



<p>Name of the Officer Matthew Lewis Phone no: 01633 644855 E-mail: matthewlewis@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal RECRUITMENT OF MONMOUTHSHIRE LOCAL ACCESS FORUM To agree arrangements for the recruitment of the Monmouthshire Local Access Forum for the next 3-year period of appointment</p>
<p>Name of Service area: MonLife</p>	<p>Date 22 June 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 County Council is required by Regulations and guidance to achieve a well-balanced membership reflecting all relevant interests, and to ensure, so far as is reasonably practicable, a fair balance between persons of different genders, races, ages, disabilities and other characteristics.	None	After its initial meeting the Forum can ask the County Council, as appointing authority, to advertise for further individuals to serve on the forum reflecting any specific interests felt not to be represented and the report's recommendation facilitate this opportunity.
Disability	As above	None	As above
Gender reassignment	As above	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?
Marriage or civil partnership	As above	None	As above
Pregnancy or maternity	As above	None	As above
Race	As above	None	As above
Religion or Belief	As above	None	As above
Sex	As above	None	As above
Sexual Orientation	As above	None	As above

2. The Socio-economic Duty and Social Justice

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

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	Positive through community involvement / volunteering	None	

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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably			
Operational Recruitment & Training of workforce			
Service delivery Use of Welsh language in service delivery Promoting use of the language	The recruitment process literature / forms etc. 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>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Countryside access contribute towards jobs and the economy and provide opportunities for sustainable transport benefits by improving walking and cycling opportunities, social and health benefits by working more proactively with communities and volunteers and to improve tourism and benefits to local businesses.</p>	<p>Seek to ensure the Local Access Forum which can provide guidance on these matters is as broadly based with a good spread of expertise as possible</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Appropriate management of the countryside access network, as advised by the Local Access Forum, can support sustainable management of biodiversity interests</p>	
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Local Access Forum can advise on management of rights of way and countryside sites to reduce barriers to residents using the outdoors and to achieve a network of well promoted, useable paths, to help residents improve their health and well-being, including helping supporting working with community and other volunteer groups who can play an important part in identifying improvements, leading health walks, helping with maintenance and promotion of the network.</p>	
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>A strong Local Access Forum can help maximise opportunities for engagement with a range of key stakeholders.</p>	
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Neutral</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?
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	The skills and knowledge of Local Access Forum members can help maximise opportunities for engagement.	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	A strong Local Access Forum can help promote countryside access to others so that they can maximise opportunities for volunteering and participation a wide range of outdoor activities	

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The Local Access Forum will contribute to the delivery of the Countryside Access Improvement plan, which establishes a long-term planning and management framework.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The skills and knowledge of Local Access Forum members can help maximise opportunities for community and volunteer engagement and future partnerships</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="141 480 297 507">Involvement</p> <p data-bbox="349 256 517 440">Involving those with an interest and seeking their views</p>	<p data-bbox="544 256 1328 440">The core function of the Local Access Forum is to provide advice to the local authority and other agencies including Natural Resources Wales on the improvement of public access to land in the area for the purposes of open-air recreation and the enjoyment of the area.</p>	
 <p data-bbox="152 759 293 786">Prevention</p> <p data-bbox="349 520 506 815">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="544 520 1328 584">The Local Access Forum can provide advice and support to assist prioritisation of resources.</p>	
 <p data-bbox="159 1098 297 1125">Integration</p> <p data-bbox="349 858 517 1118">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="544 858 1328 986">The Local Access Forum can provide advice and support to assist countryside access management to benefit the economy, the environment and to provide the means for which the public can access our rich cultural heritage.</p>	

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

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

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

Guidance and regulations; Local Access Forum Annual Reports

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 County Council is required by Regulations and guidance to achieve a well-balanced membership reflecting all relevant interests, made up of individuals who meet the suggested criteria for appointment. This includes that the membership of the forum achieves a reasonable balance between the interests of users of countryside access and of owners and occupiers of access land or land over which local rights of way exist and must have regard to the need to ensure, so far as is reasonably practicable, a fair balance between persons of different genders, races, ages, disabilities and other characteristics. The proposed changes to the recruitment process are intended to assist in achieving this. Once in place the forum will be given the opportunity to review its composition and the interests reflected and to identify to the appointing authority if specific interests are under-represented and seek assistance in finding further members to reflect this

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
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Report to Council re recruitment process, advertise for members, hold interviews etc.	Council 20 July 2023 and ongoing to Autumn 2023	Environment & Culture Manager
Ask Council to ratify the panel's decisions on membership, and then instigate the new LAF	Council Nov/Dec 2023 and new LAF to meet in Jan 2024	Environment & Culture Manager

10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1.	Council		