



monmouthshire  
sir fynwy

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

<p><b>Name of the Officer:</b> Sharran Lloyd</p> <p><b>Phone no:</b> 07814 212067 <b>E-mail:</b> sharranlloyd@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To take steps to ensure that Monmouthshire is a great place to grow old in, and promote action at a local level to support full participation of older people in community life and promote healthy and active aging</p>
<p><b>Name of Service area:</b> Strategic Partnerships Team</p>	<p><b>Date</b> 5/1/24</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>WHO status will help to support people of all ages to live and age well, creating an Age-Friendly Monmouthshire where everyone looks forward to growing older, where individuals can take responsibility for their own health and well-being whilst feeling confident that support will be available and easily accessible if needed, where ageism does not limit potential or affect the quality of services older people receive, and will promote independence, participation, self-fulfilment and dignity of older people at all times.</p>	<p>None identified, as WHO status is targeted towards building a Monmouthshire for those with protected characteristics</p>	<p>No negative impacts are identified at this stage of the process. Extensive engagement is planned to reach as many citizens within our county, to enable them to have a voice in this process and to help shape the development of an age-friendly Monmouthshire.</p>
Disability	<p>Through the extensive engagement we aim to undertake, a survey has been developed which incorporates the following areas:</p> <ul style="list-style-type: none"> <li>- Services that meet their needs</li> <li>- Gaps in service provision</li> <li>- Geographical reach</li> <li>- Diversity &amp; equality impacts</li> <li>- What matters to their wellbeing</li> </ul> <p>Through these questions we aim to gather views on, community &amp; healthcare, transportation, housing, social participation, outdoor spaces &amp; buildings, respect &amp; social inclusion, civic participation &amp; employment and communication &amp; information.</p>	<p>None identified, as WHO status is targeted towards building a Monmouthshire for those with protected characteristics.</p>	<p>No negative impacts are identified at this stage of the process. Extensive engagement is planned to reach as many citizens within our county, to enable them to have a voice in this process and to help shape the development of an age friendly Monmouthshire.</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?
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
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	None identified at this stage	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.

	<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>	Age-Friendly Communities are defined by the World Health Organisation as: “environments which foster healthy and active ageing. They enable older people to: age safely in a place that is right for them; be free from poverty; continue to develop personally; and to contribute to their communities while retaining autonomy, health and dignity. Because older people know best what they need, they are at the centre of any effort to create a more Age-Friendly world.”	None identified at this stage	By working toward achieving the WHO status, we aim to identify and tackle inequality within our communities and in our service provision across the county through a multi-agency approach

### 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	Through the engagement process we are promoting the use of the Welsh language. We have included a specific question asking if residents are able to use the Welsh language within their community settings or within the county.  The survey is also available in Welsh and will be promoted via social media in Welsh	None at this stage in the process	We are specifically seeking views on the use of, and opportunity to use Welsh, as part of our engagement process.
<b>Operational</b>  Recruitment & Training of workforce	No recruitment for training is required	None at this stage	N/A
<b>Service delivery</b>  Use of Welsh language in service delivery  Promoting use of the language	Through the engagement process we are promoting the use of the Welsh language. We have included a specific question asking if residents are able to use the Welsh language within their community settings or within the county.	None at this stage in the process	We are specifically seeking views on the use of, and opportunity to use Welsh, as part of our engagement process.



**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 WHO status aims to recognise the contribution older people play within our community and how through their valuable contribution of volunteering/caring roles they are able to directly and indirectly support the local economy and growth within our communities</p>	<p>To create age friendly communities, we need to ensure there are enough opportunities and available support to enable our older population to contribute in a way they would like to and to do what matters to them</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>None identified at this stage</p>	<p>None identified at this stage</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>By achieving WHO status, we will support people of all ages to live and age well, creating an Age-Friendly county where individuals can take responsibility for their own health and well-being whilst feeling confident that support will be available and easily accessible if needed</p>	<p>By working in partnership with other organisations and the community, we aim to tackle inequity and inequality within our communities to be able to improve and build on opportunities for citizens to maintain good health &amp; wellbeing</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Within Monmouthshire there is a lot of positive, collaborative and integrated activity which meets the needs of older people already in place. Achieving WHO Age Friendly Status is about recognising what is already happening, bringing it more sharply into focus with an eye on how to address the specific gaps. It is not necessarily about new investment, more about knowing what and where the gaps are</p>	<p>This agenda will also align to the work of the community cohesion officer which will enable us to strengthen collaboration with diverse networks across the county and broaden the scope of age friendly communities</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?
	and doing what we already do better with emphasis on the needs of older people.	
<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 global response to the world’s ageing population has been a move towards age-friendly communities and cities. The World Health Organisation (WHO) states that ‘an Age-Friendly world enables people of all ages to actively participate in community activities and treats everyone with respect, regardless of their age.’ In line with this, Monmouthshire is now working towards WHO status for an age friendly county</p>	<p>The positive outcome of this will be the convening of multi-agency partners and the wider community to develop and strengthen age friendly communities across the county</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>Through the engagement process we are promoting the use of the Welsh language. We have included a specific question asking if residents are able to use the Welsh language within their community settings or within the county.</p> <p>The survey is also available in Welsh and will be promoted via social media in Welsh</p>	<p>We are specifically seeking views on the use of, and opportunity to use Welsh, as part of our engagement process.</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>Age-Friendly Communities are defined by the World Health Organisation as: “environments which foster healthy and active ageing. They enable older people to: age safely in a place that is right for them; be free from poverty; continue to develop personally; and to contribute to their communities while retaining autonomy, health and dignity. Because older people know best what they need, they are at the centre of any effort to create a more Age-Friendly world.”</p>	<p>No negative impacts are identified at this stage of the process. Extensive engagement is planned to reach as many citizens within our county, to enable them to have a voice in this process and to help shape the development of an age friendly Monmouthshire</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?
	This also supports the Older People's Commissioner's priorities for ending ageism and age discrimination and protecting & promoting older people's rights.	

**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>	By achieving WHO status, we are aiming to develop and strengthen age friendly communities for now and for future generations that will support people of all ages to live and age well	None at this stage
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	The Council will commit to work with partner organisations and the wider community to make Monmouthshire an Age-Friendly County and join the World Health Organisation's global network of Age-Friendly communities.	None 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>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>Through the extensive engagement we aim to undertake, a survey has been developed which incorporates the following areas:</p> <ul style="list-style-type: none"> <li>- Services that meet their needs</li> <li>- Gaps in service provision</li> <li>- Geographical reach</li> <li>- Diversity &amp; equality impacts</li> <li>- What matters to their wellbeing</li> </ul> <p>Through these questions we aim to gather views on, community &amp; healthcare, transportation, housing, social participation, outdoor spaces &amp; buildings, respect &amp; social inclusion, civic participation &amp; employment and communication &amp; information.</p>	<p>No negative impacts are identified at this stage of the process. Extensive engagement is planned to reach as many citizens within our county, to enable them to have a voice in this process and to help shape the development of an age friendly Monmouthshire.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>By achieving WHO status, we are aiming to develop and strengthen age friendly communities for now and for future generations that will support people of all ages to live and age well, preventing problems occurring and enabling people to access support when needed</p>	<p>None at this stage</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="349 252 521 520">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="544 252 1305 520">WHO status will be achieved through solid collaboration with other partner agencies, the wider community and citizens within our county. By committing to short, medium and long-term goals, the vision of creating an age friendly Monmouthshire will be sustained through active participation, collaboration and through strong, well-connected communities across the county</p>	<p data-bbox="1350 252 2096 400">A framework to strengthen collaboration will be required to ensure all partners and the community are working together as equals to develop an age friendly Monmouthshire</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	Age-Friendly Communities are defined by the World Health Organisation as: “environments which foster healthy and active ageing. They enable older people to: age safely in a place that is right for them; be free from poverty; continue to develop personally; and to contribute to their communities while retaining autonomy, health and dignity. Because older people know best what they need, they are at the centre of any effort to create a more Age-Friendly world.”	None identified at this stage	This will be determined once the engagement process is underway/undertaken.
Corporate Parenting	Not applicable		

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

Monmouthshire has an ageing population. A quarter of Monmouthshire residents are aged 65 and over, with that proportion predicted to rise significantly in the years ahead. We want all its residents to live long and healthy lives, being as independent and active as possible for as long as possible. It is also important to recognise and celebrate the valuable contribution that older residents and visitors make to our communities and economy.

Monmouthshire's population aged 65 and over is projected to increase by 61% and, more significantly, those aged 85 and over by 185% by 2039.

Daffodil Cymru projects an 87% increase in Monmouthshire's population aged 65 and over with dementia by 2035. This is above the increase projected across Wales of 72% and the second highest increase in Wales after Flintshire.

The Older People's Commissioner has highlighted that older people are a significant asset to Wales, worth over £1bn to the Welsh economy annually.

Age UK report there can be strong community spirit in rural communities at the heart of which are many older volunteers; over 30 per cent of people aged 65 or older in rural areas volunteer at least once a year compared to 20 per cent of older people in urban areas. It was estimated by the Wales Council for Voluntary Action in 2015 that 63.3% of adults volunteered formally in Volunteer at Mardy Park 41 Monmouthshire.

## 8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

### Positives:

An age friendly Monmouthshire will help;

- Create environments which foster healthy and active ageing
- Enable older people to age safely in a place that is right for them
- Continue to develop personally
- Contribute to their communities while retaining autonomy, health and dignity

### Negatives:

None identified at this stage.

**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>
Conduct an extensive survey with citizens across Monmouthshire	TBC based on Council approval	Matthew Gatehouse Sharran Lloyd

**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	County Council	18 <sup>th</sup> January 2024	