



Integrated Impact Assessment document

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

<p>Name of the Officer Amy Longford</p> <p>Phone no: 01633 644877 E-mail: amylongford@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Heritage Management collaborative working with Torfaen County Borough Council.</p>
<p>Name of Service area</p> <p>Planning/Development Management</p>	<p>Date Form completed September 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	None		
Disability	None		
Gender reassignment	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?
Marriage or civil partnership	None	None	See below
Pregnancy or maternity	None	None	See below
Race	.None	None	See below
Religion or Belief	.None	None	See below
Sex	None	None	See below
Sexual Orientation	.None	None	See below

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	Given the nature of the proposals, site specific advice, it is not anticipated that there will be an disproportionate benefit on any socio economic group	Givent the nature of the proposals, being site specific advice, it is not anticipated that there will be any disproportionate impact on any socio economic group.	N/A

3. Policy making and the Welsh language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	<p><i>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?</i></p> <p><i>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?</i></p>		
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p><i>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.</i></p>		
<p>Service delivery</p>	<p>When advertising our services you must promote the fact that people can deal with the council in Welsh by phone, email, twitter,</p>		

Use of Welsh language in service delivery	facebook, letters, forms, website transactions etc		
Promoting use of the language			




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



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Positive: The quality and consistency of conservation decisions will ensure that heritage assets are maintained for the communities, residents and businesses which are often used as homes, businesses, cultural venues, providing security, wealth generation for the economy Negative: None	Better contribute to positive impacts: The joint service will maximise conservation benefits by providing high quality and consistent services to the public and businesses which will minimise the neglect or mistreatment of our communities heritage or cultural assets Mitigate any negative impacts: Care will be taken to improve the understanding of the positive implications of operating the services which can benefit its customers. The department will continue to monitor the efficiency of the services and ensure that they meet the service standards set out
A resilient Wales Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change)	Older buildings tend to provide habitat for various species having greater control over design and end use will provide this protection	The joint service will maximum conservation benefits by providing high quality and consistent services to the public and businesses which will minimise the neglect or mistreatment of our communities' heritage or cultural assets.

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 healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: Bringing listed buildings back into use can create employment and housing opportunities both of which have proven positive outcomes on health Negative: None identified</p>	
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Positive: Bringing listed building back into use will remove icon of despair from our urban and rural environments helping to create an attractive, viable, safe and well connected communities Negative: None identified.</p>	
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Positive: The service will ensure that we protect and promote our cultural heritage for future generations. Negative: none</p>	
<p>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</p>	<p>Positive: Planning decisions promote the value and significance of the historic built environment by ensuring that it is a direct consideration in planning policy and land use planning decisions. The Welsh language is now a material planning consideration. Negative: none</p>	
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Positive: Appropriate development management decisions should bring positive benefits to all members of Monmouthshire's population through policies that seek to achieve the five main aims of the Welsh Spatial Plan, namely Building Sustainable Communities, Promoting a Sustainable Economy, Valuing our Environment, Achieving Sustainable Accessibility and</p>	

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	Respecting Our Environment Negative: none.	

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>	The proposed collaboration seeks to provide a more resilient service, looking towards the future financial and resource pressures on local government	The proposed collaboration has been carried out before and lessons incorporated into this MoU. Resources can be withdrawn if it is not delivering the required results.
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	Monmouthshire's approach to collaborative working has embraced the opportunities that arise from joint working and ensured that this meets the needs of both service areas and delivers a more resilient and future proof service enhancing the service offer	N/A
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<i>Who are the stakeholders who will be affected by your proposal? Have they been involved? Do those people reflect the diversity of the area which is served?</i> The collaborative service will be subject to review and evaluations reporting to Members of Planning Committee, whose Members have a specific interest in the subject, as well as senior officers of the Council, and will be taken into account.	As above

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 collaborative service approach provides a more resilient service delivery and protects against a potential enforced collaboration which may not best suit the needs of Monmouthshire's citizens</p>	<p>N/A</p>
 <p>Integration</p> <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> The work undertaken by the development management service directly relates to promoting and ensuring sustainable development and its four areas: environment, economy, culture and society which will be enhanced by a collaborative form of delivery.</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	<i>Safeguarding in this context applies to both children (not yet reached 18th birthday) and vulnerable adults (over 18 who is or may be in need of community care services by reason of mental or other disability, age or illness and who is or may be unable to take care of himself or herself, or unable to protect himself or herself against significant harm or serious exploitation.)</i> None	.None	N/A
Corporate Parenting	None	None	N/A

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

Monmouthshire’s Collaborative Heritage Services aim to foster greater working relationships and respond to the collaborative working agenda being set by Welsh Government. The formation of a collaborative approach will aim to improve the range of services that both.

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?

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

The work undertaken by the Council's Planning Service, and in particular the Development Management function, directly relates to promoting and ensuring sustainable development. The collaborative approach to service delivery will take advantage of the many benefits, such as improved resilience, opportunity to increase skills sharing and build a stronger knowledge base for all and improved officer morale offering constructive peer review. Despite a team approach already being established in Monmouthshire, it is considered that initiating collaborative services, managed by Monmouthshire and on terms that are suitable for MCC and TCBC is the best approach to collaborative working and delivers a more robust and responsive service

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

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