

APPENDIX 2



monmouthshire
sir fynwy

Equality and Future Generations Evaluation

<p>Name of the Officer completing the evaluation Mark Hand</p> <p>Phone no: 07773478579 E-mail: markhand@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Scrutiny of the adopted Monmouthshire Local Development Plan (LDP) ninth Annual Monitoring Report (AMR) and recommendation for endorsement of the AMR to the Welsh Government.</p>
<p>Name of Service area</p> <p>Planning (Planning Policy)</p>	<p>Date 07/11//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 AMR includes indicators that monitor health and access to community facilities and open space. These matters affect all of our communities but could disproportionately affect children and elderly people who may have limited ability to travel greater distances.	None identified at this stage.	The AMR includes indicators that monitor health and access to community facilities and open space.
Disability	The AMR includes indicators that monitor health and access to community facilities and open space. These matters affect all of our communities but could disproportionately affect people with disabilities who may have limited ability to travel greater distances.	None identified at this stage	The AMR includes indicators that monitor health and access to community facilities and open space.
Gender reassignment	None identified at this stage	None identified at this stage	N/A
Marriage or civil partnership	None identified at this stage	None identified at this stage	N/A
Pregnancy or maternity	None identified at this stage	None identified at this stage	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?
Race	None identified at this stage	None identified at this stage	N/A
Religion or Belief	None identified at this stage	None identified at this stage	N/A
Sex	<p>The AMR includes indicators that monitor employment provision. One of the challenges facing the County is the imbalance between male and female earnings, although this situation is improving. The LDP aims to provide economic growth and employment provision, which could indirectly impact on wage equality and therefore access to housing and quality of life. The jobs in the foundation economy are disproportionately occupied by females. This sector is vital to support our communities, as are jobs in tourism. Neither sectors are generally well-paid, although they often offer flexible working conditions that can assist work-life balance. Wage levels are not within the remit of planning policy and policies to try to seek only high paid jobs could be to the detriment of this vital economic sector.</p>	None identified at this stage	N/A
Sexual Orientation	None identified at this stage	None identified at this stage	N/A

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?
<p>Socio-economic Duty and Social Justice</p>	<p>The AMR provides detail relating to specific indicators that monitor a wide range of topic areas including affordable housing with a specific indicator relating to average house prices.</p> <p>Good quality and affordable housing is important in achieving poverty reduction and equitable prosperity, and supporting the best start in life.</p>	<p>N/A</p>	<p>This and successive AMRs will measure the impacts of the LDP on a range of social, economic and environmental indicators. The results of the AMRs will identify trends and allow remedial action to be taken, if necessary, to ensure the LDP objectives are being delivered. The monitoring process will also inform and shape the RLDP by reflecting on what is working and what is not.</p> <p>The results of the ninth AMR identifies an issue in relation to affordable dwelling completions whereby these were below the LDP target of 96 homes per annum with 48 completions over the 2022 – 2023 monitoring period. While progress has been made in relation to the Plan’s Strategic Housing Sites, housing completions and affordable housing delivery rates for the Plan period are significantly lower than the Plan requirement and remain a matter of concern if Monmouthshire’s housing needs are to be met. However, this is due to a time-lag in site delivery rather than an issue with the sites not happening at all: it is worth noting that approx. 1,000 homes (including 280 affordable homes) have planning permission and due to be built in the near future .</p>

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>This and successive AMRs will measure the impacts of the LDP on a range of social, economic and environmental indicators. The Planning (Wales) Act 2015 provides a statutory basis to the established practice of giving consideration to the impacts of LDPs on the use of the Welsh language and that sustainability appraisals include specific consideration of such impacts.</p>	<p>N/A the AMR is a monitoring tool of the Adopted LDP reporting data from 01/04/22– 31/03/23</p>	<p>The results of the AMR will identify trends and allow remedial action to be taken, if necessary, to ensure the LDP objectives are being delivered. The monitoring process will also inform and shape the RLDP by reflecting on what is working and what is not.</p> <p>The AMR will be published in both Welsh and English.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>N/A the AMR is a monitoring tool of the Adopted LDP reporting data from 01/04/22– 31/03/23</p>	<p>N/A</p>	<p>N/A</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>The AMR will be published in both Welsh and English.</p>	<p>None of the Planning Policy team are Welsh speakers, however, there are robust systems in place to deal with phone calls and correspondence without delaying the provision of the service.</p>	<p>This and successive AMRs will measure the impacts of the LDP on a range of social, economic and environmental indicators. The Planning (Wales) Act 2015 provides a statutory basis to the established practice of giving consideration to the impacts of LDPs on the use of the Welsh language and that sustainability</p>

			appraisals include specific consideration of such impacts.
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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!


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><i>The LDP strategy seeks to increase employment opportunities within Monmouthshire; the policy framework protects existing employment sites and allocates additional land for employment use.</i></p> <p>Positive: The AMR monitors the implementation of the Plan as a whole, including employment policies.</p> <p>Negative: None identified at this stage.</p>	<p>Continue to monitor employment land supply and take up throughout the County through the annual Employment Land Survey undertaken by the Planning Policy Service. The data from the next survey will inform the 2023-24 AMR. The results of AMRs to date will identify trends and allow remedial action to be taken, if necessary, to ensure the LDP objectives are being delivered, those objectives being directly related to creating a prosperous Wales. The monitoring process will also inform and shape the RLDP by reflecting on what is working and what is not.</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><i>The LDP strategy seeks to maintain and enhance biodiversity within Monmouthshire; the policy framework protects existing sites and promotes green infrastructure.</i></p> <p>Positive: The AMR monitors the implementation of the Plan as a whole, including biodiversity impacts.</p> <p>Negative: None identified at this stage.</p>	<p>Continue to monitor biodiversity throughout the County to inform the 2023-24 AMR.</p> <p>The results of AMRs to date will identify trends and allow remedial action to be taken, if necessary, to ensure the LDP objectives are being delivered, those objectives being directly related to creating a resilient Wales. The monitoring process will also inform and shape the RLDP by reflecting on what is working and what is not.</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>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: The AMR monitors the implementation of the Plan as a whole. The sustainability appraisal/strategic environmental appraisal measures LDP impact on a range of sustainability indicators including open space, air and water quality.</p> <p>Negative: None identified at this stage.</p>	<p>Continue to monitor sustainability indicators throughout the County to inform the 2023-24 AMR. The results of AMRs to date will identify trends and allow remedial action to be taken, if necessary, to ensure the LDP objectives are being delivered. Creating healthy communities forms part of delivering sustainable development. The monitoring process will also inform and shape the RLDP by reflecting on what is working and what is not.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Positive: The AMR monitors the implementation of the Plan as a whole, including the spatial strategy. The Covid-19 pandemic emphasised the importance of socially sustainable communities and ensuring a balanced demography.</p> <p>Negative: None identified at this stage.</p>	<p>Continue to monitor indicators to inform the 2023-24 AMR. The results of AMRs to date will identify trends and allow remedial action to be taken, if necessary, to ensure the LDP objectives are being delivered. Creating healthy communities forms part of delivering sustainable, resilient and cohesive communities. The monitoring process will also inform and shape the RLDP by reflecting on what is working and what is not.</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 AMR monitors the implementation of the Plan as a whole. The sustainability appraisal/strategic environmental appraisal measures LDP impact on a range of sustainability indicators. Preparation of the AMR allows the Council to assess LDP impact on the social, economic and environmental well-being of the County.</p> <p>Negative: None identified at this stage.</p>	<p>Continue to monitor SA indicators to inform the 2023-24 AMR. The monitoring process will also inform and shape the RLDP by reflecting on what is working and what is not.</p>
<p>A Wales of vibrant culture and thriving Welsh language</p>	<p>Positive: The AMR monitors the implementation of the Plan as a whole, including impact on community</p>	<p>Continue to monitor indicators throughout the County to inform the 2023-24 AMR. The Planning</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>Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>facilities. The Welsh language impact is a material planning consideration and was fully considered during the adoption of the LDP via the SA/SEA process.</p> <p>Negative: None identified at this stage.</p>	<p>(Wales) Act 2015 provides a statutory basis to the established practice of giving consideration to the impacts of LDPs on the use of the Welsh language and that sustainability appraisals include specific consideration of such impacts. The monitoring process will also inform and shape the RLDP by reflecting on what is working and what is not.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Positive: Preparation of the AMR allows the Council to assess LDP impact on the social, economic and environmental well-being of the County.</p> <p>Negative: None identified at this stage.</p>	<p>Continue to monitor indicators throughout the County to inform the 2023-24 AMR. The results of the ninth AMR identify an issue in relation to housing delivery, affordable dwelling completions were below the LDP target of 96 units per annum with 48 completions. This affects the ability of our communities to secure appropriate and affordable accommodation. The continued progression of a RLDP is therefore essential in addressing inequality. Creating a more equal Wales forms part of delivering sustainable development.</p> <p>The monitoring process will also inform and shape the RLDP by reflecting on what is working and what is not.</p>

4. 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 ninth AMR measures short/medium term impacts since Plan adoption which enables future comparative analysis. Sustainable development is central to the adopted LDP.</p>	<p>Successive AMRs will be prepared on an annual basis, providing both an annual evaluation of Plan performance and year by year comparison from which emerging long term trends may be identified and reported on. This will inform the evidence base for the RLDP.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The AMR measures Plan implementation and delivery. The LDP was prepared through extensive engagement with a wide range of internal and external stakeholders.</p>	<p>The Council will continue to monitor and report on this in the 2023-24 AMR and will consider any actions required in light of the AMR findings. The AMR indicates that some of the Plan's objectives are not being delivered, particularly in terms of housing delivery, and therefore officers recommend to continue to progress work on the RLDP.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The LDP was prepared through extensive engagement with a wide range of internal and external stakeholders.</p>	<p>There is no requirement to undertake public consultation on this AMR. The RLDP will nevertheless be taken forward through extensive community and stakeholder engagement, expanding on the methods used previously, including through the use of digital involvement options to provide communities with information and the ability to engage with the RLDP in a virtual manner.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The AMR demonstrates the extent to which the LDP strategy and objectives are being achieved and whether the Plan's policies are functioning effectively. Emerging trends may be identified and appropriate action considered at an early stage.</p>	<p>The AMR recommends to continue to progress work on the RLDP. This will ensure up to date policies and proposals in the County once the RLDP is adopted.</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 AMR measures the impact of the LDP on the social, economic and environmental well-being of the County.</p>	<p>Future AMRs will examine LDP impacts over a longer period and evidence the emergence of any trends at different spatial scales. Delivering sustainable development (social, economic and environmental) is central to the LDP.</p> <p>Continue to monitor indicators to inform the 2023-24 AMR.</p>

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 at this stage.	None identified at this stage.	N/A.
Corporate Parenting	The AMR monitors affordable housing provision. The monitoring process will inform and shape the RLDP by reflecting on what is working and what is not. The RLDP has the potential to provide affordable housing, delivery and allocation of which should be cognisant of the needs of children leaving care.	None identified at this stage.	N/A.

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

An extensive range of data sets have been used to prepare the AMR, from a wide range of sources both internal and external to the Council. These are clearly referenced in the document, but include the Development Management planning application database and planning policy annual monitoring surveys. Additional data has been provided by colleagues in the Ecology, Tourism, Housing, Waste and Transport Services.

External sources of data include Welsh Government, Natural Resources Wales, Office for National Statistics and Stats Wales.

6. 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 - The AMR is a positive tool for monitoring the effectiveness of the LDP and ultimately determining whether any revisions to the Plan are necessary. It aims to demonstrate the extent to which the LDP strategy and objectives are being achieved and whether the Plan's policies are functioning effectively. It allows the Council to assess the impact of the LDP on the social, economic and environmental well-being of the County and identifies any significant contextual changes that might influence the Plan's implementation or revision.

The AMR is required to be prepared each year following plan adoption, providing an annual evaluation of plan performance and year by year comparison. This is the ninth AMR to be prepared since the adoption of the LDP and is based on the period 01 April 2022 – 31 March 2023. The findings of the ninth AMR have been analysed and compared to the findings in previous eight AMRs allowing emerging trends to be identified and reported on.

The AMR recommends that work progresses on the RLDP. It is further recommended that the AMR is scrutinised and recommended for endorsement to submit to the Welsh Government.

Negative – None identified at this stage. There are no implications, positive or negative, for social justice, corporate parenting or safeguarding.

7. 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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Submit the ninth AMR to the Welsh Government and publish the AMR on the Council's website.	November 2023	Head of Placemaking, Regeneration, Highways and Flooding Head of Planning Planning Policy Team
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8. 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	Performance and Overview Scrutiny Committee	22/11/2023	
1.1	Individual Cabinet Member	20/12/2023	