



## Appendix 2: Integrated Impact Assessment document (incorporating Equalities, Future Generations, Welsh Language and Socio-Economic Duty)

<p><b>Name of the Officer completing the evaluation</b></p> <p>Hannah Jones E-mail: <a href="mailto:hannahjones@monmouthshire.gov.uk">hannahjones@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To approve the Economy, Employment and Skills Strategy 2023 and Action Plan.</p>
<p><b>Name of Service area</b></p> <p>Economy, Employment and Skills</p>	<p><b>Date</b></p> <p>16<sup>th</sup> January 2024</p>

1. Are your proposals going to affect any people or groups of people with protected characteristics?			
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	Resourcing the Economy, Employment and Skills Strategy and Action Plan and in particular the fair work and shared prosperity agenda has the potential to positively impact on people or groups of people with protected characteristics.	The purpose of this proposal is to embrace the Well Being of Future Generations Act ensuring that all protected characteristics are positively impacted upon.	Where any negative impacts are identified the Economy, Employment and Skills team, MCC colleagues and partners will seek to address them by taking an inclusive approach.
Disability	As Above	As Above	As Above
Gender reassignment	As Above	As Above	As Above

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

## 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>Socio-economic Duty and Social Justice</b>	<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>
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	<p>The Economy, Employment and Skills Strategy and Action Plan has at its heart the key principles of the Well Being of Future Generations (Wales) Act which is explicit about.</p> <p>creating “A more Equal Wales” which is reflected in the Strategy’s priority theme – A fairer, more successful Monmouthshire “through sustainable job opportunities, and qualifications and skills that enable employment progression.</p>	<p>No negative impacts have been identified. If they are subsequently brought to our attention, we will collectively look to address.</p>	<p>The Council’s approval of the Economy, Employment and Skills Strategy and Action Plan will support the fair place objective <i>within</i> the Community and Corporate Plan – “<i>to live where the effects of inequality and poverty have been reduced.</i>”</p>
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<b>3. Policy making and the Welsh language</b>			
<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>
<p><b>Policy Making</b> The Council's Economy, Employment and Skills Strategy and Action Plan have been developed to embrace the requirements of the Welsh Language standards (amongst a number of other pieces of legislation) to ensure that they deliver beneficial outcomes.</p>	<p>Whilst the Economy, Employment and Skills Strategy does not reference the Council's Welsh Language Standards directly we will ensure that our priority themes and objectives support events and processes which promote Welsh language and culture.</p>	<p>None identified</p>	<p>None identified</p>
<p><b>Operational</b> The Strategy Action Plan will ensure that the Council's Welsh Language Standards are applied when required.</p>	<p>The Strategy Action Plan will have a positive impact on the Council's Welsh Language standards.</p>	<p>None identified</p>	<p>None identified</p>




<b>Service delivery</b>			
See response provided under "Operational"	See response provided under "Operational"	None identified	None identified

**4. Does your proposal deliver any of the well-being goals below?**



<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 strategy priority themes:  <b>"People</b> – A fairer, more successful Monmouthshire" will help create sustainable job opportunities and enable employment progression through skills development and qualifications, driving community wealth and better jobs across the county.</p> <p><b>"Enterprise-</b> A thriving and ambitious Monmouthshire" will support an increase in people wishing to start or grow a business, the sustainable growth of existing businesses including our larger businesses and foster a thriving local food economy. This will support shared prosperity across the county.</p>	No impact 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>	<p>The strategy priority theme:  <b>"Place</b> – A vibrant, greener Monmouthshire" will encourage transition towards net- zero in line with the Welsh Government target of becoming carbon – neutral by 2030. This includes activities to encourage and support residents and businesses to take their own actions to reduce their carbon emissions making a positive contribution to addressing the climate and nature emergency.</p>	No impact identified.

<p><b>A healthier Wales</b> People’s physical and mental wellbeing is maximised, and health impacts are understood</p>	<p>The strategy priority themes;</p> <p>“<b>People</b>: Equip people with skills and qualifications to enter employment, enable employment progression and explore a Skills Centre in Monmouthshire”: will support economically inactive residents who are furthest away from the labour market (e.g., with mental wellbeing concerns) to engage in vocational skills. will create sustainable job opportunities which will improve people’s physical and mental wellbeing.</p>	<p>No impact identified.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe, and well connected</p>	<p>The strategy priority themes:</p> <p>“<b>Place</b>- A vibrant, greener Monmouthshire” will support the vitality of our town centres by developing an ambitious vision and a clear plan for each of them through Placemaking Plans which will make them more attractive and viable.</p> <p>“<b>Infrastructure</b>- A well – connected Monmouthshire attracting business investment” will support improvements in digital connectivity and key public transport services to support a well-connected county.</p>	<p>No impact 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>The Economy, Employment and Skills Strategy and Action Plan are predicated on the themes of the Well Being of Future Generations Act which ensures that all four priority themes and objectives are positioned to positively impact on local, social, economic, cultural, and environmental well-being.</p>	<p>Positive impacts, as documented in the Economy, Employment and Skills Strategy and Action Plan.</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 strategy priority theme: “<b>Place</b> – A vibrant, greener Monmouthshire” will enhance the experience for visitors and deliver sustainable growth in our tourism economy promoting and protecting our culture, heritage, and Welsh language in line with needs and expectations</p>	<p>No impact identified</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>The Economy, Employment and Skills Strategy and Action Plan are built around the need to create a more equal county.</p> <p>The strategy priority themes: “<b>People</b> – A fairer, greener Monmouthshire” will</p> <ul style="list-style-type: none"> <li>• Support the creation of 6,240 sustainable job opportunities,</li> <li>• Equip people regardless of background or circumstance to gain new skills and qualifications for employment progression and</li> <li>• Provide better access to further education and higher education opportunities enabling people to fulfil their potential.</li> </ul> <p>We anticipate that the actions outlined within the Action Plan will create the right conditions to help fulfil their potential.</p>	<p>No impact identified</p>
<p><b>5. How has your proposal embedded and prioritised the sustainable governance principles in its development?</b></p>		
<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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The Economy, Employment and Skills Strategy has at its heart a desire and commitment to think and act sustainably, balancing short and long term need through the actions and measures set out in the Action Plan</p>	<p>Short- and long-term interventions set out in the Action Plan which will be reviewed on a six monthly basis and progress reported through the Service Business Plan, with updates to Place Scrutiny Committee as needed.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The priority themes and objectives outlined in the Economy, Employment and Skills Strategy and Action Plan have been developed with MCC Senior Leadership Team, Service Area Manager, Elected Member, local businesses, further and higher education partners, Welsh Government and the Cardiff Capital Region City Deal through a series of business engagement workshops to consider the findings of the Economic Analysis, key challenges constraining Monmouthshire from growing its economy and the emerging priority themes and objectives over the past 6 months to help the county realise its ambitions. A number of these organisations will also support the delivery of these objectives.</p>	<p>No impact identified.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The Economy, Employment and Skills Strategy and Action Plan involved meetings with, higher education, local businesses, Welsh Government and Cardiff Capital Region City Deal to discuss constraints and opportunities for Monmouthshire's future economic growth and investment, in line with national and regional policy and plans. The purpose being to develop and deliver a Strategy that will transform the county's economy to a new level of employment and business growth and prosperity for all.</p>	<p>No impact identified</p>



 <p>Prevention</p>	<p>Putting resources into preventing problems occurring or getting worse</p>	<p>The Economy, Employment and Skills Strategy and Action Plan identifies a multitude of actions under four priority themes and a range of objectives that provide focus for the lifetime of the strategy and seek to prevent problems occurring or getting worse</p>	<p>The Action Plan will need to be collectively owned by all relevant stakeholders within the Council and beyond.</p>
 <p>Integration</p>	<p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Integration is of paramount importance if the Economy, Employment and Skills Strategy and Action Plan are to achieve their vision. A collective endeavour is required to ensure that we understand the challenges facing our economy and opportunities for sustainable employment growth and for creating the conditions for shared prosperity.</p>	<p>No impact identified</p>
<p><b>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></p>			
<p><b>Describe any positive impacts your proposal has</b></p>	<p><b>Describe any negative impacts your proposal has</b></p>	<p><b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b></p>	

<b>Safeguarding</b>	<p>Safeguarding has been considered in the shaping and development of strategy priority themes and objectives. Our aspiration is <i>to foster a diverse greener, and circular economy, generating sustainable employment growth and creating conditions for shared prosperity</i></p>	<p>No negative impacts identified</p>	
<b>Corporate Parenting</b>	<p>Non applicable</p>		
<b>7. What evidence and data has informed the development of your proposal?</b>			

The Economy, Employment and Skills Advisory Group which was established in January 2023 to offer advice and guidance on the development of the Strategy agreed to commission an economic analysis of Monmouthshire to inform the developing Strategy. Lichfields were successful and commissioned in April 2023. The company had previously undertaken a 'Review of employment evidence and strategy' in relation to the Monmouthshire Replacement Local Development Plan and as it is essential that the EES aligns with the Replacement Local Development Plan (RLDP) and draft Local Transport Plan (LTP) it was felt they were an appropriate choice. The Replacement Local Development Plan is expected to be adopted in Summer 2025 and will set out the planning policy framework to enable the provision of approximately 6,240 additional jobs between 2018 and 2033 (416 jobs per annum), including allocating at least 38ha of employment land and including policies to facilitate economic growth. The purpose of this research was therefore to provide insight and identify future trends that would inform an Economy, Employment & Skills Strategy for Monmouthshire, within the context of the ambition of the RLDP, providing:

- Long term forecasts of GVA (UK, Wales, and Monmouthshire).
- Analysis of Monmouthshire household spend.
- Competitive analysis (including the Cardiff Capital Region, Gloucestershire, Herefordshire, and the West of England Combined Authority.)
- SWOT analysis for the Monmouthshire economy
- Sectoral analysis
- The most appropriate growth sectors that will provide the economies of the future for Monmouthshire and the rationale for these, taking account of key sectors identified by neighbouring authorities, including the Cardiff Capital Region, Gloucestershire, Herefordshire, and the West of England Combined Authority.
- Investor needs/motivations relating to the identified growth sectors to inform an updated inward investment prospectus.
- An overview of the accommodation and locational needs of existing businesses and the identified growth sectors and potential inward investors over the life of the replacement Local Development Plan
- Potential policy interventions that could be considered to support future economic prosperity.

**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 enclosed “Economy, Employment and Skills Strategy” and Action Plan has been developed after a number of external influences such as Brexit, the cost-of-living crisis and the climate and nature crisis.

In addition, the economic impact that has been experienced by our communities and associated cost pressures which have escalated since the Covid 19 pandemic and exacerbated further with the tensions in Ukraine.

The Council has approved the Community and Corporate Plan, and we anticipated that this Strategy and Action Plan will help deliver some of the required positive impacts, namely:

**Place: – A vibrant, greener Monmouthshire**

- Promote the distinctive diversity of Monmouthshire as a county of opportunity.
- Support the vitality of our town centres.
- Support the transition towards net zero and protect our environment.
- Support rural diversification.
- Enhance the experience for visitors and deliver sustainable growth in our tourism economy.

**People: - A fairer, more successful Monmouthshire**

- Support a balanced change in the demographic profile of our county.
- Support the creation of 6,240 sustainable job opportunities.
- Equip people with skills and qualifications to enter employment, enable employment progression and explore a Skills Centre in Monmouthshire
- Collaborate with comprehensive schools, further and higher education partners to enhance access and networks.

**Enterprise: - A thriving, ambitious, Monmouthshire**

- Support the sustainable growth of existing businesses including our larger businesses.
- Finding our place in relation to regional growth opportunities
- Increase uptake of support for people wishing to start or grow a business.
- Continue to foster a strong entrepreneurial culture.
- Encourage innovation and clustering in sectors.
- Make public procurement spend more accessible
- Foster a thriving local food economy.

**Infrastructure: - A well- connected Monmouthshire attracting business investment**

- Inform the use and distribution of employment land and premises.
- Explore the Council’s role in the delivery of employment floor space.
- Support improvements in digital connectivity

- Support a sustainable transport system that contributes to our economic ambition and the vision of the Local Transport Plan
- Attract investment from larger high value enterprises.

We do not envisage any negative impacts of the strategy and action plan.

**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
No impact identified	No impact identified	No impact identified

**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.	Place Scrutiny Committee	14 <sup>th</sup> December 2023	<ul style="list-style-type: none"> <li>• Further updates received on the objective: - Make public procurement spend more accessible added to the Strategy and Action Plan</li> <li>• Active Travel Case Study on the Active Travel Link from Kingswood Gate Monmouth to Monmouth Town Centre has been removed from the Strategy as the scheme of works not complete.</li> </ul>
2.	Cabinet	7 <sup>th</sup> February 2024	