, that could complement and enhance other forms of care.</p>	<p data-bbox="1352 204 2119 309">The proposal involves working more closely with Social Care and Health colleagues to ensure the opportunities and the support of the service are maximised.</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>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>This proposal supports Health (good accommodation contributes to well-being etc) and Social Care (safe accommodation supports families)</p>	<p>The following is proposed through the impending work with Social Care to increase the use of assistive technology:</p> <p>A readily available point of contact for professionals to access dedicated advice and guidance, including joint visits.</p> <p>Diagnosis tools</p> <p>Taster sessions, training and demo's will be delivered to Social Care staff through the Social Care Workforce Development programme.</p> <p>Arrangements already exist with technology providers and partners to ensure the team are up to date with the latest equipment, but these will be developed and further enhanced.</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>The teams are working closely together to find the optimum solutions moving forward.</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="136 443 275 470"><b>Prevention</b></p> <p data-bbox="327 204 504 427">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 204 1330 311">The proposal is about strengthening links with social care and moving to a proactive, prevention model rather than a reactive, response model.</p>	<p data-bbox="1352 204 2119 311">There is an opportunity to further contribute to falls prevention work, which in turn could impact positively on possible admission to hospital and residential care.</p>
 <p data-bbox="136 722 275 750"><b>Integration</b></p> <p data-bbox="327 483 504 707">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 483 1330 550">The service positively impacts on well-being e.g., supporting well-being by enabling residents to stay in their own homes for longer.</p>	<p data-bbox="1352 483 1406 510">N/A</p>

**354. 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	The proposal supports households where there could be safeguarding issues by ensuring residents can stay safe and secure in their own homes.	The rise in costs could lead to user numbers declining and residents feeling vulnerable as a result of not being able to afford the service.	N/A
Corporate Parenting	N/A	None.	N/A

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

Evidence has been gathered in the following ways:

- Analysis of current service users ages;
- Analysis of retention of equipment timeframes;
- Analysis of Careline costs of other Welsh Local Authorities;
- Analysis of reasons for refusals of service;
- Regular and ongoing customer satisfaction surveys; and
- Analysis of opportunities to work closer with social care and health colleagues

The legislation and good practice which have informed the proposal are:

- Equalities Act 2010

**356. 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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

**Positive -**

- A modern and fit for purpose service that is adapting to the availability of new technologies;
- More knowledgeable and informed Social Care practitioners; and
- A proactive service that is focused on prevention.

**Negative**

- The charging proposal could impact negatively on people with protected characteristics under Equalities legislation, particularly age and disability and at a time of a cost of living crisis. It is expected that some existing clients may leave the service and an increased charge is likely to deter some potential new clients. There will be a need to consider how this can be mitigated;
- There is the potential that an increase in fees could both reduce the number of new clients signing up to the Careline service as well as existing clients leaving the service. Although there is no evidence to suggest an impact on client sign-up or client retention, it is known that potential clients do refuse to sign-up to the service for cost reasons. If so, this could undermine income targets. A 10% fall in client sign-ups (20 clients) would reduce installation income by approximately £1000 and a 10% fall in clients (93 clients) would reduce gross annual income by approximately £21,762;
- A reduction in clients could potentially detrimentally impact on Social Care and Health Services. For example, helping to facilitate people to leave hospital, helping to avoid people going into hospital and helping people to live at home safely and independently.

**357. 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
Continue with joint working activities with social care and health colleagues	On-going.	Sian Mawby and Clare Hamer – Strategy and Sustainable Living Manager (Job-share)



**358. 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.	SLT		
2.	Full Council		



monmouthshire  
sir fynwy

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Mark Hand</p> <p><b>Phone no:</b> 07773 478579 <b>E-mail:</b> markhand@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>C&amp;P19</b> - To achieve budget savings to support the 23/24 MTFP.</p> <p>Communities and Place budget mandate C&amp;P19 proposes to increase fees for pavement café licences.</p> <p>It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge. An income of £6,000 is predicted. Service delivery costs will be monitored to reflect the extent to which cost recovery is achieved.</p>
<p><b>Name of Service area</b></p> <p>Highways and Flooding</p>	<p><b>Date</b></p> <p>November 2022</p>

**359. 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.

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Age	Ensuring pavement cafés are licenced and operating in accordance with that licence is important for all highway users, but in particular for older people and parents with young children who might use mobility aides or push a pram/pushchair, requiring a minimum pavement width clear of clutter and obstacles. The proposed fee increase will help ensure cost recovery and that enforcement can be resourced.	None	None
Disability	Ensuring pavement cafés are licenced and operating in accordance with that licence is important for all highway users, but in particular people with a physical disability or visual impairment, requiring a minimum pavement width clear of clutter and obstacles. The proposed fee increase will help ensure cost recovery and that enforcement can be resourced.	None	None
Gender reassignment	None	None	None
Marriage or civil partnership	None	None	None

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?
Pregnancy or maternity	Ensuring pavement cafés are licenced and operating in accordance with that licence is important for all highway users, but in particular for parents with young children who might push a pram/pushchair, requiring a minimum pavement width clear of clutter and obstacles. The proposed fee increase will help ensure cost recovery and that enforcement can be resourced.	None	None
Race	None	None	None
Religion or Belief	None	None	None
Sex	None	None	None
Sexual Orientation	None	None	None

### 360. 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>	None.	The proposal to increase pavement café licence fees will affect businesses who wish to trade outdoors. In addition to a licence, the business must have public liability insurance. No additional business rates or charges are payable. Small businesses will be more affected than multinational chains	It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.

### 361. 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>	None	None	The policy and application forms will be bilingual.
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	N/A	N/A	All MCC colleagues have the ability to access welsh language classes
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None	None	The policy and application forms will be bilingual.





**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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Positive: increased fee income will be reinvested into the Highways service to help ensure pavement café application are administered promptly and compliance is enforced, to the benefit of all highway users.</p> <p>Negative: an increased fee could affect the viability of small businesses.</p>	<p>It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>n/a</p>	<p>n/a</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximised, and health impacts are understood</p>	<p>Positive: pavement cafés form part of a thriving and successful High Street, supporting mixed use trips and tourism. A successful local High Street helps provide sustainable communities and reduces the need to travel.</p> <p>Negative: an increased fee could affect the viability of small businesses to the detriment of the benefits identified above.</p>	<p>It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Positive: pavement cafés form part of a thriving and successful High Street, supporting mixed use trips and tourism. A successful local High Street helps provide sustainable communities and reduces the need to travel.</p>	<p>It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.</p>

<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>
	Negative: an increased fee could affect the viability of small businesses to the detriment of the benefits identified above.	
<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	Negative: an increased fee could affect the viability of small businesses to the detriment of ensuring a vibrant High Street that is attractive to visitors. Tourism is an important way of increasing exposure to and awareness of Welsh culture and language.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Negative: the proposed fee increases will have a greater impact on smaller businesses.	It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.

**363. 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><b>Long Term</b></p>	<p>The proposed licence fee increase will ensure the service is deliverable and that compliance with licences can be enforced. Pavement cafés form an increasingly important part of High Street attractiveness, and so it will become increasingly important to ensure pavement cafés are operating effectively.</p> <p>Similarly, local authority budgets continue to shrink. The business benefitting from the licence should meet the costs, rather than the general tax payer.</p>	<p>It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The budget proposals will be subject to public consultation.</p> <p>The licences will be issued in liaison with Highways, Environmental Health and Regeneration colleagues as appropriate.</p>	<p>n/a</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>The budget proposals will be subject to public consultation.</p>	<p>The Pavement Café Policy will be subject to public consultation.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>The proposed licence fee increase will ensure the service is deliverable and that compliance with licences can be enforced. Pavement cafés form an increasingly important part of High Street attractiveness, and so it will become increasingly important to ensure pavement cafés are operating effectively.</p> <p>Similarly, local authority budgets continue to shrink. The business benefitting from the licence should meet the costs, rather than the general tax payer.</p>	<p>It is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge.</p>

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>As set out in this Integrated Impact Assessment, an effort has been made to consider the implications of the proposal on all stakeholders. As with all fee increase proposals, this proposal will combine with other cost of living pressures affecting businesses, residents and visitors.</p>	<p>n/a</p>

**364. 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	none	none	n/a
Corporate Parenting	none	none	n/a

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

18 months' experience of dealing with pavement café licence applications.

**366. 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 proposed licence fee increase will ensure the service is deliverable and that compliance with licences can be enforced. Pavement cafés form an increasingly important part of High Street attractiveness, and so it will become increasingly important to ensure pavement cafés are operating effectively.

Similarly, local authority budgets continue to shrink. The business benefitting from the licence should meet the costs, rather than the general tax payer.

The fee will be charged to businesses who are facing increased costs from various other changes such as energy prices and risk reduced income due to the cost of living crisis affecting customer spend. The main disbenefit is the additional financial burden on small businesses of applying for an annual licence. To mitigate this, it is proposed to set the fees on a tiered basis of £150 for small proposals, £250 for medium and £350 for large proposals based on area/number of covers. £100 of this fee is to cover the legal department's costs: should an application for a licence be rejected, this part of the fee will be returned to the customer less a small administration charge. The staggered fees mean smaller businesses pay less to seek to make the charge more equitable for small businesses whose income from a small outdoor café area will be less than that for a larger business with a large outdoor seating area.

Other than this impact on our socio-economic duty, there are no identified equality impacts for example to protected characteristics, although ensuring pavement café licences are properly considered and enforced ensures pavements are not unduly cluttered or blocked, benefiting people with visual or physical disabilities and parents with young children in pushchairs.

**367. 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>
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	
Implementation of agreed measures	April 23	Highways Streetworks and Assets Manager

**368. 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	Budget mandate proposal	November 2022	
2.			



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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Mark Hand</p> <p><b>Phone no:</b> 07773 478579 <b>E-mail:</b> markhand@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>C&amp;P27</b> - To achieve budget savings to support the 23/24 MTFP.</p> <p>Communities and Place budget mandates C&amp;P27 and C&amp;P28 propose to:</p> <ul style="list-style-type: none"><li>5) Increase road closure fees by inflation (10.1%) from £2,152 to £2,369 resulting in an additional £19k income;</li><li>6) Increase car park charges by approximately 15%, resulting in an additional £199k income; and</li><li>7) Increase charges for parking permits by approximately 15%, resulting in an additional £15k income.</li></ul> <p>These proposals are in addition to adjusting income budgets to reflect income trends comprising:</p> <ul style="list-style-type: none"><li>8) Increased Pay &amp; Display income from the opening of two additional car parks (£66k); and</li><li>9) Increased income from road closures (£130k)</li></ul>
<p><b>Name of Service area</b></p> <p>Highways and Flooding</p>	<p><b>Date</b></p> <p>November 2022</p>

**369. 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.

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Age	None	Older people are more likely than younger age cohorts to travel to our towns by car or bus than walk or cycle. Consequently they are more likely to be affected by increased car parking charges.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is acknowledged that this is limited in extent.
Disability	Blue badge holders will continue to benefit from free parking.	None	None
Gender reassignment	None	None	None
Marriage or civil partnership	None	None	None
Pregnancy or maternity	None	Pregnant mothers or parents of young children are more likely than some other population cohorts to travel to our towns by car or bus than walk or cycle. Consequently they are more likely to be affected by increased car parking charges.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is acknowledged that this is limited in extent.
Race	None	None	None
Religion or Belief	None	None	None

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Sex	None	A greater proportion of retail and hospitality workers are female and these jobs are often not well paid and part-time. The proposed increase in car parking charges and permits therefore potentially has a disproportionate impact on working age females.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent.
Sexual Orientation	None	None	None

### **370. 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>	The proposal to increase road closure fees will primarily affect utility companies rather than private individuals or local businesses. It will ensure that the tax payer is not subsidizing these works.	The proposal to increase parking charges will have a greater negative impact on people on low incomes, including town centre workers in retail and hospitality.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent.  A range of permits is available which offer discounted parking for regular car park users, such as retail and hospitality workers.

### 371. 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>	None	Some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability. Reducing visitors to Wales would reduce exposure to Welsh culture and language.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent.
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	N/A	N/A	All MCC colleagues have the ability to access welsh language classes
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None	None	Our car park pay and display machines and the PaybyPhone app are all bilingual. Car park fees and charges signage is being replaced and will be bilingual.


**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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Positive: increased fee income will be reinvested into the Highways service to help ensure a safe and convenient highway network for all users.</p> <p>Negative: some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability.</p>	<p>Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Positive: Llwybr Newydd identifies a national travel policy which promotes reducing the need for travel, then walking and cycling, then public transport, then ULEV vehicles before the private combustion engine car. Although not the rationale for the proposed change, increased parking charges might make other transport modes more attractive.</p>	<p>Free parking is available for electric vehicles while charging, up to a 4 hour maximum stay.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximised, and health impacts are understood</p>	<p>Positive: Llwybr Newydd identifies a national travel policy which promotes reducing the need for travel, then walking and cycling, then public transport, then ULEV vehicles before the private combustion engine car. Although not the rationale for the proposed change, increased parking charges might make active travel more attractive for short journeys.</p>	<p>n/a</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Negative: some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability.</p>	<p>Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Positive: Llwybr Newydd identifies a national travel policy which promotes reducing the need for travel, then walking and cycling, then public transport, then ULEV vehicles before the private combustion engine car. Although not the rationale for the proposed</p>	<p>n/a</p>

<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>
	change, increased parking charges might make other transport modes more attractive.	
<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	Negative: some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability. Reducing visitors to Wales would reduce exposure to Welsh culture and language.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Negative: the proposed fee increases will have a greater impact on less affluent people.	Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.

**373. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	<p>Although not a rationale for the proposed change, increased parking charges might encourage alternative modes of travel, which would have sustainability benefits.</p> <p>Opponents to the proposal might argue that a short term income improvement for the Council is to the detriment of long term High Street viability. However, there is little evidence of this link.</p>	<p>Although an approximately 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.</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>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The budget proposals will be subject to public consultation.</p>	<p>Car park ticket sales will be monitored. A wider review of car parking charges might take place via a car parking review in 2023/24.</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>The budget proposals will be subject to public consultation.</p>	<p>Car park ticket sales will be monitored. A wider review of car parking charges might take place via a car parking review in 2023/24.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>The proposed fee increases mitigate a funding pressure for the civil enforcement team, whose vital work ensures our highway network is safe for all users and free-flowing. Maintaining that work prevents problems occurring or getting worse.</p>	<p>Further measures are being reviewed to improve civil enforcement.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	<p>As set out in this Integrated Impact Assessment, an effort has been made to consider the implications of the proposal on all stakeholders. As with all fee increase proposals, this proposal will combine with other cost of living pressures affecting businesses, residents and visitors. However, the proposed parking charges and permit costs remain comparatively low.</p>	<p>n/a</p>

**374. 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	none	none	n/a
Corporate Parenting	none	none	n/a

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

Indicative savings have been generated using car park income data and road closure fee income data. Fee increases are informed by the rate of inflation and a comparison on current and proposed pay and display and permit charges.

**376. 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?**

Fee increases for car parking will affect shoppers and visitors to Abergavenny, Chepstow and Monmouth although blue badge holders will continue to be able to park for free. In terms of socio-economic impact, those on low incomes will be most affected, as will shop workers who are typically low paid and disproportionately female. Five and six day parking passes are available which continue to offer discounted parking for those working every day. Some short stay free parking continues to be available in each town. National policy seeks to promote walking, cycling and public transport use over car use and other projects are seeking to increase attractiveness of those travel modes: this will benefit a globally responsible Wales. Not the rationale for the proposal, but increased car park charges might encourage more sustainable travel. The biggest concern is the potential impact on our high streets, and therefore an impact on the vitality and viability of town centres. Despite an approximate 15% increase, our parking charges and permits remain comparatively low and a range of permits are available to help regular car park users. There is limited evidence regarding the impact of free parking on town centre vitality, and higher fuel costs will make travel to other locations such as Cribbs Causeway and Newport Retail Park, with free parking, less attractive.

Part of this mandate (£130k) is to increase the budget income line for road closures to reflect past trends. There is no impact on service delivery or customers. The other part of this mandate (19k) is achieved by increasing fees to reflect inflation. This will affect customers, however those customers are primarily utility companies undertaking infrastructure upgrades that require road closures. It is rare for a resident to require a road closure. The increase to road closure charges will primarily affect utility companies and will ensure costs are met by the service user rather than the general tax payer.

**377. 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>
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	
Implementation of agreed measures	April 23	Traffic and Road Safety Manager

**378. 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	Budget mandate proposal	November 2022	
2.			



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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Mark Hand</p> <p><b>Phone no:</b> 07773 478579 <b>E-mail:</b> markhand@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>C&amp;P28</b> To achieve budget savings to support the 23/24 MTFP.</p> <p>Communities and Place budget mandates C&amp;P27 and C&amp;P28 propose to:</p> <ul style="list-style-type: none"><li>10) Increase road closure fees by inflation (10.1%) from £2,152 to £2,369 resulting in an additional £19k income;</li><li>11) Increase car park charges by 15%, resulting in an additional £199k income; and</li><li>12) Increase charges for parking permits by 15%, resulting in an additional £15k income.</li></ul> <p>These proposals are in addition to adjusting income budgets to reflect income trends comprising:</p> <ul style="list-style-type: none"><li>13) Increased Pay &amp; Display income from the opening of two additional car parks (£66k); and</li><li>14) Increased income from road closures (£130k)</li></ul>
<p><b>Name of Service area</b></p> <p>Highways and Flooding</p>	<p><b>Date</b></p> <p>November 2022</p>

**379. 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.

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Age	None	Older people are more likely than younger age cohorts to travel to our towns by car or bus than walk or cycle. Consequently they are more likely to be affected by increased car parking charges.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is acknowledged that this is limited in extent.
Disability	Blue badge holders will continue to benefit from free parking.	None	None
Gender reassignment	None	None	None
Marriage or civil partnership	None	None	None
Pregnancy or maternity	None	Pregnant mothers or parents of young children are more likely than some other population cohorts to travel to our towns by car or bus than walk or cycle. Consequently they are more likely to be affected by increased car parking charges.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is acknowledged that this is limited in extent.
Race	None	None	None
Religion or Belief	None	None	None



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	None	A greater proportion of retail and hospitality workers are female and these jobs are often not well paid and part-time. The proposed increase in car parking charges and permits therefore potentially has a disproportionate impact on working age females.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent.
Sexual Orientation	None	None	None

### 380. 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?
<b>Socio-economic Duty and Social Justice</b>	The proposal to increase road closure fees will primarily affect utility companies rather than private individuals or local businesses. It will ensure that the tax payer is not subsidizing these works.	The proposal to increase parking charges will have a greater negative impact on people on low incomes, including town centre workers in retail and hospitality.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent.  A range of permits is available which offer discounted parking for regular car park users, such as retail and hospitality workers.

### 381. 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>	None	None	N/A
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	N/A	N/A	All MCC colleagues have the ability to access welsh language classes
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None	None	Our car park pay and display machines and the PaybyPhone app are all bilingual. Car park fees and charges signage is being replaced and will be bilingual.





**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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Positive: increased fee income will be reinvested into the Highways service to help ensure a safe and convenient highway network for all users.</p> <p>Negative: some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability.</p>	<p>Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Positive: Llwybr Newydd identifies a national travel policy which promotes reducing the need for travel, then walking and cycling, then public transport, then ULEV vehicles before the private combustion engine car. Although not the rationale for the proposed change, increased parking charges might make other transport modes more attractive.</p>	<p>Free parking is available for electric vehicles while charging, up to a 4 hour maximum stay.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximised, and health impacts are understood</p>	<p>Positive: Llwybr Newydd identifies a national travel policy which promotes reducing the need for travel, then walking and cycling, then public transport, then ULEV vehicles before the private combustion engine car. Although not the rationale for the proposed change, increased parking charges might make active travel more attractive for short journeys.</p>	<p>n/a</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Negative: some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability.</p>	<p>Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Positive: Llwybr Newydd identifies a national travel policy which promotes reducing the need for travel, then walking and cycling, then public transport, then ULEV vehicles before the private combustion engine car. Although not the rationale for the proposed</p>	<p>n/a</p>

<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>
	change, increased parking charges might make other transport modes more attractive.	
<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	Negative: some people consider that parking charges deter shoppers and visitors and therefore harm town centre vitality and viability. Reducing visitors to Wales would reduce exposure to Welsh culture and language.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Negative: the proposed fee increases will have a greater impact on less affluent people.	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.

**383. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	<p>Although not a rationale for the proposed change, increased parking charges might encourage alternative modes of travel, which would have sustainability benefits.</p> <p>Opponents to the proposal might argue that a short term income improvement for the Council is to the detriment of long term High Street viability. However, there is little evidence of this link.</p>	Although a 15% increase is proposed, our car parking charges remain low. Each of our towns has some free parking although it is accepted that this is limited in extent. A range of permits are available that reduce costs for regular car park users.

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>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The budget proposals will be subject to public consultation.</p>	<p>Car park ticket sales will be monitored. A wider review of car parking charges might take place via a car parking review in 2023/24.</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>The budget proposals will be subject to public consultation.</p>	<p>Car park ticket sales will be monitored. A wider review of car parking charges might take place via a car parking review in 2023/24.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>The proposed fee increases mitigate a funding pressure for the civil enforcement team, whose vital work ensures our highway network is safe for all users and free-flowing. Maintaining that work prevents problems occurring or getting worse.</p>	<p>Further measures are being reviewed to improve civil enforcement.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	<p>As set out in this Integrated Impact Assessment, an effort has been made to consider the implications of the proposal on all stakeholders. As with all fee increase proposals, this proposal will combine with other cost of living pressures affecting businesses, residents and visitors. However, the proposed parking charges and permit costs remain comparatively low.</p>	<p>n/a</p>

**384. 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	none	none	n/a
Corporate Parenting	none	none	n/a

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

Indicative savings have been generated using car park income data and road closure fee income data. Fee increases are informed by the rate of inflation and a comparison on current and proposed pay and display and permit charges.

**386. 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 main positive impact is increased fee income, which will be reinvested into the Highways service (primarily offsetting a cost pressure associated with civil parking enforcement, which ensures our highways are safe and free-flowing for all users), and applies the 'user pays' principle such that car park and highway users contribute more to funding those services. Not the rationale for the proposal, but increased car park charges might encourage more sustainable travel. The biggest concern is the potential impact on our high streets, and therefore an impact on the vitality and viability of town centres. However, our parking charges and permits remain comparatively low and a range of permits are available to help regular car park users. There is limited evidence regarding the impact of free parking on town centre vitality, and higher fuel costs will make travel to other locations such as Cribbs Causeway and Newport Retail Park, with free parking, less attractive. The increase to road closure charges will primarily affect utility companies and will ensure costs are met by the service user rather than the general tax payer.

**387. 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
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	
Implementation of agreed measures	April 23	Traffic and Road Safety Manager

**388. 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	Budget mandate proposal	November 2022	
2.			



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Debra Hill-Howells</p> <p><b>Phone no:</b> 0775 851405 <b>E-mail:</b> debrahill-howells@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>DeCarb 1&amp;2 - To achieve overall budget savings to support the 23/24 MTFP</p>
<p><b>Name of Service area</b></p> <p>Energy</p>	<p><b>Date</b></p> <p>22<sup>nd</sup> October 2022</p>

**389. 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	None	<ul style="list-style-type: none"> <li>Reducing the heating temperatures and heating periods may impact on elderly service users and or children.</li> </ul>	<ul style="list-style-type: none"> <li>Proposals will be based on industry guidance and reflect the activities that are taking place within the site for instance in schools it is proposed that temperatures are reduced when cleaners on site undertaking active duties, but set to normal levels when pupils are dormitory in lessons.</li> </ul>
Disability	None	<ul style="list-style-type: none"> <li>Reducing the heating temperatures and heating periods may impact on service users with disabilities</li> </ul>	<ul style="list-style-type: none"> <li>Proposals will be based on industry guidance and reflect the activities and needs of the service within the site.</li> </ul>



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	None	None	None
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	None	None	None
Race	None	None	None
Religion or Belief	None	None	None
Sex	None	None	None
Sexual Orientation	None	None	None

**390. 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>	<p>The proposal relates to the use of MCC buildings and is unlikely to have any positive benefits for people suffering socio economic disadvantage</p>	<ul style="list-style-type: none"> <li>• Reducing the heating temperature and period may impact on service users who are accessing the building as a warm hub as they are unable to heat their own home.</li> <li>• Reducing opening hours or closing buildings will impact on the availability of services for community members</li> </ul>	<p>Any reductions in opening hours will be undertaken in consultation with the service provider and based on evidence of user demand. Some services may still be available online or via the telephone.</p> <p>Heating temperatures will be undertaken on the basis of industry guidance.</p>

### 391. 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>	None	None – The mandate relates to reducing energy consumption through behaviour change, plant and equipment and building opening hours.	N/A
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	n/a	N/A	All MCC colleagues have the ability to access welsh language classes
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	n/a	n/a	The proposal does not propose any changes to a service users' ability to access a service through the medium of welsh



**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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Reducing consumption and generating our own renewable energy will reduce the Councils grid energy demand, reducing costs and our carbon footprint. The proposal will also improve building managers knowledge and make all colleagues aware of the benefits on behaviour change which can be adopted in their personal lives also.</p>	<p>The Council is exploring additional opportunities for renewable energy generation and in particular the use of solar car ports that can also be used to power electric vehicle charging infrastructure where there are difficulties connecting to the grid.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Reducing energy demand will result in a lower carbon footprint will positively impact on the Councils net zero journey.</p>	<p>As above</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized, and health impacts are understood</p>	<p>n/a</p>	<p>n/a</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Reducing operating hours may negatively impact on service users.</p>	<p>Any reduction in operating hours will be undertaken in consultation with the service based on evidenced demand.</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Reducing grid energy supports the wider UK ambition to reduce energy demand when supply is being impacted by the Ukrainian war. In addition, generating additional renewable energy will increase the self-sufficiency of the authority.</p>	<p>Implementation of re-fit phase 2, additional renewable energy generation and the implementation of a corporate energy policy.</p>
<p><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</p>	<p>Reducing operating hours may negatively impact on service users</p>	<p>Any reduction in operating hours will be undertaken in consultation with the service based on evidenced demand.</p>
<p><b>A more equal Wales</b></p>	<p>The proposals are largely inward facing but may restrict access to services if operating hours are reduced.</p>	<p>Services will be able to identify local issues that may require a deviation from the proposed policy. Site</p>

<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>
People can fulfil their potential no matter what their background or circumstances	Reducing the heating temperature may impact on some colleagues with medical conditions.	managers will be provided with guidance and support to maximise the benefits from new equipment e.g. pool covers and changes to plant and equipment.

**393.How has your proposal embedded and prioritized the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	The proposal seeks to reduce energy consumption and increase the generation of renewable energy that can be utilized by the building occupiers.	Wherever possible renewable energy will be used to power electric vehicle charging infrastructure where grid connections are difficult to achieve.
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	We will work with building managers, colleagues and our re;fit partner SSE to deliver the budget mandate ambitions. There will also be a requirement to work with technical professionals to undertake surveys and implement changes to plant and equipment.	
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	The proposed energy policy will be subject to consultation with colleagues. Consultation has taken place with Service Managers on phase 2 of re:fit and we will continue to engage with them, Landlord Services and SSE during the approval process. Member authorization will be sought prior to progressing with phase 2.	All colleagues have the ability to submit suggestions on an MCC channel and we will review any ideas that are submitted.  We will work with SSE and Site Managers to identify any other possible measures. An Energy working group is to be established which will include representatives from all Directorates which can share progress, ideas and concerns.

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>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>The proposals identify opportunities to invest capital and revenue funding to realize long term savings through reduced consumption e.g. pool covers. Reducing consumption supports financial savings; a reduction in our carbon footprint and requires less grid energy.</p>	<p>We have submitted candidate solar farm sites to the RDLP. Should any of these be approved it will enable the Council to generate additional renewable energy for its own consumption and or support the generation of green hydrogen for use in its fleet.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	<p>The energy proposals are inward facing and therefore directly impact MCC. The proposals however are designed to reduce energy consumption and therefore if successful will have a wider impact in terms of our carbon emissions.</p>	

**394. 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	none	none	
Corporate Parenting	none.	none	

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

Indicative savings have been generated from the following:

- Existing consumption & energy bills
- Energy generation data from existing renewables
- Forecast energy costs for 23-24 based on CCS predictions
- Analysis of bills per site and sector
- Carbon Trust
- Assumed 5% energy saving across consumption expenditure resulting from energy awareness campaign
- Assumed 8% savings per 1C reduction in temperature settings (Carbon Trust)
- Savings of 5% on lighting control changes (as assumed most sites already have some form of control)
- Re:fit phase 2 savings identified from SSE surveys
- VSD savings assumed to be 12% electricity at Leisure Centres and 2% for all other buildings
- Pool cover saving assumed to be 20% of pool energy use (pool energy use 65% of leisure centre energy consumption)
- Review of energy use at County Hall, broken down into daily consumption and base load demand.

**396. 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?**

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**397. 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>
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Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Internal consultation on draft policy	Feb – March 23	
Consideration by Council	March 23	
Re:fit proposals presented to Council for consideration	March/April 23	
Adoption of policy and implementation of agreed measures	April 23	Head of Service & Energy Manager

**398. 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			
2.			





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

<p><b>Name of the Officer</b></p> <p>Debra Hill-Howells</p> <p><b>Phone no:</b> 0775 851405 <b>E-mail:</b> debrahill-howells@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>PTU 1-3, &amp; 7 - To achieve budget savings to support the 23/24 MTFP</p>
<p><b>Name of Service area</b></p> <p>Passenger Transport</p>	<p><b>Date</b></p> <p>14<sup>th</sup> December 2022</p>

**399. 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>It is proposed that additional available walking routes will be created that will benefit learners and the wider community</li> </ul>	<ul style="list-style-type: none"> <li>There will be an additional cost for concessionary travel learners accessing home to school transport.</li> <li>The proposal to revert to statutory distance eligibility criteria will result in more learners required to make their own travel arrangements which may result in additional travel movements.</li> <li>More parents / guardians will need to accompany primary aged learners to walk or cycle to school which could impact on their family circumstances.</li> </ul>	<ul style="list-style-type: none"> <li>The costs of concessionary travel have not been increased since 2017 despite a significant uplift in costs to MCC. The proposed fee will still be heavily subsidized and in line with public bus season tickets. The cost of the travel can be made in instalments over the duration of the academic year.</li> <li>It is proposed that investment is made in improving pedestrian routes to enable more learners to walk to school.</li> </ul>

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	None	None	<p>Learners who have a disability that prevents them from walking to school are able to apply for discretionary transport.</p> <p>Parents of primary aged learners who do not meet the distance eligibility criteria and are unable to accompany their children to walk to school due to a diagnosed medical condition can apply for discretionary transport with supporting medical evidence.</p>
Gender reassignment	None	None	None
Marriage or civil partnership	N/A	N/A	N/A
Pregnancy or maternity	We will work with the learner, their parents and the school to ensure that anyone who is pregnant and meets the criteria is able to safely travel on school transport.	N/A	We will work with individual learners, parents and schools to ensure that school transport is safe for pregnant learners.
Race	None	None	None
Religion or Belief	We will continue to provide free home to school transport to learners nearest suitable faith school for those that meet the eligible distance criteria.	The reversion to statutory distances may result in learners no longer being eligible for free transport to their nearest faith school if they live within 2 or 3 miles of their nearest faith school. This will result in parents making their own travel arrangements which could result in increased vehicle movements.	We will improve active travel infrastructure for those who do not meet the eligibility distance criteria. Parents will be able to apply for concessionary travel if there are available seats on transport provision.

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Sex	None	None	None
Sexual Orientation	None	None	None

#### **400. 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>	<p>The provision of free home to school transport ensures that all learners have equal access to education regardless of their socio-economic status.</p> <p>For those learners that are not eligible for free transport, they are able to apply for concessionary transport. This provides learners with access to subsidized travel where vacant seats are available on home to school transport.</p>	<p>The proposals, if agreed will result in increased travel costs for those learners applying for concessionary travel. The cost however remains heavily subsidized and is in line with season ticket fares on public transport.</p> <p>The reversion to statutory distance criteria will result in more learners losing their access to free home to school transport and will instead need to make their own travel arrangements. This could result in increased private car journeys and impact on existing family arrangements.</p>	<p>Where parents can demonstrate that their primary aged pupils have medical conditions that prevent them from walking to school, discretionary transport may be awarded. Similarly if parents of primary aged learners have a diagnosed medical condition that prevents them from accompanying their children to walk to school, they will be able to apply for discretionary transport.</p> <p>We will be investing in pedestrian infrastructure to enable more learners to walk to school to encourage active travel and reduce vehicular movements and carbon footprint.</p>

## 401. 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>The Welsh Government Learner Travel Measure provides LA's with the ability to provide discretionary transport to Welsh medium schools. We currently provide free home to school transport for learners to attend their nearest suitable Welsh medium school if they meet the distance eligibility criteria.</p>	<p>The proposal to revert to statutory distance criteria may result in some learners being required to make their own travel arrangements or walking/cycling/scooting. This will only impact primary learners given that there is no secondary provision in the County and therefore all Welsh Medium secondary schools are in excess of the 3 miles distance.</p> <p>The reversion to statutory distances may result in parents choosing to send their children to English medium schools if they can access free home to school transport, albeit that the same distance eligibility criteria will apply.</p>	<p>Where possible improvements will be made to increase available walking routes which will encourage active travel for all learners.</p> <p>Parents will be able to apply for concessionary travel if they do not meet the distance eligibility criteria.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
<p><b>Service delivery</b></p>	<p>Parents can apply for school transport through the medium of Welsh. All</p>	<p>Drivers and passenger assistants may not be able to converse in Welsh on the vehicles.</p>	<p>All MCC colleagues have access to Welsh language training courses that are provided centrally.</p>

Use of Welsh language in service delivery	communications can be undertaken through the Welsh Language.		
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!




<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The provision of free school transport ensures that currently learners can access mainstream, Welsh medium or faith schools if they are more than 1.5 or 2 miles away from their homes. It is proposed that this is increased to 2 and 3 miles and learners are actively encouraged to walk to school. ALN transport is provided based on their individual assessments and needs.</p> <p>The proposals may disadvantage learners and their families as they are currently able to access free transport either due to the distance eligibility criteria or because they don't have an available walking route. If the distance criteria is changed, parents will need to put in place alternative travel arrangements which may inconvenience them due to work obligations or the lack of available personal transport. We will work with schools and active travel colleagues to encourage all learners who are able to walk or cycle to school to do so.</p>	<p>The Commissioning Team will work with Highways teams to identify opportunities to provide available walking routes that will support more learners and the wider community to engage in active travel.</p> <p>Parents will be able to request available walking route assessments if they are concerned about the routes their children will be using. The outcome of the assessments will be used to support any required infrastructure improvements.</p>
<p><b>A resilient Wales</b></p>	<p>None</p>	

<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>
Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized, and health impacts are understood</p>	<p>Where primary aged learners live within 1.5 miles of their school and secondary 2 miles of the school, they are encouraged to use active travel to get to school. If the distance criteria are increased to 2 and 3 miles, more learners will have the opportunity to walk or cycle to school.</p> <p>Conversely, if parents choose to drive their children to school this will result in increased private vehicle movements which will increase CO2 emissions and pollution.</p>	<p>We are working with Highways colleagues to identify how available walking routes can be provided to reduce the numbers of learners who access free transport because a walking route is not available.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Improvements to the pedestrian infrastructure will benefit the wider community making it more accessible and safer for all.</p>	
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>School transport via mass transit reduces the number of individual motor cars that need to undertake the school run thereby helping to reduce the county's carbon footprint.</p> <p>The provision of pedestrian infrastructure improvements will remove the need for transport where learners are being transported who do not meet the distance eligibility criteria but do not have an available walking route.</p>	<p>The Council is developing its fleet transition plan that will transition our passenger transport vehicles from internal combustion engines to zero emission vehicles.</p> <p>Routes are continually assessed to identify opportunities to combine routes and reduce the number of vehicles travelling. Available walking routes are also continually reviewed where transport has been provided as a route has been deemed unavailable and the walking distance is below the eligible thresholds. Where circumstances have changed, and the route is deemed available learners are advised of the available route and the free transport is removed.</p>


<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 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	Free home to school transport is provided for statutory aged learners who wish to attend their nearest suitable or catchment welsh medium school, subject to the distance eligibility criteria.	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Free home to school transport is accessible to all learners who meet the eligibility criteria. In addition, discretionary travel is available for learners with medical needs to ensure that they can safely access their nearest suitable or catchment schools.	

**403. How has your proposal embedded and prioritized the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	<p>Whilst home to school transport is preferable to multiple car journeys, it is less preferable to walking and cycling and public transport. The proposal to increase the eligible distance criteria in line with statutory levels should result in more learners walking and cycling to school reducing the number of home to school transport vehicles required.</p> <p>The long-term aspiration is to increase the number of learners that travel to school via public transport if they live more than 2 or 3 miles from their school.</p>	<p>Routes are assessed when new learners apply for transport to determine if routes can be aggregated or vehicle size is increased.</p> <p>The Commissioning Team is working with the Public Transport team to identify opportunities to amend existing public bus routes and timings to increase the opportunities for learners to access these vehicles. This will help to ensure the viability of public bus services and reduce the number of home to school vehicular movements.</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>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>For school transport to be successful it needs to be delivered in partnership with operators, parents, schools and learners as well as other Council service areas. We also work with neighbouring authorities to procure operators on a standard contract, agree annual price uplifts and share learning.</p>	<p>The proposal to increase distance eligibility criteria will be subject to public consultation. Any changes to the Transport Policy would not be implemented until the academic year 24-25.</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>The proposed budget will be subject to public consultation. Any proposals to change the Transport Policy will be subject to separate consultation which would take place prior to October 23.</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>The proposals include improving the availability of walking routes to enable learners to walk to school. This will reduce the need to provide home to school transport for learners that do not meet the eligibility criteria. There are associated health benefits for learners engaged in active travel.</p> <p>Increasing the cost of concessionary travel for those not eligible for home to school transport will enable the Council to reduce its level of subsidy and the financial burden of the provision.</p>	<p>Change the public bus routes so that they are operating at times that enable learners to travel to and from school.</p> <p>Work with schools to support and encourage learners to walk and cycle to school</p>



<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The provision of home to school transport is an essential service underpinning learner’s education journey. The service is however resource intensive and currently the provision is in excess of the statutory requirements. The proposals to increase distance eligibility criteria will result in a reduction in vehicles, costs and the resulting carbon footprint. Improving walking routes and strengthening the public bus service opportunities will have wider benefits.</p>	

**404. 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>
<b>Safeguarding</b>	<p>All drivers, passenger assistants and operators are required to undertake safeguarding training.</p> <p>The policy sets out how school transport will be assessed and provided for looked after children, learners with special educational needs and mainstream learners.</p> <p>All learners, parents and operators are required to adhere to our Pupil Rule Book to ensure the safety of all those involved.</p>	.	
<b>Corporate Parenting</b>	The policy sets out the eligibility criteria for looked after children. The service works closely with Children's Services to provision specific transport needs as required.		

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

- Passenger data for home to school transport for the academic year 22/23
- Operator contract and tender data for the academic year 22/23. There has been an increase of £204k for external operator costs since September 2022. The majority of contracts will be re-tendered prior to the commencement of the 23-24 academic year which is expected to increase costs further.
- Walking route assessments
- Legal advice on the ability to implement a two-tier charge for out of county passengers
- Learner Travel (Wales) Measure 2008
- Season ticket costs for comparable travel on public service vehicles [Student tickets for Blaenau and Abergavenny | Stagecoach \(stagecoachbus.com\)](#)
- Current cost of software package versus proposed
- Learner Travel (Wales) Measure 2008
- Learner Travel Statutory Provision and Operational Guidance 2008

**406. 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 form has highlighted the complexities of the provision of home to school transport including its substantial impact on resources, its impact on climate change and the need to continually evaluate the provision to respond to a changing social, economic and environmental back drop. The proposals will result in a perceived disadvantage to parents who should the distance eligibility criteria be implemented will become responsible for organizing the travel arrangements of their children. This will however provide the opportunity to encourage learners to engage in walking and cycling which will provide associated health benefits as well as support the reduction in the Counties carbon footprint. Walking will be dependent on the availability of available walking routes and the provision of these routes will be a key requirement on the wider Council to fund and deliver pedestrian infrastructure improvements. A wider review will be undertaken to establish the opportunities to change service bus routes to make them more available for learners, however the public bus sector is currently fragile as the passenger numbers have not returned to pre-covid levels and grant funding streams to support the sector fall away in March 23. We would argue however that the ability to increase passenger numbers by adjusting timetables to allow school learners to travel to and from school will increase the viability of these services.

Increasing the cost of concessionary travel for passengers who are not eligible for free transport will place an additional financial burden on households, however the cost of the passes has not increased since 2017 during which time the costs to the Council have increased substantially. Payment plans are available to spread the cost of the passes over the academic year, charges are in line with public bus season tickets and travel will still be subsidized.

**407. 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>
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation	Jan / Feb 23	
Consideration by Council	March 23	
Publish Transport Policy 24-25 Consultation	April – May 23	Head of Service & Commissioning Manager

**408. 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			
2.			



monmouthshire  
sir fynwy

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

<b>Name of the Officer</b> completing the evaluation  Debra Hill-Howells  <b>Phone no:</b> 01633 644281 <b>E-mail:</b> debrahill-howells@monmouthshire.gov.uk	<b>Please give a brief description of the aims of the proposal</b>  PTU 4-6 Budget savings through the reduction in the PSV inspection intervals and proposed changes to the Grass Routes Service
<b>Name of Service area</b>  Energy	<b>Date</b>  24 <sup>th</sup> November 2022

**409. 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>The Grass Routes service provides supported travel for users who have difficulty using public buses.</p> <p>Grass Routes services will be targeted to those communities who do not have scheduled bus services</p>	<ul style="list-style-type: none"> <li>Two proposals have been presented for consideration. If the Grass Routes service is ceased it will disproportionately impact on the older demographic as 99.6% of journeys are undertaken using bus passes.</li> <li>Option two proposes the revision of the operating model and the introduction of an annual membership fee. The service will not be available for journeys that can reasonably be undertaken on scheduled bus routes and instead it will target transport to those communities that do not have public bus services.</li> </ul>	<ul style="list-style-type: none"> <li>If it is agreed to retain the service and implement an annual membership fee it is proposed that a discounted rate will be available for those members in receipt of pension credit or ESA</li> </ul>
Disability	<p>The Grass Routes service provides supported travel for users who have difficulty using public buses.</p>	<ul style="list-style-type: none"> <li>If the Grass Routes service is ceased this will reduce the availability of accessible transport.</li> </ul>	
Gender reassignment	None	None	None
Marriage or civil partnership	None	None	None
Pregnancy or maternity	None	None	None
Race	None	None	None
Religion or Belief	None	None	None

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Sex	None	None	None
Sexual Orientation	. None	None	None

#### **410. 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>	The retention of the Grass Routes service provides a low cost mode of transport that provides a door to door service for those users who do not have access to a scheduled bus service or have a disability that impacts their ability to use public transport.	<p>If the preferred option is to cease the service, then the community will lose a low cost, accessible public transport service.</p> <p>If the service is retained but the operating model is changed to stop journeys that can be undertaken by a scheduled bus service, the service will be less convenient or not available to some of the existing users.</p>	<p>If the service is retained there will be a discounted membership fee for those in receipt of ESA or Pension Credits.</p> <p>If the Grass Routes service is ceased, we will work with the Public Transport team to ensure that information on scheduled bus services is readily available.</p>

#### 411. 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>	None	None – The mandate relates to proposed changes to an existing demand responsive public transport service.	N/A
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	None	None	All MCC colleagues have the ability to access welsh language classes
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None	The drivers of the service will not be able to converse with passengers through the medium of Welsh.	<p>Colleagues will be made aware of the opportunities to learn Welsh.</p> <p>Service users are able to converse through the medium of Welsh when booking travel.</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!



<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	The proposal to re-model the service would reduce journeys that duplicate scheduled bus routes, thereby increasing patronage on bus services.	If the proposal to cease the Grass Routes service is the preferred option, we will work with colleagues to promote information on bus services.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Demand responsive and public bus services support modal shift and the reduction in private car journeys, which in turn reduces carbon emissions.	
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized, and health impacts are understood	Access to demand responsive services in rural areas that do not have access to scheduled bus services supports well being and reduces social isolation	If the Grass Routes service is dis-continued, we will work with colleagues to promote other travel opportunities such as car clubs and lift sharing.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Grass Routes supports communities to access services and market towns to ensure that they remain sustainable and connected.	As above
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Reduction in car journeys and increased modal shift to public transport reduces carbon emissions and supports the Council and the Counties transition to net zero.	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	No impact	No impact
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Access to Grass Routes enables community members to access services that may not be available to them if they are unable to access a regular bus service or have access to a private vehicle	If the Grass Routes service is dis-continued, we will work with colleagues to promote other travel opportunities such as car clubs and lift sharing.

**413. How has your proposal embedded and prioritized the sustainable governance principles in its development?**

<p><b>Sustainable Development Principle</b></p>	<p><b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b></p>	<p><b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b></p>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	<p>The proposal to retain Grass Routes but redesign the operating model will assist the viability of scheduled bus services, support the viability of rural communities and encourage modal shift. The proposal aligns with the Wales Transport Strategy which prioritizes sustainable, accessible public transport.</p>	<p>The proposal to implement an annual membership fee may be a barrier to low income users, to mitigate this a discounted rate will be offered to those in receipt of Pension credit or ESA.</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>We currently work with Newport City Council to deliver the New Link Grass Routes service and we will explore other opportunities as they become available.</p> <p>Revising the operating model so that we do not provide Grass Routes transport where a scheduled bus service exists should reduce duplication and competition and support the viability of scheduled bus services.</p>	<p>Should Grass Routes be ceased we will work with the Public Transport team and Operators to identify opportunities for additional services.</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>Due to increasing operational costs, there will need to be a contribution from Grass Routes service users to continue to access the door to door service. Public consultation on the proposals will be undertaken as part of the budget setting process and all users will be contacted in the new year.</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>Not all of Monmouthshire's communities have access to a scheduled bus service; Grass Routes is able to provide a demand responsive service for those communities albeit that the transport is only available between 9am and 2pm.</p>	<p>Should Grass Routes be ceased we will work with the Public Transport team and Operators to identify opportunities for additional services and the promotion of car clubs and lift sharing opportunities.</p>

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The Grass Routes proposals will result in very different outcomes. If the annual membership fee is imposed and the service is revised, the service will continue to offer a demand responsive door to door service for those communities that would otherwise be without a regular bus service. If, however the preferred decision is to close Grass Routes, then communities will be potentially become isolated with residents unable to access reliable transport.</p>	

**414. 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	none	none	
Corporate Parenting	none.	none	

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

- Patronage information from the Councils Ticketer data.
- Passenger booking information
- Grass routes journey information
- Operational costs (Cost Centre budget information)
- Grant Funding income
- Contractual and fare box income data
- PSV legislation and legal advice
- Traffic Commissioners Guidance
- Fleet inspection and daily defects process
- UK government guidance on Maintaining Roadworthiness – Commercial Goods and Public Service Vehicles

**416. 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 Grass Routes proposals will result in very different outcomes. If the annual membership fee is imposed and the service is revised, the service will continue to offer a demand responsive door to door service for those communities that would otherwise be without a regular bus service. It will also continue to offer an accessible service for those users who due to disabilities or mobility issues are unable to access scheduled bus services.

If, however the preferred decision is to close Grass Routes, then communities will be potentially become isolated with residents unable to access reliable transport.

The proposal to increase the inspection schedule is in accordance with Government guidance and will realise savings of £17k without any impact on the safety of the fleet.

**417. 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
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	
Grass Route users advised of the proposed changes	Feb – April 23	
Adoption of agreed Grass Routes proposal and change to inspection intervals	April 23	Schools & Community Transport Manager

**418. 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			
2.			



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Debra Hill-Howells</p> <p><b>Phone no:</b> 01633 644281 <b>E-mail:</b> debrahill-howells@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Transport 1&amp;2 - Proposals to generate savings through a reduction in operational vehicles and the provision of a pool car fleet to reduce grey fleet business mileage.</p>
<p><b>Name of Service area</b></p> <p>Transport TRAN01&amp;02</p>	<p><b>Date</b></p> <p>9<sup>th</sup> December 2022</p>

**419. 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	None	None	None
Disability	None	The proposal will prioritise the use of pool vehicles over personal cars and will create a new system that will prevent claims for business mileage if a pool car was available.	If any MCC staff are using adapted vehicles due to a disability they will be able to continue to use their personal vehicles.
Gender reassignment	None	None	None
Marriage or civil partnership	None	None	None

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Pregnancy or maternity	None	None	None
Race	None	None	None
Religion or Belief	None	None	None
Sex	None	None	None
Sexual Orientation	. None	None	None

#### **420. 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>	<p>The provision of a pool car fleet will enable MCC colleagues to access a vehicle for business use close to where they live. This will reduce their personal mileage travelling to a MCC location to collect a pool vehicle.</p> <p>Pool cars will assist those on lower incomes as they will not have to fund the running costs of a vehicle for business purposes.</p>	<p>The provision of a pool fleet will prevent staff from claiming business expenses which may have been used as a means to supplement income.</p>	<p>We will work with services to ensure that we have a sufficient number of dedicated pool fleet vehicles at locations that are accessible to staff. The availability of vehicles close to home locations will reduce personal mileage and vehicle running costs.</p>

#### 421. 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>	None	None	N/A
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	None	None	All MCC colleagues have the ability to access welsh language classes
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	None	None	<p>Colleagues will be made aware of the opportunities to learn Welsh.</p> <p>Service users are able to converse through the medium of Welsh when booking travel.</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!



<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The Transport team will be using utilization data to identify opportunities to reduce our operational fleet. This will reduce fuel costs and our carbon emissions. The same data will be used to support fleet transition to low emission vehicles.</p>	<p>The Councils fitters have been or are in the process of being trained to undertake the maintenance of electric vehicles</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Transition of operation fleet to ULEV alternatives. The pool fleet will only be hybrid or electric.</p>	<p>The Councils Tusker salary sacrifice scheme is being re-launched to focus on vehicles with CO2 emissions of 75 or under. We are also working on a new car loan scheme that will be available to MCC staff for hybrid and electric vehicles.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized, and health impacts are understood</p>	<p>n/a</p>	<p>n/a</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>n/a</p>	<p>n/a</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The proposal will reduce the number of vehicles in the Councils operational fleet and provide ULEV alternatives for business travel.</p>	<p>The Councils Tusker salary sacrifice scheme is being re-launched to focus on vehicles with CO2 emissions of 75 or under. We are also working on a new car loan scheme that will be available to MCC staff for hybrid and electric vehicles.</p>
<p><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</p>	<p>n/a</p>	<p>n/a</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>n/a</p>	<p>n/a</p>

423.How has your proposal embedded and prioritized 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><b>Long Term</b></p>	<p>The proposal seeks to reduce the Councils operational fleet using utilization data to inform business decisions. In addition the data will be used to support the transition from combustion engine vehicles to ultra-low emission alternatives.</p>	<p>The provision of a pool fleet will reduce carbon emissions as the vehicles will be hybrid or electric. In addition all staff will be encouraged to plan journeys so that multiple site visits are undertaken on the same journey and meetings wherever possible should be undertaken through TEAMS.</p> <p>Staff will be supported to transition their personal vehicles through a salary sacrifice scheme and proposed loan scheme.</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The Council will be working with a third party to deliver and manage the pool fleet.</p> <p>We are undertaking a project with two partners via the CCR Challenge Fund to support the transition of the fleet.</p>	
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>This proposal will impact MCC colleagues, consultation with the unions and SLT is being undertaken as part of the budget setting process.</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>This proposal seeks to reduce the level of business mileage through the provision of a pool fleet service. This will ensure that staff are able to access vehicles either at an MCC site or close to their home.</p> <p>Reducing the operational fleet will ensure that vehicles are fully utilized and that operating costs are reduced.</p>	

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	The proposal meets the wellbeing goals.	

**424. 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	none	none	
Corporate Parenting	none.	none	

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

- Existing fuel and borrowing costs
- Business mileage claims
- Vehicle acquisition costs
- Fuel supplier forecasts and guidance
- Supplier costs and market forces
- Framework supplier costs for Enterprise pool fleet
- Tracker data
- Prudential borrowing interest rates
- Fleet data including vehicle age, utilisation rates, locations

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**426. 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 provides positive impacts through the effective utilization and resulting reduction in the Councils operating fleet, operating costs and carbon emissions. The provision of a pool car fleet will reduce business mileage costs and reduce carbon emissions and colleagues will be encouraged to transition personal vehicles through a salary sacrifice opportunity and a proposed loan scheme.

**427. 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>
Budget Mandate will be considered by SLT, Cabinet and Council	December 22 & Jan 23	
Public Consultation on the draft budget and mandates	Jan / Feb 23	
Consideration by Council	March 23	
Pilot Pool Car Scheme	Jan – March 23	Debra Hill-Howells & Debbie Jackson
Launch revised Tusker Scheme	January 2023	Debbie Jackson
Finalise proposed loan scheme	March 2023	Debra Hill-Howells

**428. 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	Mandate Approval	Jan 23	
2.			



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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Ian Saunders/Stacey Jones  <b>Phone no: 07876545793</b>  <b>E-mail: IanSaunders@monmouthshire.gov.uk</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>ML3&amp;4 - Restructure to realign senior management roles in Monlife and system support.</p>
<p><b>Name of Service area</b></p> <p>MonLife</p>	<p><b>Date</b> 9<sup>th</sup> Dec 2022</p>

**429. 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	No impact through this action	No impact through this action	
Disability	As above	None identified	
Gender reassignment	As above	None identified	

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Marriage or civil partnership	As above	None identified	
Pregnancy or maternity	As above	None identified	
Race	As above	None identified	
Religion or Belief	As above	None identified	
Sex	As above	None identified	
Sexual Orientation	As above	None identified	

**430. 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>	There will be a redundancy for 1 person however this provides opportunity for service redesign, which will provide further opportunities for more people.	Not replacing 2 vacant post of business support lead and project officer. Also one compulsory redundancy to business and commercial manager. The deletion of two post (these officers have been redeployed) and the compulsory redundancy is a result of streamlining the structure and areas of responsibility. Customers and users of the service will not see any negative impact of this proposal.	A new front of house and back office system has been introduced, which has provided opportunity to review operations. This has led to increased training, more skilled staff at the sites and less central need due to automated processes. The service will be more digital, reducing paper and carbon footprint and also giving more choice and functionality to the customer on how they book, pay and access services.
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#### 431. 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>We will ensure that we work to the council's Welsh language standards throughout this proposal.</p>	<p>None identified</p>	<p>n/a</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>The new system will be administered via site teams and managers with training provided on financial and system needs. Some hours will be utilised on data and financial performance to ensure teams are commercially focused – this will now be led by the Finance and Resources Manager. This will complement the sales and marketing team.</p>	<p>None identified. This is a workforce reduction</p>	<p>n/a</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>None identified.</p>	<p>None identified. These posts are back office functions and do not interact directly with residents</p>	<p>n/a</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!

<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	We are realigning our resources to make better use of roles at the sites and investing in people. More training and a widening of knowledge through support of the new system provider.	Providing better opportunity through training and knowledge within key areas of the business.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Neutral	
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	The system provides more information so the service will have a data led approach to marketing and communication based on the outcomes of the implementation of the new system.	None identified
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Neutral	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Neutral	
<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	Neutral	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Neutral	

**433. 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>We are realigning our resources to make better use site specific roles and the central support team who will become better connected.</p>	<p>None identified</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The sites have active collaborations with various departments and organisations. SRS, Legend, Technogym, Fitronics and many central MCC services and departments such as digital, banking, audit work closely with these services. We also work very closely with our customer base and many clubs and societies that use these services across the MonLife portfolio.</p>	<p>None identified</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>We actively engage with staff and customers in user surveys and consultations.</p>	<p>None identified</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>By increasing operational knowledge and less need for central support the system will be more resilient and it will allow teams to be more self sufficient.</p>	<p>Ensure that the network and SRS are aware of system needs and also the support from the company that provide the software.</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>If required, all aspects of the Well-Being of Future Generations Act will be embedded in the engagement process and our future plans.</p>	

**434. 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	Not applicable		
Corporate Parenting	Not applicable		

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

The service completed an extensive procurement exercise following the withdrawal of the existing provider of a front of house system. The team worked alongside MCC digital, security, banking and SRS teams to ensure a future proof system was introduced. As part of this process, the service also wanted to ensure that efficiencies were identified and new and existing staff were trained to ensure the system could be used to its maximum potential as well as that much needed resilience moving forwards. The system operates across Monlife Services and currently has about 120 staff who will use the system, live membership on the leisure sites of 7k and large financial transactions occur across all sites. Staff at site have been developed to ensure that the new structure is robust and delivers positive outcomes for our customers.

**436. 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 main negative of the savings does mean three valued colleagues and posts are deleted from the structure of Monlife. On a positive note these efficiencies and deficits in people and resource are being replaced by improvements to digital systems, better trained staff across the workforce and ultimately a data driven directorate recording some excellent outcomes for our communities.

The removal of the project officer will mean that when capital or larger investments are made (mostly through grants) Monlife identifies a cost prior to us bidding for money to ensure new resource is included and funded as and when required.

**437. 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
Speak with those staff this proposal effects and ensure the new structure is communicated to all concerned.	Jan 23	Ian Saunders

**438. 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	Budget mandate		



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Tracey Thomas  <b>Phone no: 07818 016924</b>  <b>E-mail: <a href="mailto:traceythomas@monmouthshire.gov.uk">traceythomas@monmouthshire.gov.uk</a></b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>ML11 - To charge a nominal fee of £2 for additional events and exhibitions that are sited at our Heritage visitor attractions and museums.</p>
<p><b>Name of Service area</b></p> <p>MonLife</p>	<p><b>Date</b> 21/12/2022</p>

**439. 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	No impact through this action	Children / older people may not be able to afford to attend events in the future	We will monitor accessibility to our charged events/resources and support those who cannot afford charges through grant funding/concessionary rates
Disability	As above	None identified	None identified
Gender reassignment	As above	None identified	None identified

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	As above	None identified	None identified
Pregnancy or maternity	As above	None identified	None identified
Race	As above	None identified	None identified
Religion or Belief	.As above	None identified	None identified
Sex	As above	None identified	None identified
Sexual Orientation	As above	None identified	None identified

#### 440. 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?
<b>Socio-economic Duty and Social Justice</b>	We will maintain our offer of free entry to our sites which continues to allow access to all	Where we charge for certain events/resources it may limit the accessibility for all if a charge is levied	We will monitor accessibility to our charged events/resources and support those who cannot afford to pay by grant funding/concessionary rates. We will consider concessions for those who are on benefits or low earners; more than two siblings attending. We will be sensitive to all to ensure we can treat everyone fairly and equitably

#### 441. 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>We will ensure that we work to the council's Welsh language standards throughout this proposal.</p>	<p>None identified</p>	<p>None identified</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Where new posts/hours are required, the need to communicate through Welsh and English as part of the recruitment process and any necessary training will be offered as needed. All materials displayed/given will be available bilingually.</p>	<p>None identified</p>	<p>None identified</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Any communication/advertising the activities/resources will promote the fact that people can deal with the Council in Welsh by phone, email, twitter, Facebook, letters, forms, website transactions etc.</p>	<p>None identified</p>	<p>None identified</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!

<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>By charging a minimal fee to some events/activities and resources will enable us to become cost neutral hence will be able to offer additional activities over the season. We will also be able to attract a wider selection of opportunities through events and exhibitions we have been unable to offer due to costs. By offering a wider range of events/activities we will be able to educate more of our residents and visitors over the course of the season</p>	<p>Introducing small charges will maintain the long term viability of the attractions and museums.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Neutral</p>	<p>None identified</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Neutral</p>	<p>None identified</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Neutral</p>	<p>None identified</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Neutral</p>	<p>None identified</p>
<p><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</p>	<p>Charging for some activities may deter some people who would otherwise take part if they can't afford to pay.</p> <p>We will be able to offer and provide a wider range of bilingual cultural and heritage activities through minimal</p>	<p>We will monitor accessibility to our charged events/resources and support those who cannot afford to pay by grant funding/concessionary rates.</p>

<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>
	charging where we become cost neutral thus extending our offer	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	We will not exclude anyone from activities/events and resources through grant support and concessions for those families most at need	We will monitor accessibility to our charged activities/events/resources and support those who cannot pay by grant funding/concessionary rates

#### 443. How has your proposal embedded and prioritised the sustainable governance principles in its development?

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	By charging a minimal fee to some events/activities and resources will enable us to become cost neutral hence will be able to offer additional activities over the season. We will also be able to attract a wider selection of opportunities through events and exhibitions we have been unable to offer due to costs. By offering a wider range of events/activities we will be able to educate more of our residents and visitors over the course of the season	We will monitor accessibility to our charged activities/events/resources and support those who cannot pay by grant funding/concessionary rates
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	The sites have active collaborations with local councils, stakeholders, schools and SME's and are working together to sustain existing offers and create new opportunities for local communities and visitors.	We will monitor accessibility to our charged activities/events/resources and support those who cannot pay by grant funding/concessionary rates

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>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>Whilst we have not directly involved others around this proposal, we engaged with over 600 visitors this year to see if they would be willing to pay a charge for certain activities and this was received positively with over 79% willing to pay a small charge. There are minimal disruptions to service operations and as charging will be minimal and is fair charging against our competitors locally</p>	<p>None identified</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>We will be able to maintain our activity/event offer at low cost and offer a wider range to our visitors for this season and seasons to come</p>	<p>We will monitor accessibility to our charged activities/events/resources and support those who cannot pay by grant funding/concessionary rates</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	<p>If required, all part of any engagement process all aspects of the Well-Being of Future Generations Act will be embedded in the process and our future plans .</p>	<p>None identified</p>

**444. 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	Not applicable	N/A	N/A
Corporate Parenting	Not applicable	N/A	N/A

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

Our heritage attractions and museums are free entry for all. We will maintain this offer however for some additional activities/exhibitions/events we provide over the season we are proposing to charge a nominal fee that will cover the cost of materials /hire costs and resources required. We are passionate about providing low/no costs activities to our visitors however with the rising costs of materials and resources, we cannot maintain the quality and variety of our programmed activities to the extent we have previously offered.

We will charge nominal fees of £2.00 per person that are appropriate and fair to the activities/exhibition/event being provided.

Our local competitors charge a range between £6.50 - £8.50 for entry and access to activities (Raglan Castle; Chepstow Castle; Blaenavon railway) whilst some others charge for what you use (Ladybird Craft Centre Caldicot; Go Pottery Abergavenny) We aim to ensure that activities/exhibitions/events are accessible to all whilst ensuring that we can provide quality experiences for our visitors at low cost.

As part of our CRF funded engagement process with visitors to our heritage attractions and museums, out of 600+ interviewed or completed surveys, 79% said they would be happy to pay a fee for activities/events/exhibitions if below £5. We would maintain a charge appropriate to the activity of £2.00

Footfall combined across our heritage attractions and museums was 136, 777 for 2021-22 so a third of users accessing charged activities in future years will support our proposal for increased income to sustain services.

We will be sensitive to those families and grandparents who attend with multiple children or low incomes and offer concessionary rates and support more activities through grant funding.

**446. 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?**

.To charge a nominal fee to visitors to our museums and attractions when attending special collection exhibitions/activities and events – potentially fees of £2.00. Generation of this additional income will be used to help keep our sites open as they are for communities and visitors to enjoy. We will also be able to offer a wider range of exhibitions/activities/events that

we have to pay a charge for so will become cost neutral. Looking at our competitors locally and across neighbouring authorities, charges are in place for attractions activities and entry from £4.00 upwards (museums are no charge in Wales)

**447. 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>
Consult annually with our visitors to ensure a fair pricing range for activities/events and resources are applied and where possible keep to low/no cost	April 2023	Tracey Thomas

**448. 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>
<b>1</b>	Budget mandate	<b>Dec 2022</b>	



<p><b>Name of the Officer</b> completing the evaluation Nicholas John</p> <p><b>Phone no:</b> 07768055408</p> <p><b>E-mail:</b> Nicholasjohn@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal.</b></p> <p><b>ML20 - Leisure Centre Opening Hours.</b></p> <p>The reduction of opening hours of our four dual-use leisure centres.</p>
<p><b>Name of Service area</b></p> <p>MonLife</p>	<p><b>Date</b> 21/12/2022</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	<p>The leisure centres opening hours will remain open for more than 15 hours each day, Monday to Friday. At this point the weekend opening hours will be unchanged, unless there is a significant decline in attendance at the weekends, throughout the year.</p> <p>Staff rota and commitments will reflect the change of opening hours.</p>	None identified at this stage.	<p>Reducing opening hours initially in our leisure centres by 1 hour a day during the spring and summer months across all four sites, has very little impact on the majority of affiliated sport clubs, members and customers.</p> <p>Core programmes and interventions are mainly delivered throughout the day and early evening, including the school use of facilities for the delivery of the curriculum, primary school swimming</p>



			<p>lessons, learn to swim lessons, exercise referral classes and fitness classes.</p> <p>Our fitness suites will remain open more than 15 hours each day Monday to Friday.</p> <p>The changes in staff rota and commitments will reflect the delivery of the programme and result in earlier evening finishes. Additionally, there are more daytime programme delivery, throughout the summer holidays, where staff will be assigned to, reducing the need, in some cases on mass recruitment for short periods of time.</p>
Disability	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	Through programmes and interventions such as the successful exercise referral scheme, we have been able to increase our offer and directly target individuals who require further support and mentoring.
Gender reassignment	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	In all leisure centre sites there is provision for separate changing spaces to support individuals choice and privacy when changing for activities.
Marriage or civil partnership	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	None identified at this stage.
Pregnancy or maternity	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	<p>In all leisure centre sites there is provision for separate changing spaces to support individuals choice and privacy when changing for activities, including a space for parent and children.</p> <p>Where we deliver services to ante-natal and post-natal, including parent and child sessions, are all in the day time or at weekends.</p>

Race	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	<p>In all leisure centre sites there is provision for separate changing spaces to support individuals choice and privacy when changing for activities.</p> <p>The more recent provision the leisure centres are providing to support refugees and families demonstrates the positive impact leisure centres can play for individuals in harrowing circumstances.</p> <p>The inclusion of translation for the most participated activities has been a huge support for both parties.</p>
Religion or Belief	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	<p>In all leisure centre sites there is provision for separate changing spaces to support individuals choice and privacy when changing for activities.</p>
Sex	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	<p>In all leisure centre sites there is provision for separate changing spaces to support individuals choice and privacy when changing for activities.</p> <p>Leisure centre programmes has evolved to directly target those underrepresented groups, including 'women's &amp; men's stronger programmes, supporting wellbeing and mental health.</p>
Sexual Orientation	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	<p>In all leisure centre sites there is provision for separate changing spaces to support individuals choice and privacy when changing for activities.</p>

## 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>	Core programme delivery and accessibility will be maintained throughout the week day and weekends.	None identified at this stage.	The leisure centres offer concessionary memberships, and discounts to single use activities.  The data tells us that the main users of most activities participate outside of the proposed reduction of opening hours.

### 3. Policy making and the Welsh language.

<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	We will continue to seek to employ Welsh speaking staff so that communities can have the opportunity to access the service in the language of their choice. And we will continue to support our staff to learn and be confident in the Welsh language.	None have been identified at this stage.	All of our literature, adverts, recruitment is available in Welsh. We strive to promote the Welsh language positively where we have the opportunities.
<b>Operational</b> Recruitment & Training of workforce	MonLife would expects to recruit additional part time and seasonal staff, as programmes and initiatives grow. All posts within MonLife sport, leisure and youth specifies the Welsh language as desirable, and there are schemes in place to support and promote the use of the Welsh language and Welsh language skills.	None identified at this stage.	Will seek when recruiting to increase the level of Welsh speaking staff. We will encourage and support existing staff to learn Welsh in the workplace.

<p><b>Service Delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Bilingual staff will allow members and customers to undertake activities in the language of their choice. All publicity is produced bilingually, and we will continue to do this.</p> <p>Our website has bilingual pages and all forms of communication are equally available in the medium of Welsh.</p>	<p>None identified at this stage.</p>	<p>MonLife promotes the opportunities to communicate through the Welsh language and positively displays literature in Welsh. All of our communication channels has equal priority and the opportunity to communicate in Welsh. And whilst face to face instant communication isn't always possible, the willingness and support is there to try and improve these areas. A number of MonLife channels has moved to digital, where it is much more straight forward to communicate in Welsh.</p> <p>When delivering seasonal schemes such as MonGames target recruitment at Welsh speaking staff to enable Welsh speakers to access through service through the language.</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. There's no need to put something in every box if it is not relevant!




<p><b>Well Being Goal</b></p>	<p><b>Does the proposal contribute to this goal? Describe the positive and negative impacts</b></p>	<p><b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b></p>
<p><b>A prosperous Wales</b></p> <p>Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The reduction of opening hours across the four leisure centres will go some way to making the centres more sustainable, lowering operating costs and condensing programme delivery to consistent core hours throughout the year.</p>	<p>The monitoring of participation data and bookings of affiliated sports clubs will be monitored and clear communication with members and customers in advance will contribute to the success of this proposal.</p>
<p><b>A resilient Wales</b></p> <p>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The close monitoring of our in-house BMS (building monitoring software), will enable leisure centre managers to reduce energy consumptions where we can. The council's refit programme supports the longer</p>	<p>The leisure centres are fitted with BMS, which enables a central point of monitoring and consumption of energy.</p>

	term actions required to meet further measures and targets.	<p>The leisure centres host PV panels and systems that collect energy and are planned for further improvements.</p> <p>The introduction of swimming pool covers will make a significant difference to controlling our energy consumption of swimming pools, especially over night.</p>
<p><b>A healthier Wales</b></p> <p>People's physical and mental wellbeing is maximized and health impacts are understood</p>	Our participation data tells us that members and customers make alternative choice for exercise through the spring and summer months.	<p>We use a series of platforms to engage with our members and customers to stay active, including our dedicated website and app – MonLife.</p> <p>Additionally, we benefit from the Visit Monmouthshire social media platforms and website to share our messages and promote our local opportunities.</p>
<p><b>A Wales of cohesive communities</b></p> <p>Communities are attractive, viable, safe and well connected</p>	Through campaign to encourage members and customers to continue exercise and physical activity, the emphasis, as well as accessing the leisure centre, will be to participate in the natural surroundings of the countryside and stay local.	Through the pandemic, working with all services within MonLife we successfully raised the profile of, 'stay local' and use the countryside as way of increasing your wellbeing and staying active.
<p><b>A globally responsible Wales</b></p> <p>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	The reduction in opening hours will result in less energy costs, more opportunities to, 'switch-off' demand including pool hall circulation systems, fitness equipment and lighting.	<p>The data from affiliated club bookings, results in no impact.</p> <p>Through seasonal campaigns and clear communication, members and customers will be encouraged to access facilities and programmes throughout the day and early evenings.</p>
<p><b>A Wales of vibrant culture and thriving Welsh language</b></p> <p>Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>All of our literature, adverts, recruitment is available in Welsh. We strive to promote the Welsh language positively where we have the opportunities.</p> <p>Our upgrade fitness equipment, Technogym Wellness system, allows the user to select, 'Welsh' as their preferred language. This gives the user real time feedback on exercise and instructions in Welsh.</p>	<p>MonLife promotes the opportunities to communicate through the Welsh language and positively displays literature in Welsh. All of our communication channels has equal priority and the opportunity to communicate in Welsh. Whilst face to face instant communication isn't always possible, the willingness and support is there to try and improve these areas. A number of MonLife channels has moved to digital, where it is much more straight forward to communicate in Welsh.</p> <p>When delivering seasonal schemes such as MonGames target recruitment at Welsh speaking staff</p>

		to enable Welsh speakers to access through service through the language.
<p><b>A more equal Wales</b></p> <p>People can fulfil their potential no matter what their background or circumstances</p>	<p>The leisure centres opening hours will remain open for more than 15 hours each day, Monday to Friday. At this point the weekend opening hours will be unchanged, unless there is a significant decline in attendance at the weekends, throughout the year.</p> <p>Staff rota and commitments will reflect the change of opening hours.</p>	<p>Whilst the leisure sector is mainly unsociable hours, including evening and weekend working, the introduction of the reduced hour at the end of the day will mean the afternoon staff gain an earlier finish, which is advantageous as some staff will have to travel home following the shift end.</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><b>Long Term</b></p>	<p>Yes. As the reduction in opening hours will reduce costs, energy consumption and go some way to make the service less vulnerable.</p>	<p>It is imperative that we clearly communicate, in advance, without affiliated sports clubs, members and customers.</p> <p>Affiliated sport clubs have annual AGM, therefore, any changes that impacts those clubs will be shared in advance of these meetings to ensure we are capturing any negative impact.</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>Working towards the council climate emergency action plan, enables all mcc departments to work collectively, at pace and more importantly prioritise those 'big ticket items', that will make the most difference.</p>	<p>We know through data, operational management and priorities of mcc, that there are some 'quick wins' that we will action, including training of staff and informing customers to act more responsibly, i.e recycling points.</p>

		Working closely with affiliated sports clubs that use the leisure centre, with the conversations we will have is to ensure that they are not adversely affected.
 <p>Involvement</p>	<p>Involving those with an interest and seeking their views</p> <p>The leisure centres operate a series of feedback and retention tools, including TRP and Technogym Wellness system. Both systems interact with the members and gathers feedback.</p> <p>Where there is positive and negative feedback, it is the responsibility of the leisure centre manager to follow up with the individual member.</p>	<p>Clear communication with members, customers and social media campaigns. Including updating any terms and conditions of direct debits and commitments that span the time frame of reduction of hours.</p>
 <p>Prevention</p>	<p>Putting resources into preventing problems occurring or getting worse</p> <p>There are a series of workshops, training and support in place through mcc, including 'carbon reduction training', we intend to roll out to our front facing operational teams.</p>	<p>Our sector has been put into a vulnerable position, due to the current pressures within the world. We are fortunate to be connected to colleagues across Wales and the UK to share issues and more importantly learn from each other.</p> <p>The service strives to improve the health of residents and prevent long term health problems, through its interventions and this proposal ensures that we can continue to achieve this.</p> <p>Our ageing buildings are a significant barrier to be able to make large scale changes in short periods of time without significant investment.</p>
 <p>Integration</p>	<p>Considering impact on all wellbeing goals together and on other bodies</p> <p>This approach is positive in that we are looking at incremental changes that will present greater impact.</p>	<p>By introducing incremental changes to the opening hours, developing the offer, through engagement with our customers we hope to maintain such a valuable service.</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?**

	<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	Whilst the leisure sector is mainly unsociable hours, including evening and weekend working, the introduction of the reduced hour at the end of the day will mean the afternoon staff gain an earlier finish, which is advantageous as some staff will have to travel home following the shift end.	None identified at this time.	None identified at this time.
Corporate Parenting	The leisure centres opening hours will remain open for more than 15 hours each day, Monday to Friday. At this point the weekend opening hours will be unchanged, unless there is a significant decline in attendance at the weekends, throughout the year.	None identified at this time.	None identified at this time.

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

Evidence generated through our leisure centre data systems has been used to inform our decisions and develop the proposals. Additionally, we have analysed the financial data over set periods of the year to identify where we can implement this proposal and have less or no impact on members and customers and to our income streams.

**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 exercise has demonstrated the need to implement this proposal. Moreover, we have been able to detail our actions, helping to shape the outcomes, and stretch our outputs, specifically to identify any barriers and work collaboratively to overcome them, with partners support.

Where we envisage any negative impact, we are clear with our audience, our communication channels and the data to demonstrate why we are taking these decisions.

**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>
Develop a further action, where we can set milestones and demonstrate progress	December	Leisure Services Manager, Leisure Centre Managers, MonLife

**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	MonLife DMT	30/11/2022	Further consideration given to when the sport clubs will require information to present to their Annual General Meetings, for the year/season ahead.



<p><b>Name of the Officer</b> completing the evaluation Nicholas John</p> <p><b>Phone no:</b> 07768055408</p> <p><b>E-mail:</b> Nicholasjohn@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal.</b></p> <p><b>ML22 - Service Redesign Outdoor Adventure.</b></p> <p>The redesign of the Outdoor Education and Adventure Service.</p>
<p><b>Name of Service area</b></p> <p>MonLife</p>	<p><b>Date</b> 10/11/2022</p>

**6. 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>The service will continue to target Monmouthshire schools, groups and partners as a priority.</p> <p>The Curriculum for Wales (CfW) and the drive to develop more opportunities for learning outside the classroom identifies growth in the sector.</p> <p>Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.</p>	None identified at this time.	<p>The outdoor sector has suffered disproportionately due to the pandemic and what is going on in the world.</p> <p>However, if we can demonstrate growth, we can contribute to the outdoor sector job market, and secure what is a valuable service for Monmouthshire.</p> <p>The service has successfully developed a product to support children and young people to learn in a different environment, through the outdoors,</p>

			where main stream school may not be an option at this time, for the young person.
Disability	Gilwern Outdoor Adventure centre continues to be home to several disability groups, participating in outdoor learning, independently, with their peers and programmes where family groups have had the opportunity to participate in day visits and residential activity visits.	None identified at this stage.	Through programmes and interventions such as the successful Summer of Fun scheme, we have been able to increase our offer and directly target individuals, third sector groups and families who wouldn't normally have the opportunity to participate in outdoor activities.  More importantly providing door step opportunities for Monmouthshire residents.  The staff are continuing their professional development to be able to provide opportunities for all.
Gender reassignment	Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.	None identified at this stage.	Gilwern Outdoor Adventure Centre has provision for separate accommodations and changing spaces to support individuals' choice and privacy when changing for activities.
Marriage or civil partnership	Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.	None identified at this stage.	None identified at this stage.
Pregnancy or maternity	Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.	None identified at this stage.	None identified at this stage.
Race	The service will continue to target Monmouthshire schools, groups and partners as a priority.  Core programme delivery and accessibility will be maintained and	None identified at this time.	Through programmes and interventions such as the successful Summer of Fun scheme, and supporting wider MonLife departments, including the youth service, we have been able to increase our offer and directly target individuals,

	<p>future opportunities will be continually explored.</p>		<p>groups and families to participate in outdoor activities.</p> <p>More importantly providing door step opportunities for Monmouthshire residents.</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p>
<p>Religion or Belief</p>	<p>The service will continue to target Monmouthshire schools, groups and partners as a priority.</p> <p>Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.</p>	<p>None identified at this time.</p>	<p>Through programmes and interventions such as the successful Summer of Fun scheme, and supporting wider MonLife departments, including the youth service, we have been able to increase our offer and directly target individuals, groups and families to participate in outdoor activities.</p> <p>More importantly providing door step opportunities for Monmouthshire residents.</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p>
<p>Sex</p>	<p>The service will continue to target Monmouthshire schools, groups and partners as a priority.</p> <p>The Curriculum for Wales (CfW) and the drive to develop more opportunities for learning outside the classroom identifies growth in the sector.</p> <p>Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.</p>	<p>The outdoor sector is traditionally male dominated.</p>	<p>Gilwern Outdoor Adventure Centre has provision for separate accommodations and changing spaces to support individuals' choice and privacy when changing for activities</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p> <p>The sector, specifically the outdoor instructors has a higher proportion of males.</p> <p>Working with our DofE programme, where we see a high level of females</p>

			engaging in the programme and our volunteer offer, we will strive to promote a pathway into the outdoor sector.
Sexual Orientation	<p>The service will continue to target Monmouthshire schools, groups and partners as a priority.</p> <p>The Curriculum for Wales (CfW) and the drive to develop more opportunities for learning outside the classroom identifies growth in the sector.</p> <p>Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.</p>	None identified at this time.	<p>Gilwern Outdoor Adventure Centre has provision for separate accommodations and changing spaces to support individuals' choice and privacy when changing for activities</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p>

## 7. 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>	<p>The service will continue to target Monmouthshire schools, groups and partners as a priority.</p> <p>The Curriculum for Wales (CfW) and the drive to develop more opportunities for learning outside the classroom identifies growth in the sector.</p> <p>Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.</p>	Our main clientele are schools, Monmouthshire schools. Due to the current financial crisis and wider factors, any increase in costs, will be passed onto schools and groups directly.	<p>Through programmes and interventions such as the successful Summer of Fun scheme, and supporting wider MonLife departments, including the youth service, we have been able to increase our offer and directly target individuals, groups and families to participate in outdoor activities.</p> <p>The service offers subsidise for Monmouthshire schools and children and young people individually identified in those schools.</p>

			<p>Moreover, the DofE award scheme has concessions in place to ensure income is not a barrier to participation.</p> <p>The service works within internal partners and external providers, third sector groups and organisations to identify external grant funding to be able to subsidise opportunities for children, young people and families in Monmouthshire who access specific programmes.</p> <p>More importantly providing door step opportunities for Monmouthshire residents.</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p>
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## 8. 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>We will continue to seek to employ Welsh speaking staff so that communities can have the opportunity to access the service in the language of their choice. And we will continue to support our staff to learn and be confident in the Welsh language.</p>	<p>None have been identified at this stage.</p>	<p>All of our literature, adverts, recruitment is available in Welsh. We strive to promote the Welsh language positively where we have the opportunities.</p> <p>We have worked with a neighbouring LA to develop a bilingual 'outdoor learning resources', which we hope to embed throughout the summer term.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>MonLife would expect to recruit additional part time and seasonal staff, as programmes and initiatives grow. All posts within MonLife Outdoor Adventure specifies the Welsh language as</p>	<p>None identified at this stage.</p>	<p>Will seek when recruiting to increase the level of Welsh speaking staff. We will encourage and support existing staff to learn Welsh in the workplace.</p>

	desirable, and there are schemes in place to support and promote the use of the Welsh language and Welsh language skills.		
<b>Service Delivery</b> Use of Welsh language in service delivery Promoting use of the language	Bilingual staff will allow members and customers to undertake activities in the language of their choice. All publicity is produced bilingually, and we will continue to do this.  Our website has bilingual pages and all forms of communication are equally available in the medium of Welsh.	None identified at this stage.	MonLife promotes the opportunities to communicate through the Welsh language and positively displays literature in Welsh. All of our communication channels has equal priority and the opportunity to communicate in Welsh. And whilst face to face instant communication isn't always possible, the willingness and support is there to try and improve these areas. A number of MonLife channels has moved to digital, where it is much more straight forward to communicate in Welsh.

**9. 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	The proposal to increase our offer and looking at different ways of working will demonstrate the services ability to becoming more sustainable, by lowering operating costs and condensing programme delivery, offering bespoke programmes and where possible reducing costs and utilities.	The monitoring of participation data and future bookings and programmes, specifically in the winter months of the year, will enable us to track and report the success of this proposal.  Another critical factor will be the evolving partnerships and service delivery of our wider Monmouthshire departments, including education and social services.
<b>A resilient Wales</b>	The close monitoring of our in-house BMS (building monitoring software), will enable the manager to reduce energy consumptions where we can. The	Gilwern Outdoor Adventure centre has none or very limited carbon reduction measures.  However, through a more recent community renewal fund project, the service have been able to undertake


<p>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>council's refit programme supports the longer term actions required to meet further measures and targets.</p>	<p>an extensive exercise to survey the whole site, buildings and infrastructure. This information has been shared with mcc colleagues and will form further discussions on the future.</p>
<p><b>A healthier Wales</b></p> <p>People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>One of the services aims is to give people the confidence and skills to embrace the outdoors and participate in activity.</p> <p>The Curriculum for Wales (CfW) and the drive to develop more opportunities for learning outside the classroom identifies growth in the sector.</p> <p>Core programme delivery and accessibility will be maintained and future opportunities will be continually explored.</p>	<p>The service have continued to deliver great outcomes and this has been captured through user feedback, through evaluation forms from users groups. Further analysis of the feedback process is continually being undertaken.</p> <p>A more recent survey of 277 children and young people;</p> <p><b><i>For three-quarters (72%), this was their first time staying away from home.</i></b></p> <p>For us, this is a huge success and an outcome we would like to explore further.</p> <p>New markets and opportunities will be explored, especially where we have seen more and more local people make better use of their local area and outdoors.</p>
<p><b>A Wales of cohesive communities</b></p> <p>Communities are attractive, viable, safe and well connected</p>	<p>The service continues to deliver excellent, safe residential sessions and activities to those participants.</p>	<p>The service continues to keep open clear lines of communication with visiting staff and head teachers to organise their bespoke visits. More campaigns, including a winter campaign are being undertaken to align the delivery of the outdoor learning experience to the CfW and children and young people's wellbeing.</p> <p>Monlife learning group of colleagues are realigning some of the aspirations to meet the current needs of schools blended learning opportunities. Our Dofe scheme has successfully delivered virtual sessions to support students on roll and to attract new students to the scheme. As we know in these challenge circumstance every opportunity to engage and check in with a young person is valuable.</p> <p>The wider Monlife Team has undertaken a broad look at the Green Infrastructure opportunities on site, and have concluded that a more detailed Green Infrastructure Plan needs to be undertaken to prioritise</p>







		<p>and maximise the benefits of the site for future use and any development opportunities.</p> <p>There outcomes will be aligned to the MCC action plans and commitments.</p>
<p><b>A globally responsible Wales</b></p> <p>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Our visitors, children and young people will continue to learn about the global impacts of the way we live and will learn about how to make a difference to issues like climate change in the way that we live. Through expeditions, the use of the natural environment, as part of our activity delivery, within Monmouthshire, we are very fortunate to add this aspect to the delivery of our programmes.</p>	<p>The development of a future whole school outdoor learning and activities programme, ‘targeting more children and young people throughout their school years’, has been proposed, to lock in those commitments and plan for future delivery. Encompassing the new curriculum for Wales, and the current opportunities delivered through the DofE awards scheme, based at the Gilwern site. Leaders of education are in implementation stages on their curriculums and progression steps for young people, by offering continuing support and opportunities, we are confident that we can contribute to several of the what matter statements of each Area of Learning Experiences (AoLE’s).</p>
<p><b>A Wales of vibrant culture and thriving Welsh language</b></p> <p>Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>All of our literature, adverts, recruitment is available in Welsh. We strive to promote the Welsh language positively where we have the opportunities.</p>	<p>MonLife promotes the opportunities to communicate through the Welsh language and positively displays literature in Welsh. All of our communication channels has equal priority and the opportunity to communicate in Welsh. And whilst face to face instant communication isn’t always possible, the willingness and support is there to try and improve these areas. A number of MonLife channels has moved to digital, where it is much more straight forward to communicate in Welsh.</p>
<p><b>A more equal Wales</b></p> <p>People can fulfil their potential no matter what their background or circumstances</p>	<p>There is a clear commitment from the council to invest in outdoor learning and education and continue to provide a sustainable residential offer for Monmouthshire children and young people.</p>	<p>Actively marketing the service and making the products available attracted to all. More recent examples has included specific targeted groups including social services interventions and bespoke disability sessions.</p> <p>Research in the outdoor sector shows how pupils who have participated in outdoor activities found that it helped to give them focus and control of</p>

		<p>their emotions, as well as a sense of achievement as they developed the skills and techniques needed to participate in the outdoor disciplines.</p> <p>The discipline needed to maintain good form and safety when on an archery range, as an example gives a good reference point when in discussions with pupils following the activity, allowing them to transfer the learned behavior or skill to other daily activities.</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p>
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**10. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	<p>The service must be more financially sustainable, the investment in time to shape the current offer in line with our new curriculum for Wales 2022 is vital to ensure outdoor learning and residential experiences compliment school curriculum aspirations and can support and evidence the progression steps of a young person.</p> <p>With increasing cost within education and social services budget, it is critical to find opportunities where we can deliver wider services at a reduced cost, whilst maintaining the outcomes and impact.</p>	<p>The service is working to ensure sustainability and opportunities for all. Early engagement with school leaders is ongoing. Monlife are starting to identify suitable signposting opportunities in the outdoors. This will extend to their current signposting opportunities, through referral schemes and 1:1 interventions, working with multi agency partners locally and Gwent-wide.</p> <p>Additionally, discussions and joint programme are being explored. These discussions are taking place in a positive manner, based on the successful delivery of</p>

		<p>several programmes being delivered by the service over a number of years.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Working towards the council climate emergency action plan, enables all mcc departments to work collectively, at pace and more importantly prioritise those 'big ticket items', that will make the most difference.</p> <p>Building on your current partnerships, it is crucial that the service will be able to evolve and more importantly upskill staff to enable them to deliver wider programmes and outcomes.</p>	<p>We know through data, operational management and priorities of mcc, that there are some 'quick wins' that we will action, including training of staff.</p> <p>Being a key stakeholder in multi agency groups, such as MCC Play Strategy group, enables us to network and promote our opportunities.</p> <p>The staff are continuing their professional development to be able to provide opportunities for all.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>Service users, including, head teachers, family groups and participant feedback is critical. We have created a platform using the latest technology and tools to engage with our customers and will continue to use these methods when we are able to provide activities.</p>	<p>We have a commissioned report through, FMG Consulting recommended areas for improvement and potential growth. The service managers have undertaken the recommendations and have started to see initial progress in a number of areas, including catering, housekeeping and discussing programme options with service users.</p> <p>Further surveys have given use data gathered from teachers, children, young people and service users, to enable us to formulate a 'control group' to be able us to continue feedback.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>There are a series of workshops, training and support in place through mcc, including 'carbon reduction training', we intend to roll out to our front facing operational teams.</p> <p>Our financial monitoring, among other data sets we hold, enables us to report on our outcomes, measures and outputs accurately.</p>	<p>Our sector has been put into a vulnerable position, due to the current pressures within the world. We are fortunate to be connected to colleagues across Wales and the Uk to share issues and more importantly learn from each other.</p> <p>Our ageing buildings are a significant barrier to be able to make large scale changes in short periods of time without significant investment.</p>

 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>This approach is positive in that we are looking at incremental changes that will present greater impact.</p>	<p>By developing these aspirations the offer, through engagement with our customers we hope to maintain such a valuable service.</p>
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**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	Whilst a large proportion of our activities are delivered off-site and in the public arena, we have very specific safeguarding and control measures in place, to ensure all service users has a safe and enjoyable experience.	None identified at this time.	The service undertakes a SAFE audit, this will be the opportunity to review any improvements and make any additional control measures.
Corporate Parenting	The service works within internal partners and external providers, third sector groups and organisations to identify external grant funding to be able to subsidise opportunities for children, young people and families in Monmouthshire who access specific programmes.	None identified at this time.	Through collaboration with MonLife departments and MCC colleagues, we have been able to create further opportunities at Gilwern.  Colleagues who represent MonLife on the corporate parenting panel has been able to demonstrate the impact of these interventions.  The staff are continuing their professional development to be able to provide opportunities for all.

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

Evidence generated through our outdoor data systems has been used to inform our decisions and develop the proposals. Additionally, we have analysed the financial data over set periods of the year to identify where we can implement this proposal and develop new or improved income streams.

**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 exercise has demonstrated the need to implement this proposal. Moreover, we have been able to detail our actions, helping to shape the outcomes, and stretch our outputs, specifically to identify any barriers and work collaboratively to overcome them, with partners support.

Where we envisage any negative impact, we are clear with our audience, our communication channels and the data to demonstrate why we are taking these decisions.

**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
Develop a further action plan, where we can set milestones and demonstrate progress	December	Leisure Services Manager, Outdoor Adventures Manager, MonLife

**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	MonLife DMT	30/11/2022	Further consideration given to the work that is required and action plan to be developed with colleagues in education and social services.



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Tracey Thomas  <b>Phone no:</b> 07818 016924  <b>E-mail:</b> <a href="mailto:traceythomas@monmouthshire.gov.uk">traceythomas@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>ML 7, 8, 9 &amp; 21 - To realign attractions structure and service offer to ensure efficiencies are met whilst maintaining quality services to visitors.</p>
<p><b>Name of Service area</b></p> <p>MonLife</p>	<p><b>Date</b> 21/12/2022</p>

**449. 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	No impact through this action	No impact through this action	None identified
Disability	As above	None identified	None identified
Gender reassignment	As above	None identified	None identified

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	As above	None identified	None identified
Pregnancy or maternity	As above	None identified	None identified
Race	As above	None identified	None identified
Religion or Belief	.As above	None identified	None identified
Sex	As above	None identified	None identified
Sexual Orientation	<i>As above</i>	None identified	None identified

#### **450. 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?
<b>Socio-economic Duty and Social Justice</b>	There will be no disproportionate outcomes for the post of site lead at the TIC and the Shire Hall. These posts affected are currently filled on a temporary basis and staff will return to their substantive posts. Creation of a new additional visitor assistant post at CCCP will ensure that staffing can support the additional events and activities provided.	Proposed closing of the TIC on a Sunday could mean staff are not paid their enhancements for Sunday working hours however, we will not be reducing hours and it will enable staff to work contracted hours throughout the week.	Staff will be offered alternative Sunday working at other attractions sites







#### 451. 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>We will ensure that we work to the council's Welsh language standards throughout this proposal.</p>	<p>None identified</p>	<p>n/a</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>Where new posts/hours are required, the need to communicate through Welsh and English as part of the recruitment process and any necessary training will be offered as needed. All materials given will be available bilingually.</p>	<p>None identified</p>	<p>n/a</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Any communication/advertising about the Projects/posts will promote the fact that people can deal with the Council in Welsh by phone, email, twitter, Facebook, letters, forms, website transactions etc.</p>	<p>None identified</p>	<p>n/a</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!

<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	We are realigning our resources to make better use of roles at the sites. There will be additional hours available at CCCP that offers opportunity for employment for both internal and external people.	Additional hours, externally funded posts and assistance from service managers will ensure that the sites and their staffing teams are fully supported and able to operate services.
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Neutral	None identified
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Neutral	None identified
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	Neutral	None identified
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Neutral	None identified
<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	Closure of the TIC for one day a week could reduce offer to visitors.	Alternative offer being provided in museum across the road on the closure day of the TIC to ensure visitors can access a provision
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Neutral	None identified

**453. 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><b>Long Term</b></p>	<p>We are realigning our resources to make better use of roles at the sites. There will be additional hours available at CCCP to support day to day running of the site. Sites will be supported by externally grant funded posts and assistance from the service managers.</p>	<p>As part of our long term strategy we are seeking external grant support as well as increasing our engagement with sponsorship and donations for our heritage sites which will create a more resilient and sustainable future for the service</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The sites have active collaborations with local councils, stakeholders, schools and SME's and are working together to sustain existing offers and create new opportunities for local communities and visitors.</p>	<p>Regular engagement and updates for our partners and local councils will ensure awareness of all stages of developments</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>We have not involved others on this proposal as there are minimal disruptions to service operations</p>	<p>We will ensure that sufficient tourism offer is provided at Chepstow museum on the closure day of the TIC</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>By increasing operational hours at visitor assistant level at CCCP and additional support from externally grant funded posts for both Shire Hall and CCCP, we are putting more resource into operational delivery to ensure that the services are safe, clean and welcoming for our visitors.</p>	<p>We will ensure that sufficient tourism offer is provided at Chepstow museum on the closure day of the TIC</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>If required, all part of any engagement process all aspects of the Well-Being of Future Generations Act will be embedded in the process and our future plans .</p>	<p>None identified</p>

**454. 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	Not applicable		
Corporate Parenting	Not applicable		

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

As part of the Attractions restructure and appointment of the Heritage Visitor Attractions Manager in November 2021, opportunities were created for staff to apply for vacant posts on a temporary contract until March 2023. During this time, consideration has been given to the sites and their individual staffing requirements to maximise spend and income generated. We are also bringing together the museums staffing structure and combining with attractions to have one Heritage service across MonLife. Having two managers within this staffing structure will allow for the reduction in a site lead post at the TIC and the Shire hall, and additional support being given by the two managers.

To support Caldicot Castle and Country park effectively, we will increase hours for the heritage visitors assistants (two 30 hr post that are seasonal) to enable them to take on a wider remit on a daily basis along with support from externally funded posts.

We have also recently been successful in securing monies through the SPF which will provide a part time member of staff to continue with the implementation of play activities, Interpretation and engagement with stakeholders and visitors – this if for a period of 2 years.

Additionally the Shire Hall will be supported by existing staff and 4 externally funded posts from National lottery and Welsh Government grants (grant funded posts until 2025)

The two site lead posts are currently filled by staff on short term secondments which offered staff the opportunity to upskill and work in different areas/post levels. Both staff will revert back to their substantive post so will not be disadvantaged and will be aligned to their previous salary and post level.

- *Equalities dashboard link.* [Equality data dashboard for EQIA's 2020.xlsx](#)

**456. 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?**

Heritage services realignment will look to remove two site leads from the existing structure - one from TIC and one at Shirehall.

We will increase visitor assistant support at CCCP and externally funded posts will support attractions services. Overall site support to the staffing team and sites will be provided by the Heritage Visitor Attractions Manager.

The removal of site lead at Shirehall is achievable due to the combining of museums and existing Shire hall staff creating a healthy staffing team. The overall support to the site will be provided by the Museums and Arts Manager. There is also an increase in staffing at the site for the next 2-3 years funded through external grants.

**457. 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
To consult with staff effected by this proposal and carry out any necessary consultation	After 14 <sup>th</sup> Dec 22	Tracey Thomas

**458. 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	Budget mandate		



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

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Sharran Lloyd  <b>Phone no: 07814 212067</b>  <b>E-mail: Sharranlloyd@monmouthshire.gov.uk</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>CEOPM1</b> - To increase the officer capacity within the Strategic Partnerships team to fulfil the duties in relation to Community Safety, VAWDASV &amp; CCTV</p>
<p><b>Name of Service area</b></p> <p>Strategic Partnerships Team</p>	<p><b>Date</b></p> <p>25<sup>th</sup> November 2022</p>

**459. 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	These services provided under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics.	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements
Disability	These services provide under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements

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	The services provided under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements
Marriage or civil partnership	The services provided under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements
Pregnancy or maternity	The services provided under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements
Race	The services provided under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements



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	The services provided under community safety, VAWADSV & CCTV are fully inclusive of all protected characteristics	CCTV provision has to be managed within specific guidelines and in-line with the Camera Commissioners guidance, to ensure that imagery does not breach legislation/GDPR	The additional capacity within the team will seek to ensure that MCC is fully compliant with the legislative requirements

#### 460. he 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?
<b>Socio-economic Duty and Social Justice</b>	The community safety & VAWDASV agendas seek to protect and support victims and survivors of crime, abuse and those deemed most vulnerable in our society. Often people in the most vulnerable and desperate situations can find themselves at risk of health harming behaviors, exploitation and criminality. The work proposed to be undertaken by the additional capacity will seek to prevent vulnerability, support people where this exists and keep our communities safe	<i>None identified</i>	This work will seek to identify vulnerability, prevent escalation into crisis, and keep people away from statutory services and the criminal justice system. It will also seek to support those who may have fallen victim to crime and help find a positive resolution and support for this.

#### 461. 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>Community cohesion is rooted in the community safety and VAWDASV agenda and recognizes the rights of individuals. This will encompass the use of languages, in particular the Welsh language and will seek to prevent any negative impacts upon Welsh or any other languages used by residents across the county</p>	<p>None identified</p>	<p>There is dedicated officer capacity in Monmouthshire County Council and the Strategic Partnerships Team whose role specifically is to challenge and address cohesion issues in relation to protected characteristics and language</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>This will be in-line with MCC policy position</p>	<p>None identified</p>	<p>Ensure that role profiles for any new appointments recognise the desirability of Welsh language skills</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>This will be in-line with MCC policy position</p>	<p>None identified</p>	<p>None Identified</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!

<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This proposal will not seek to create jobs, however it will keep communities safe and make the county more attractive and safer for people to work, live and visit Monmouthshire</p>	<p>The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>As part of this proposal the protection of our environment and countryside in a key factor in relation to community safety. The proposal will, as part of this, seek to drive down environmental crime.</p>	<p>The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>This proposal will seek to protect and support the most vulnerable within our community, and create safe communities for people to travel, work and live</p>	<p>The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Community cohesion is a key thread in the community safety and VAWDASV agenda, and the work as part of this proposal aims to strengthen cohesion within and across Monmouthshire communities</p>	<p>The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>This proposal is cognisant of the current climate we face, and is anticipating the pressures within communities which can drive crime, exploitation and vulnerability. All of which will form part of the work programme for this proposal</p>	<p>The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses</p>
<p><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</p>	<p>The work as part of this proposal aims to ensure that Monmouthshire continues to have a safe and secure reputation as a vibrant county to live and visit. The protection of our assets and activities needs to remain safe and attractive for people to come and explore.</p>	<p>The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses</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?
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>Community cohesion is a key thread in the community safety and VAWDASV agenda, and the work as part of this proposal aims to strengthen the cohesion within and across Monmouthshire communities. This proposal seeks to protect all those deemed vulnerable, those with protected characteristics and all people equally within our county regardless of race, sexual orientation, age or gender</p>	<p>The work of the CSP and CCTV will assist in helping to keep the county safe for residents, visitors and businesses</p>

**463. 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><b>Long Term</b></p>	<p>This proposal is predicated on the data and trends we are seeing in Monmouthshire and the worrying statistics for our county. The work we are seeking to enact aims to address the short, medium and long-term outcomes in relation to community safety and VAWDASV</p>	<p>None at this time</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The proposal is built on the statutory requirement placed on MCC to work in partnership to tackle community safety, crime &amp; disorder and all forms of VAWDASV</p>	<p>None at this time</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="125 437 282 464">Involvement</p> <p data-bbox="331 217 506 387">Involving those with an interest and seeking their views</p>	<p data-bbox="533 217 1330 355">We have done and are continuing to conduct extensive and ongoing consultation with the community and partner organizations to shape and address the challenges we have in relation to community safety &amp; VAWDASV</p>	<p data-bbox="1352 217 1570 244">None at this time</p>
 <p data-bbox="125 716 282 743">Prevention</p> <p data-bbox="331 477 506 727">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 478 1274 587">This proposal is predicated on the need to put additional resources into identified needs within the county, namely community safety, VAWDASV and sexual violence</p>	<p data-bbox="1352 478 1581 505">None at this time</p>
 <p data-bbox="125 994 282 1021">Integration</p> <p data-bbox="331 754 506 1005">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 754 1308 951">.This proposal aims to strengthen the collaboration and targeted work with our partner organisations, community and internal colleagues within MCC to ensure we are protecting people in the short to medium term, seeking to prevent in the short, medium to long-term and ensuring that Monmouthshire remains a safe place to live, work &amp; visit for people now and in the future</p>	<p data-bbox="1352 754 1574 782">None at this time.</p>

**464. 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	Criminal and sexual exploitation of children has been <i>identified as an area of concern in Monmouthshire. This proposal recognizes the need for more targeted work, and for us to be data and intelligence led to prevent more young people from becoming at risk in the county</i>	.This work will seek to strengthen approaches.	None at this time
Corporate Parenting	Criminal and sexual exploitation of children and young people has been identified as an area of concern in Monmouthshire. This proposal recognizes the need for more targeted work, and for us to be data and intelligence led to prevent more young people from becoming at risk in the county	This work seeks to strengthen the approaches we aim to take to tackle this issue	None at this time.

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

Confidential Police recorded crime data and Safeguarding data for exploitation have informed this proposal - this is sharable on request

**466. 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 evaluation has strengthened the need for this proposal as it has highlighted how wide ranging and impactful community safety, crime & disorder and VAWDASV are on communities, services and the general wellbeing of the population.

**467. 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
<b>None at this time</b>		

**468. 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
<b>1</b>	Submission of budget pressures mandate	29 <sup>th</sup> November 22	



## Integrated Impact Assessment document

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

<p><b>Name of the Officer: Matthew Gatehouse</b></p> <p>Phone no: E-mail:</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>Mandate CEO11+13, CEO1-5,8,10</b></p>
<p><b>Name of Service area: Contact Centre, Community Hubs, Community Education and Libraries.</b></p>	<p><b>Date: 22/11/22</b></p>

**469. 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>Maintaining this service has a positive effect on those who are older or on low incomes who will often come in for one service, like bin bags or a library book, and use this as gateway to access advice or preventative services. This means that reductions in the service will have a disproportionate impact on these groups.</p> <p>Maintains the library (needs assessed) home delivery service which is used by a higher proportion of older people</p>	<p>Telephony is a channel likely to be more popular with older people (Source – <a href="#">Age UK</a>). Our Face-to-Face access points are more likely to be used by older This means that reductions in the service will have a disproportionate impact on these groups.</p>	<p>The mitigation is that we are maintaining a service presence in all towns.</p> <p>These service reductions will enable the council to continue to maintain delivery of core services to a wide range of people who are vulnerable or need support at key stages of the life course.</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?
Disability	Maintaining this service has a positive effect on those who are disabled by ensuring a wide range of access channels suitable to all needs and preferences	Telephony is a channel likely to be more popular amongst people with disabilities who may have bigger challenges travelling to town centres. Reductions in service availability will impact disproportionately on this group	<p>Ensure that all digital channels and face-to-face access points remain fully accessible. Increasing the amount of information that is available over the chatbot and growing use of the app will provide an additional choice for people who have a hearing impairment.</p> <p>Ensure that large print and audio book purchasing is not affected disproportionately by the reduction in the book budget</p>
Gender reassignment	No Impacts have been identified at this stage	No Impacts have been identified at this stage	No actions identified as being needed at this stage
Marriage or civil partnership	No Impacts have been identified at this stage	No Impacts have been identified at this stage	No actions identified as being needed at this stage
Pregnancy or maternity	No Impacts have been identified at this stage	No Impacts have been identified at this stage	No actions identified as being needed at this stage
Race	No Impacts have been identified at this stage	No Impacts have been identified at this stage	No actions identified as being needed at this stage
Religion or Belief	No Impacts have been identified at this stage	No Impacts have been identified at this stage	No actions identified as being needed at this stage

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	No positive Impacts have been identified at this stage	<p>Staff in the contact centre are predominantly (93%) female so any redundancy will impact disproportionately on the female sex.</p> <p>Staff in the community hubs are predominantly female so any redundancy will impact disproportionately on the female sex.</p>	Ensure that the council's Protection of Employment policy is adhered to all times. Hold one-to-ones with all staff effected and ensure that opportunities for redeployment and explored to minimize the risk of compulsory redundancy.
Sexual Orientation	No Impacts have been identified at this stage	No Impacts have been identified at this stage	No actions identified as being needed at this stage

#### 470. 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?

<b>Socio-economic Duty and Social Justice</b>	<p>The proposal will reduce costs while maintaining all services – albeit at a reduced level. Maintaining this service has a positive effect on those who are on low incomes who are more likely to require advice and a bespoke response from services such as homelessness, benefits and council tax</p>	<p>Telephone services enable those who do not have a car or who are digitally excluded to access services. These people are more likely to be on low incomes. Reductions in the service availability will have a disproportionate impact on these groups. Charges for community education courses will be unchanged with grant funding used to keep prices low and encourage take-up for those on lower incomes</p>	<p>Maintain all channels and ensure effective communication of opening hours, channel availability and customer service standards/.</p> <p>Promote the advice and support which is available to those on low incomes.</p> <p>Essential skills classes accessed via a one-off registration fee which has a positive effect for those on the lowest incomes.</p>
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## 471. 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>No positive or negative impacts have been identified at this stage</p>	<p>No positive or negative impacts have been identified at this stage</p>	<p>Ensure that Welsh language standards pertinent to policy making are adhered to all stages</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>No positive or negative impacts have been identified at this stage</p>	<p>There is a risk that we would lose Welsh speaking staff as a result of any reduction in headcount</p>	<p>Ensure the effective promotion of any vacancies in Welsh language media to increase applications from fluent speakers.</p> <p>Proactively target the next available vacancy in the contact centre and community at Welsh speakers by designating a proportion of posts as 'Welsh Essential'</p> <p>Ensure that the availability of Welsh speaking staff on all channels is considered as part of any restructure process</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Continue to run a fully bilingual contact centre. Updating the telephony system will improve the ability of the contact centre to maximise the availability of Welsh speakers to take calls</p>	<p>No negative impacts have been identified at this stage.</p>	<p>Ensure that community hubs continue to promote the opportunity for people to access the service via the Welsh language</p> <p>Ensure that Welsh language standards pertinent to policy making are adhered to all stages</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!

<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Secures the ongoing provision of a professional staff delivering front-line services to communities. There is a reduction in the number of jobs in total.</p>	<p>Post reductions have been managed by freezing vacant posts wherever possible in anticipation of the budget reductions.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>There are no specific aspects of the project that impact upon this goal.</p>	<p>There will be some negative impact from a small number of staff who could potentially need to re-locate to a service base that is further from their home resulting in increased car mileage and resultant emissions.</p> <p>The ability to operate the contact centre remotely reduces the need to travel and increases resilience that could result from adverse weather conditions by enabling telephony services to operate from any location with wi-fi.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>We continue to deliver front-line services in our main towns which increase peoples' opportunities to attend events and classes which enable social interaction and which can contribute to better mental health and well-being.</p>	<p>No specific actions have been identified at this stage</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>By continuing to maintain a broad range of customer channels we are enabling people in all communities to engage and connect with the council to meet their needs</p>	<p>No specific additional actions have been identified at this stage</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>No impacts have been identified at this stage</p>	<p>No potential actions identified at this stage</p>
<p><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</p>	<p>Our digital customer service offer is fully bilingual. Telephony arrangements continue to have a Welsh language offer which uses a range of staff across the organisation using a 'hunt' system.</p>	<p>No potential actions identified at this stage</p>

<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 more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The key issues have been identified in the above sections.	The proposals ensure we maintain community hub provision providing the physical location for a broad range of services that help upskill people with the potential to increase incomes.

**473. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	Hubs and contact centre will continue to use technology to deliver services in the way people will need and want to access them in the future. We are planning for the long-term, by making recommendations now that will increase the likelihood of us being able to sustain services into the long-term against a backdrop of economic uncertainty.	No additional actions identified at this stage.
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	Community Hubs will be maintained as a place where public and voluntary agencies can come together under one roof and collaborate to deliver things that will make a difference to residents, businesses and visitors.	No additional actions identified at this stage.
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	One-to-ones will with staff affected by the proposals to understand personal impacts and seek ideas to help shape the restructure	No additional actions identified at this stage.

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>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Hub and contact centre staff have discussions with people are always looking for signs that peoples true needs may not be the needs that are expressed verbally, and so identify areas where they may benefit from additional services or opportunities which can prevent problems escalating.</p>	<p>No additional actions identified at this stage.</p>
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>At this stage there are no competing impacts that need to be re-considered. The proposal is seeking to fully integrate services within a single staffing model.</p>	<p>No additional actions identified at this stage.</p>

**474. 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	No positive or negative impacts have been identified at this stage	No positive or negative impacts have been identified at this stage	
Corporate Parenting	No positive or negative impacts have been identified at this stage	No positive or negative impacts have been identified at this stage	

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

- Proportion of staff who are female: male
- Research on use of different service channels by different groups of people
- Service demand levels as shown in the budget mandate
- Welsh Language Standards including correspondence from the Welsh Language Commissioner

**476. 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 work has identified that reductions in the availability of contact centre or hub services have the potential to impact disproportionate on older people and those with physical disabilities who are more likely to access these channels. By maintaining these services, albeit with lower staffing levels, the channels that people value and depend on are being maintained.

It has also identified that any staffing reductions will impact disproportionately on females and this will need to be managed through the council's Protection of Employment Policy



**477. 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>
Increasing the amount of information that is available over the chatbot	Jan – June 2023	Service Managers in Hub and Contact Centre
Ensure that Welsh language standards pertinent to policy making and service delivery are adhered to all stages	ongoing	Head of Policy Performance and Scrutiny
Monitor book buying to ensure that Welsh language, large print and audio books are not affected disproportionately by the reduction on the book budget	2023-24	Library Lead

**478. 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>
0.1	Informal		

## People & Governance



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

Name of the Officer Matt Phillips	<b>PG2 - Budget Mandate 23/24</b>
Phone no: E-mail: <a href="mailto:matthewphillips@monmouthshire.gov.uk">matthewphillips@monmouthshire.gov.uk</a>	
Name of Service area People and Governance	Date 19 dec 22

479. 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>No specific community impact.</p> <p>The relevant change proposed in the PG mandate is that relating to a small increase in the target income for Land Charges.</p> <p>This will result in a small increase in the charge levied against searches required during a house purchase.</p> <p>Only house purchasers who choose (there are other options) to use the MCC service will be affected. There is no specific characteristic of house purchasers that needs noting.</p>	<p>No specific community impact.</p> <p>The relevant change proposed in the PG mandate is that relating to a small increase in the target income for Land Charges.</p> <p>This will result in a small increase in the charge levied against searches required during a house purchase.</p> <p>Only house purchasers who choose (there are other options) to use the MCC service will be affected. There is no specific characteristic of house purchasers that needs noting.</p>	

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Disability	As above		
Gender reassignment	As above		
Marriage or civil partnership	As above		
Pregnancy or maternity	As above		
Race	As above		
Religion or Belief	As above		
Sex	As above		
Sexual Orientation	As above		

#### **480. 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>

<p><b>Socio-economic Duty and Social Justice</b></p>	<p>The likely change (TBC) to the fees charged for searches as part of a house purchase will be measured in pence and maybe pounds.</p> <p>They will not feature as a determining factor for people in deciding whether or not to purchase a house.</p>	<p>The likely change (TBC) to the fees charged for searches as part of a house purchase will be measured in pence and maybe pounds.</p> <p>They will not feature as a determining factor for people in deciding whether or not to purchase a house.</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
<b>Policy Making</b> Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	The e-recruitment and learning management system procurements that underpin some of the proposals both contained criteria that assessed the ability to use the systems through the medium of Welsh which was a relevant factor in the final decision.	None identified	
<b>Operational</b> Recruitment & Training of workforce	The e-recruitment and learning management system procurements that underpin some of the proposals both contained criteria that assessed the ability to use the systems through the medium of Welsh which was a relevant factor in the final decision.	As above	
<b>Service delivery</b> Use of Welsh language in service delivery Promoting use of the language	The LMS will be able to track Welsh speaking as a competency among staff with the benefits that this allows in deploying the skill in the best way.	As above	

**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	This is a budget-driven proposal that has sought to mitigate the impacts wherever possible.	
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and 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		
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected		
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<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		
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	<i>This includes the protected characteristics listed in Section 1 above, and you can add more detail there. Don't forget to think about the impacts on poverty</i>	

**482. 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><b>Long Term</b></p>	<p>The mitigating measures around systems implementation and the concurrent upskilling that this will require in remaining workforce are designed to seek benefit from a short term, money-led decision for the longer term.</p>	
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>Work has been done in the past to seek to identify if there are benefits to be had for collaborative working with other LAs or partners, especially regarding legal and HR.</p> <p>Greater assimilation of service delivery functions would be a prerequisite for effective legal collaboration whereas HR models typically increase cost.</p>	
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>Colleague and TU engagement has been significant.</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>See the long term section</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="331 215 506 464">Considering impact on all wellbeing goals together and on other bodies</p>		



**483. 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	Training in these areas will both be captured in the LMS.		
Corporate Parenting	Training in these areas will both be captured in the LMS.		

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

See the report and linked ONS and other data sources

- *Equalities dashboard link.* [Equality data dashboard for EQIA's 2020.xlsx](#)

See main report

**485. 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?**

See the report

**486. 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

**487. 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>
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		

## Resources



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

<p><b>Name of the Officer</b> completing the evaluation Nicholas Keyse</p> <p><b>Phone no:</b> 01633 644773 <b>E-mail:</b> nicholaskeyse@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>RESPM3 - Commercial Investments – in year financial pressure following reversal of reserve funding. Under-recovery applied against budget for next year. RES03</p>
<p><b>Name of Service area</b></p> <p>Landlord Services</p>	<p><b>Date</b></p> <p>14/12/2022</p>

**488. 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	No impact	No impact	-
Disability	No impact	No impact	-
Gender reassignment	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?
Marriage or civil partnership	No impact	No impact	-
Pregnancy or maternity	No impact	No impact	-
Race	.No impact	No impact	-
Religion or Belief	.No impact	No impact	-
Sex	No impact	No impact	-
Sexual Orientation	.No impact	No impact	-

#### 489. 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>	<i>The mandate specifically relates to the availability of commercial space and commitment to filling this, creating jobs and economic growth opportunities.</i>	No impact	The commercial investment assets are regularly monitored to assess performance, in accordance with the Asset Investment Policy.

#### 490. 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><i>Marketing materials to be made available in Welsh and English.</i></p>	<p>No impact</p>	<p>-</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>The management of the commercial estate is supported by both internal colleagues in Estates, Finance and Legal, as well as procured external agents. Future procurement contracts will continue to reflect on the ability to agents to support enquiries made in both English and Welsh.</p>	<p>No impact</p>	<p>-</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Market materials to be made available in Welsh and English.</p>	<p>No impact</p>	<p>-</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!



<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The mandate relates to the letting and performance of our investment assets, namely office and warehouse space at Castlegate Business Park, and leisure space at Newport Leisure Park. The assets contribute well to the local economy, job creation, and providing investment opportunities in the region.</p>	<p>The Estates department regularly monitor the performance of the assets to ensure they are best contributing to the targets set out in the Asset Investment Policy.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The assets are actively considered for opportunities to modernize their offerings, including any retrofit measures that will enable a reduction in energy costs and carbon footprint.</p>	<p>The Estates department will continue to work closely with MCC's Decarbonisation team to identify ways to best ensure they are meeting the council's climate declaration.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>New lettings/development at both sites reflect on health and well being. Changes to our catering offering at Castlegate Business Park will be with a view to offering a modern and healthy alternative to the traditional food provision on site.</p>	<p>We will continue to work closely with our managing agents and tenants to source opportunities to enhance the attractiveness and health/wellbeing benefits of both sites.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>The commercial portfolio is strategically well placed to contribute to the surrounding community and the Well being goals.</p>	<p>Recent lettings to local community initiatives demonstrates a commitment to support local residents/businesses whilst still operating commercially.</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>New lettings/development at both sites are undertaken with due consideration for the global impact of the asset. The contribution a prospective tenant will make to the asset is a key consideration when assessing interested parties.</p>	<p>We will continue to work closely with our managing agents and tenants to ensure the assets reflect on their local and global impact.</p>
<p><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</p>	<p>Newport Leisure Park is by definition a leisure space that provides opportunities for recreation.</p>	

<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 more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The mandate enables continuation of the efforts to launch a co-working/flexible office environment at Castlegate Business Park. This will provide easily accessible and affordable office space for hire, to encourage growth and development of start up businesses.	We will monitor the performance of the initiative with a view to adjusting the available space (size and configuration) to suit the demand of its users.

**492. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	<p>The commercial portfolio is assessed on short, medium and long term performance, in accordance with the Asset Investment Policy. Each performance update reflects on the short term pressures, as per the mandates, and forecasts the future performance and returns based on expert input and market trends.</p>	<p>Performance updates have been issued to Investment Committee. It is proposed that these will be issued to Scrutiny Committee to assess transparently and in accordance with the wider asset portfolio.</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>The commercial assets present a good opportunity to work closely with tenants and expanding businesses, as well as make available investment opportunities to encourage growth in the region. The Estates Department work closely with the managing agents to ensure the assets are best meeting their policy objectives.</p>	
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>Performance updates on the portfolio have been issued to investment Committee. Investment Committee has been made up of representatives from the 3 major political parties.</p>	<p>It is proposed that Investment Committee will be stood down with a view to taking future performance updates to Scrutiny Committee. This will allow a wider audience and political representation to be made when assessing the portfolio, equal to that of the wider property portfolio.</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="136 453 271 480">Prevention</p> <p data-bbox="327 213 506 464">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 213 1308 363">The commercial assets are supported by an external managing agent who monitors and undertakes day to day actions involving the estate, including maintenance, administering the service charge, pursuit of arrears, and letting enquiries.</p>	<p data-bbox="1355 213 2107 411">Ongoing engagement with external agents is affording officers in Estates additional knowledge on the movement within the market. For the leisure sector in particular, it is proposed that management and/or consultancy is procured to support strategic decisions associated with its anchor tenant.</p>
 <p data-bbox="136 735 271 762">Integration</p> <p data-bbox="327 493 506 743">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 497 1308 671">.Whilst the commercial portfolio is managed through a commercial lense as per the Asset Investment Policy, consideration for wider policy objectives such as social impact/benefit, business growth/expansion, etc. are all considered when assessing management decisions involving the portfolio.</p>	

**493. 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	Not applicable	.Not applicable	
Corporate Parenting	Not applicable	Not applicable	

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

The mandate includes a summary of the supporting data and evidence. The projected shortfall is as a result of having secured new tenants at Castlegate Business Park and Newport Leisure Park, we have a number of tenants across the portfolio benefitting from a rent-free period, there remains 45,000 sqft of vacant office space – resulting in a reduced rent roll and liability to MCC via service charge/business rates., and two tenants at Newport Leisure Park are in arrears and, subject to the outcome of debt recovery efforts being undertaken by Landlord Services, this will likely result in voids being created.

Despite these challenges, the commercial portfolio's rent roll has increased through recent lettings at both assets, and there remains a reasonable prospect of securing new tenants for our remaining vacant spaces. Unit 6 at Newport Leisure Park is under offer and expressions of interest have already been received relating to space occupied by one of the tenants currently in arrears (and indicating they seek to close the business). Castlegate Business Park continues to receive interest in smaller lettings, including for repurposing of the catering provision which will result in a rental income whilst creating a more attractive and modern food/drink offering on site.

**495. 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 investment portfolio derives a net return which enables the council to deliver services and remain vigilant of the wider economic context, responding to a fast-changing economy. The investment portfolio not only contributes to job retention in county but supports people who are looking to establish businesses and encourages investment in county, contributing towards a thriving, well connected and fair local economy. 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. Castlegate Business Park is a well-connected site within its local community.

**496. 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
<b>Continue to monitor the performance of the portfolio</b>	<b>Regularly</b>	<b>Estates Department</b>

**497. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> Nicola Howells</p> <p><b>Phone no:</b>01633 748338 <b>E-mail:</b>nicolahowells@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>RESPM9 - Market Service Income Pressure</p>
<p><b>Name of Service area</b></p> <p>Landlord Services</p>	<p><b>Date</b> 21/12/22</p>

**498. 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	<i>Consider the impact on our community in relation to this e.g. how do we engage with older and younger people about our services, access issues etc. Also consider what issues there are for employment and training.</i>	n/a	n/a
Disability	<i>What issues are there are around each of the disability needs groups e.g. access to buildings/services, how we provide services and the way we do this, producing information in alternative formats, employment issues.</i>	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?
Gender reassignment	<i>. Consider the provision of inclusive services for Transgender people and groups. Also consider what issues there are for employment and training</i>	n/a	n/a
Marriage or civil partnership	<i>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</i>	n/a	n/a
Pregnancy or maternity	<i>In employment a woman is protected from discrimination during the period of her pregnancy and during any period of compulsory or additional maternity leave. 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</i>	n/a	n/a
Race	<i>. Think about what the proposal will do to promote race equality with the aim of: eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between persons of different racial groups. Also think about the potential to affect racial groups differently. Issues to look at include providing translation/interpreting services, cultural issues and customs, access to services, issues relating to Asylum Seeker, Refugee, Gypsy &amp; Traveller, migrant communities and recording of racist incidents etc</i>	n/a	n/a

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Religion or Belief	<i>.What the likely impact is e.g. dietary issues, religious holidays or days associated with religious observance, cultural issues and customs. Also consider what issues there are for employment and training</i>	n/a	n/a
Sex	<i>Consider what issues there are for men and women e.g. equal pay, responsibilities for dependents, issues for carers, access to training, employment issues. Will this impact disproportionately on one group more than another</i>	n/a	n/a
Sexual Orientation	<i>.Consider the provision of inclusive services for e.g. older and younger people from the Lesbian, Gay and Bi-sexual communities. Also consider what issues there are for employment and training</i>	n/a	n/a

#### **499. 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>	<i>Socio-economic disadvantage can be defined as living in less favourable social and economic circumstances than others in society. Social justice is about reducing inequalities in society by working towards more equal distribution of wealth and opportunities so everyone can achieve their full potential. What evidence do you have about socio-economic disadvantage and inequalities of outcome in relation to this proposal? Will it impact disproportionately on certain groups? Can the proposals be improved to reduce inequalities of outcome?</i>	n/a	n/a
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## 500. 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>1. We would like to know your views on the effects that the proposals would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English. What effects do you think there would be? How could positive effects be increased, or negative effects be mitigated?</p> <p>2. Please also explain how you believe the proposals could be improved so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language?</p>	n/a	n/a
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>If you are advertising new posts you must carefully consider whether these roles require the ability to communicate through Welsh and English (either desirable or essential). This is especially pertinent with front line roles as more than 10 % of the population of Monmouthshire speak Welsh. Also we need to consider additional training when appointing staff that have existing Welsh language skills.</p>	n/a	n/a
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>When advertising our services you must promote the fact that people can deal with the council in Welsh by phone, email, twitter, facebook, letters, forms, website transactions etc</p>	n/a	n/a








**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?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The markets provide opportunities for traders to work and trade locally. Providing income to the local economy and promoting Market Towns in MCC.	Introduction of measures to lower the Market Service Income Pressure to enable continuation of the markets
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	n/a	n/a
<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	Local Markets are seen as part of the community and the heart of towns, with traders having traded for many years.	Continue to support the Market Service . Acknowledging its role in the community
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The markets provide local social and economic wellbeing to local people, traders and promote local tourism	Continue to provide Markets across MCC, actively, planning and promoting events, Addressing the rise in utility costs and waste collection, introduction of recharging for such cost.
<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	Markets are considered part of the culture and heritage of Market Towns.	Continue the service

<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 more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Markets are inclusive to all people no matter what their background and circumstances. The traders are from a cross section of businesses offering many different items for sale, some handmade crafts. Markets offer an opportunity to fulfil opportunity for own businesses skills.	Continue to offer and promote the market service for the benefit of the traders, businesses, community, town and local economy.

**502. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The Market Service has struggled during the Pandemic. Income has fallen but this is seen as a short term recovery period. Pre Covid layouts of stalls have now been replaced with more space for hire. All exclusive areas have been let on longer term tenancy agreements and hire of stalls is increasing. Promotion and Events across all MCC markets is planned</p>	<p>Rising costs have also impacted income. Waste collection costs and Utility costs. Proposals to increase rentals, and recharge utilities and waste collection are planned.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Working together with other MCC Depts to promote the Markets through Town Planning, Tourism, and Town Council Joint Ventures. In particular this is illustrated at Abergavenny Market with further opportunities to organize events, working with the Theatre, Hub (receiving payments), and Town Council.</p>	<p>Working Groups should be organised to best utilize staff resources when planning events and coordinating ideas. Also, more cost effectiveness with promotion and marketing.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Market Traders have been included in discussion around improvements to day to day matters including the proposed introduction of an upgraded booking system.</p>	<p>Ongoing communication with traders, town councils, increase social media and promotion</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="136 453 275 480">Prevention</p> <p data-bbox="327 217 506 464">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 217 1312 304">The markets have in recent years had a resource review, introducing a Deputy Market Manager and Full time Market Systems. Resource issues have been experienced during the pandemic, and this is being monitored</p>	<p data-bbox="1352 217 2047 272">Working and supporting the Market Team. Training &amp; Courses offered where appropriate</p>
 <p data-bbox="136 738 275 766">Integration</p> <p data-bbox="327 496 506 743">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 496 1312 647"><i>The Market Service is integral to the community, economy and tourism. It draws people into towns through market day and events, in turn this provides a boost to other local businesses, leisure and tourism. Traders are often local, small businesses, entrepreneurs. Without the market the well being of many sectors would be impacted.</i></p>	<p data-bbox="1352 496 2085 552">Continue to promote and develop MCC market provision with collaboration and new ideas.</p>

**503. 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	
Corporate Parenting	n/a	n/	

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

- Data from previous Years Market Income Analysis as set out in the Report
- Increase in Rental Income in line with Inflation and Market Rentals comparables
- Rise in Waste Removal Costs & Utilities & Ability to recharge under new Tenancy Agreements
- Analysis of Income Projections from Increased Stall availability following New Layout & recent demand patterns.

**505. 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?**

- Markets are recovering along with other retail enterprises from the impact of COVID. Which has resulted in reduced trader numbers, and having to implement a COVID layout resulting in less stalls
- Most Traders are small local businesses who work for themselves and have been unable to 'Make a Living' during the Pandemic. This contributes to the local economy and growth
- Abergavenny Market is at the Heart of the Market Town and helps generate Tourist Interest and Revenue for the Town.
- There are already positive signs of Improvement with stall bookings increasing in the run up to Christmas.
- The Pandemic has restricted the ability to forward plan events, but there is now the appetite from Traders to offer different Markets across the County in 2023

- The Budget Deficit would need to be offset against other Budgets whilst the Market Service is able to regenerate demand and establish itself Post Pandemic

**506. 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>
Utility Costs. Monitor/Manage/Forecast/ Recharge	Periodically from Jan 2023	Market Manager
Waste Costs. Monitor/ Manage/ Recharge	Periodically from March 2023	Market Manager
Rental Increases	From April 2023	Market Manager

**507. 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>
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation Joanne Howard</p> <p><b>Phone no:</b> 07496 679867 <b>E-mail:</b> joannehoward@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p><b>RES7</b></p> <p>Redesign of Office Services to integrate roles within the front of office and mailroom into 2 Business Support Officer roles. This will be facilitated by partially digitizing the mailroom solution and provide resilience with the courier role and other tasks associated with Usk County Hall building.</p>
<p><b>Name of Service area</b></p> <p>Office Services Section, Integrated Landlord Services</p>	<p><b>Date</b></p> <p>20.12.22</p>

**508. 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	There will continue to be a provision for members of the public who wish to access Usk County Hall and be able to speak to an individual.	Increased use of digital technology may have an impact on individuals who may not have the skills to use it.	Comprehensive training will be provided to any person who is required to send out mail via the new digital system plus support from a Business Support Officer if necessary
Disability	Integrated officers in Office Services will be knowledgeable and able to assist in both Reception and Mailroom.	With the reduction in staff there may be occasions where Reception is not manned at all times, therefore access could take some time for those who require additional assistance	Comprehensive training with accessibility at its core will be provided to staff and any digital technology within Reception or Mailroom will be planned with accessibility in mind.

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	.The roles proposed will be open to all without prejudice.	None	None
Marriage or civil partnership	The roles proposed will be open to all without prejudice and in addition, full orientation to the equalities policy will be incorporated into induction with the new officers.	None	None
Pregnancy or maternity	The roles proposed will be open to all without prejudice and in addition, full orientation to the equalities policy will be incorporated into induction with the new officers.	None	None
Race	.The roles proposed will be open to all without prejudice and in addition, full orientation to the equalities policy will be incorporated into induction with the new officers.	None	None
Religion or Belief	<i>.The roles proposed will be open to all without prejudice and in addition, full orientation to the equalities policy will be incorporated into induction with the new officers.</i>	None	None
Sex	<i>The roles proposed will be open to all without prejudice and in addition, full orientation to the equalities policy will be incorporated into induction with the new officers.</i>	None	None

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	.The roles proposed will be open to all without prejudice and in addition, full orientation to the equalities policy will be incorporated into induction with the new officers.	None	None

### 509. 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?
<b>Socio-economic Duty and Social Justice</b>	Applications will be taken for the new roles within the structure from all without prejudice. This may include those from a low socio economic status and this will not have a bearing on whether that applicant is successful or not.	None	.







## 510. 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>Both roles will include front of office work which requires them to be able to converse in Welsh at Level 1 or above. This will encourage use of Welsh on a day to day basis. In the case of using digital technology for Reception in the future, this will also encourage the use of Welsh and English.</p>	<p>It is possible that the requirement for a Welsh speaker may reduce the pool of applicants for the roles within the restructure.</p>	<p>The roles have been job evaluated based on a need for basic Welsh language skills from applicants. This has been made clear in the job description and specification. Additional training in Welsh has also been highlighted as a benefit for applicants.</p> <p>In the case of digital solutions for Reception, Welsh will be part of the specification for any system implementation.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p><i>As above</i></p>		
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>The new roles will have the skills and training involved to ensure that Welsh is promoted and available for all enquiries into the service.</p>	<p>Some training may be required depending on the successful candidates and their level of speaking/writing Welsh.</p>	<p>Once in post, Welsh training will be offered at the earliest opportunity.</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!

<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	Resources will be targeted to the specific roles within office services. A negative impact is the reduction in staffing, though this will make savings over time and ensure that work is carried out efficiently and with the correct resource.	training provided can be specific and relevant savings over time and ensure that work is carried out efficiently and with the correct resource
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The digital mailroom system is being provided by a company with a comprehensive carbon reduction plan that is consistently being updated.	We will continue to source suppliers who are committed to carbon reduction and will work with us to ensure that we take advantage of any future opportunity or development that encompasses this.
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood		
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected		
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<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		
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	These roles will provide opportunity for employment without prejudice	

**512. 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 meets the principle as the first stage in creating an environment in Office Services for future digitization and reorganization. It takes into account the long term goal of providing a resilient, interchangeable service that is flexible and future proofed as the digital market matures for front of house and mailroom services.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The proposal includes collaboration with community hubs to discuss improvements to the courier service, in addition to working with partner authorities and Gwent Police to enable greater savings on procurement of digital systems.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The current staffing within Office Services have been consulted at the earliest opportunity, with training offered for those areas that may not be covered in their current positions. Discussions have also taken place with end users of the courier service to develop future opportunities for resilience and efficiency.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</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="331 215 510 464">Considering impact on all wellbeing goals together and on other bodies</p>		

**513. 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		.	
Corporate Parenting			

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

Numerical data has been used on the amount and types of mail coming into and out of the authority to make a judgement on cost savings involved with digitization. Qualitative data has been used to inform courier service delivery outcomes  
 We have consulted with departments to gather information on their needs and wants for a front of house service including gathering data on requests that come through Reception and their importance. i.e., How many visitors need directions given to various places and can this be addressed with signage.  
 Discussions with Landlord Services staff and their views on how the service can move forward have been undertaken

- *Equalities dashboard link.* [Equality data dashboard for EQIA's 2020.xlsx](#)

**515. 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 positive impacts of restructuring the Office Services function are that we can create an integrated and resilient service, targeting those tasks which are important for service delivery and negating the need for tasks which could be solved with digital or spacial solutions (i.e., better signage, training, individual responsibility). This will create better unity within the section by deleting specific roles such as Mail room assistant and Receptionist and replacing these with generic Business Support Officer roles that have more flexibility. Introduction of a hybrid digital mail system will contribute to carbon reduction through centralized mail sorting and less need for individual collections through the mail provider. The negative impact is the possibility of losing valuable knowledge from current staff if they choose not to apply for the new roles.

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**516. 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
<b>Further discussions with DPO for digital reception tools</b>	<b>Ongoing</b>	<b>J Howard</b>
<b>Further consultation with staff and HR</b>	<b>January 2023</b>	<b>J Howard</b>
<b>Advance implementation of Digital Mailroom Solution</b>	<b>January 2023</b>	<b>J Howard</b>

**517. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		



## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> Nicholas Perry</p> <p><b>Phone no:</b> 07909537636 <b>E-mail:</b> nicholasperry@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Budget Saving – Reduction in Planned Maintenance across Authority Buildings - £300,000</p> <p><b>RES8</b></p>
<p><b>Name of Service area</b></p> <p>Property Services</p>	<p><b>Date</b> 20/12/22</p>

**518. 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	No impact	No impact	
Disability	No impact	No impact	
Gender reassignment	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?
Marriage or civil partnership	No impact	No impact	
Pregnancy or maternity	No impact	No impact	
Race	No impact	No impact	
Religion or Belief	No impact	No impact	
Sex	No impact	No impact	
Sexual Orientation	No impact	No impact	

**519. 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>	No impact	No impact	No impact





**520. Policy making and the Welsh language.**


<p><b>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</b></p>	<p><b>Describe the positive impacts of this proposal</b></p>	<p><b>Describe the negative impacts of this proposal</b></p>	<p><b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</b></p>
<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>No impact</p>	<p>No impact</p>	
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>No impact</p>	<p>No impact</p>	
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>No impact</p>	<p>No impact</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!

<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This will demonstrate a more efficient use of resources by saving £300,000 from the budget, however, a long term reduction in spend on maintenance will have an impact on the fabric of our buildings.</p>	<p>Buildings will be monitored and any urgent or essential works required will still be carried out.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Carbon reduction works are in place, ongoing and unaffected by this proposal.</p>	
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>No impact</p>	
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>No impact</p>	
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>No impact</p>	
<p><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</p>	<p>No impact</p>	
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>No impact</p>	

**522. 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>Postponement of works that can be delayed until future years – improved review and risk management will allow for jobs to be better profiled allowing costs to be spread over a wider timeframe</p>	<p>Buildings will be monitored and any urgent or essential works required will still be carried out.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Consideration is given to all building users and works requirements proposed by those users are considered in the planned maintenance across the whole portfolio.</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Consideration is given to all building users and works requirements proposed by those users are considered in the planned maintenance across the whole portfolio.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Buildings will be monitored and any urgent or essential works required will still be carried out.</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>Impact should be minimal as all essential works will remain unaffected.</p>	

**523. 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	No impact	No impact	
Corporate Parenting	No impact	No impact	

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

The authority has consistently underspent the revenue budget on corporate building maintenance over the last 4 years, the intention is to release an element of the reactive repair budget and offer up a managed saving for 23-24 :-

<b>Yr</b>	<b>Actual</b>	<b>Budget</b>	<b>Variance</b>
2018-19	656,350	713,413	- 57,063
2019-20	536,837	713,413	- 176,576
2020-21	661,396	713,413	- 52,017
2021-22	578,200	713,413	- 135,213
2022-23	413,413	713,413	- 300,000

Forecast (incl as M6 budget recovery)

\*\*In recent years we have benefitted from grant funding streams that paid for repairs (mainly school refurbishment), there is an assumption that this funding will need to continue for us to realise the full saving.

On average we spend £190,000 a year on cyclical maintenance and testing, this is essential health & safety works and we will not be reducing this spend, the reduction will come from our ad-hoc reactive repair budget.

The budgets for 23-24 will be split as follows :-

	<b>Projected 23-24 Budget</b>
Cyclical Maintenance	190,000
Reactive Maintenance	237,413
	<b>427,413</b>

The average spend for reactive repairs over the 4 years upto end of 21-22 was £431k, with the service budget now reduced to £237k this leaves a potential shortfall of £194k to be managed, the intention is to manage this through:-

- Removal of non-critical or low risk repairs – a more stringent assessment should remove a number of jobs off the programme.
- Postponement of works that can be delayed until future years – improved review and risk management will allow for jobs to be better profiled allowing costs to be spread over a wider timeframe.
- The use of capital or grant funding for qualifying spend – improved management of our capital maintenance programme will allow for spare funding to be used to fund qualifying repairs. In addition we will ensure any repair grants are utilised in full.

**NOTE : All safety critical repairs will be completed regardless of budget position.**

**525. 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 reduction of budget will result in a saving of £300,000, however, a long term reduction in spend on maintenance will have an impact on the fabric of our buildings – timely and regular maintenance ensures that our assets are fit for purpose and reduces the requirement for more high cost repair intervention. Property services follow a pro-active replacement model where essential systems (such as fire alarms) are replaced at end of life before they fail. A reduction in budget means we will have to potentially run systems (that are still operational) for longer and only changed when they actually fail causing building closure and increased expense.

**526. 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

**527. 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>
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		





## Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation Nicholas Keyse</p> <p><b>Phone no:</b> 01633 644773 <b>E-mail:</b> nicholaskeyse@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Property Rationalisation – to review the property estate and explore options for further rationalization to generate savings, income generation opportunities or capital receipts</p> <p style="color: red;">RES24</p>
<p><b>Name of Service area</b></p> <p>Landlord Services</p>	<p><b>Date</b></p> <p>14/12/2022</p>

**528. 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	No impact	No impact	-
Disability	Unknown – Social Services are currently undergoing a review of their accommodation requirements. Subject to the outcome of the review, reduction in sites may enable consolidation within existing community assets.	The rationalization proposals include reference to the assets that support the vulnerable. Any disposal or reduction in occupied space will be subject to a review of the service provision.	-
Gender reassignment	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?
Marriage or civil partnership	No impact	No impact	-
Pregnancy or maternity	No impact	No impact	-
Race	.No impact	No impact	-
Religion or Belief	.No impact	No impact	-
Sex	No impact	No impact	-
Sexual Orientation	.No impact	No impact	-

### 529. 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>	<i>The mandate proposals various opportunities for property to be made available for alternative purposes, including small business enterprise, redevelopment of vacant space, stimulating job creation and potential investment opportunities within the County.</i>	No impact	.

### 530. 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><i>The range of assets listed as potential rationalisation opportunities have varying degrees of consequence to Welsh language. It is proposed that any alternative use will have due consideration for the Welsh language, both through marketing and redevelopment.</i></p>	<p>No impact</p>	<p>-</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>The delivery of these savings/income/receipts will be supported by both internal colleagues in Estates, Finance and Legal, as well as procured external consultants for planning applications, sales packs, etc. Future procurement contracts will continue to reflect on the ability to agents to support enquiries made in both English and Welsh.</p>	<p>No impact</p>	<p>-</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Market materials to be made available in Welsh and English.</p>	<p>No impact</p>	<p>-</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!

<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The mandate relates to a reduction in the asset portfolio in order to generate savings, and as a consequence create letting and investment opportunities. Repurposing of these assets will allow us to ensure the portfolio remains robust, fit for purpose and suitable for our service users.</p>	<p>The Estates department regularly monitor the performance of the assets to ensure they are best contributing to the council's Asset Management Strategy. This has been reflected upon in identifying the list of assets.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The assets listed have various degrees of biodiversity consequence, subject to any decision to redevelop. All proposals will have due consideration for their biodiversity impact, and be subject to input from the council ecologist and/or planning authority where required and appropriate.</p>	<p>The Estates department will continue to work closely with MCC's Decarbonisation team to identify ways to best ensure that disposals or repurposing of assets has due consideration for the council's climate declaration.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Within the rationalization mandate surplus property has been identified that can support wellbeing through alternative uses. Bringing vacant property back into use will enhance the environments and communities they occupy.</p>	<p>We will continue to work closely with our managing agents and tenants to source opportunities to enhance the attractiveness and health/wellbeing benefits of our assets.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Disposal of surplus assets will unlock capital receipts that can assist in ensuring our retained assets are still fit for purpose and best contributing to the surrounding community and the Well being goals.</p>	
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The mandate has had due consideration of the local and global impact and opportunities of these assets. Many of the properties identified will unlock residential development opportunities which will contribute to the authority's policy aspirations around affordable housing.</p>	
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People</p>	<p>Many of the assets are well located in their local communities to provide attractive leisure use. This has been reflected in the evidence as to alternative use and/or receipt.</p>	<p>Any letting and marketing will reflect on the social value that can be provided when accommodating a new occupier, and weighting will be applied to the</p>

<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>
are encouraged to do sport, art and recreation		consideration of Welsh culture and its leisure contribution.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	The diverse nature of the portfolio will afford a range of different opportunities across our assets for all businesses and individuals.	

**532. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	The mandate is structured on a short, medium and long term phasing of opportunities, based on an assessment of service impact and constraints.	The performance of the asset portfolio, including any rationalization opportunities, will continue to be monitored as per the wider functions of the performance committee and review of the Asset portfolio.
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	The repurposing and/or disposal of assets will present a strong opportunity to work closely with partners across sectors, including our social housing providers for housing development, existing and prospective businesses and investors in and around the county, and community groups who are seeking to strengthen their commitment to their communities they support.	

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="120 437 282 469">Involvement</p> <p data-bbox="331 217 506 389">Involving those with an interest and seeking their views</p>	<p data-bbox="533 217 1330 319">Rationalisation opportunities that impact service areas will be consulted and undertaken in collaboration with providers and users.</p>	
 <p data-bbox="120 713 282 745">Prevention</p> <p data-bbox="331 477 506 724">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 478 1330 699">Achieving the required savings/income/receipts will require the support of external resource (surveys, planning, etc.) where appropriate. The majority of resource and capacity will be provided by the Estates Development Team and Asset Management Team who will continue their ongoing work in ensuring the portfolio is appropriate and fit for purpose.</p>	<p data-bbox="1352 478 2123 641">Ongoing engagement with external agents is affording officers in Estates additional knowledge on the movement within the market. This knowledge will support the strategic decision to release property and letting/disposal methods in the short, medium, long term.</p>
 <p data-bbox="120 991 282 1023">Integration</p> <p data-bbox="331 754 506 1002">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 754 1330 933"><i>For all actions undertaken Landlord Services have due consideration for the Asset Management Strategy and the social impacts well as financial of its decisions and recommendations. This is reflected in its assessment of rationalization opportunities and the timing in which these maybe realized.</i></p>	

**533. 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	Not applicable	.Not applicable	
Corporate Parenting	Not applicable	Not applicable	

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

Aligned to the Council looking to reduce its carbon footprint and identify opportunities for savings, a review of MCC assets has been completed with a specific intention to reduce running and energy costs of the portfolio. This proposal identifies a number of opportunities to reduce holding costs through the relinquishing of leases and/or relocation of existing services to unlock income generating opportunities or potential capital receipts. Alongside ongoing financial pressures, good asset management practices require that the property portfolio is regularly reviewed to ensure it is fit for purpose, meets the needs of service providers/users, and income streams are being maximised whilst expenditure is minimized. Property operational costs (rates and utilities) have been provided by MCC's Finance Department and Energy Manager. Potential income and capital receipt is forecast by the Estates Department:

**535. 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?**

- . Maximises the use of our assets, generating income/receipts/savings and reducing the Council carbon footprint.
- Ensure good asset management, keeping portfolio fit for purpose and meets needs of service providers.
- Helps achieve policy aspirations of the administration through facilitating new development for alternative uses, including affordable housing.



**536. 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
<b>Continue to monitor the asset portfolio and identify opportunities for rationalisation</b>	<b>Regularly</b>	<b>Estates Department</b>

**537. 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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		