



Integrated Impact Assessment document

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

<p>Name of the Officer: Matthew Gatehouse</p> <p>Phone no: 0778 555 6727 E-mail: matthewgatehouse@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal:</p> <p>Our Strategic Equality Plan sets out what the evidence tells us about inequality in the county, why it matters to us and the actions we'll take to make a difference to people's lives. We use this plan to set our strategic equality objectives. These add greater detail to complement and build on the commitments we have made in the Community and Corporate Plan.</p>
<p>Name of Service area: Equality and Welsh Language</p>	<p>Date: 31 January 2024</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	Objective one sets out a range of actions which will contribute to our objective of giving every child the best possible start in life. The plan also articulates our commitment to become an age friendly county and seek accreditation from the World Health Organisation.	None identified at this stage	A motion has been passed by Council to take forward the age friendly county work.
Disability	We will encourage local firms to become accredited disability confident employers. We will continue to ensure our public buildings are fully accessible to all service users.	None identified at this stage	We will embed the Action on Disability action plan throughout our work and use the social model of disability when developing new services and reconfiguring existing ones

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	We will celebrate diversity and hold awareness raising events. We will also provide an LGBTQ+ inclusive education.	None identified at this stage	We will embed the actions within the LGBTQ+ Action Plan for Wales within our work.
Marriage or civil partnership	This plan is aimed at improving the delivery of services to all groups with protected characteristics. We remain open to working with group who identify additional actions which we could take in relation to those group.	None identified at this stage	No additional actions identified at this stage
Pregnancy or maternity	We will ensure that career pathways do not limit the ability of part-time staff to progress into senior roles. This will have a positive effect on those returning after maternity leave who are more likely than the wider workforce, to seek part-time hours.	None identified at this stage	No additional actions identified at this stage
Race	We will improve housing support for refugees and asylum seekers;	None identified at this stage	No additional actions identified at this stage
Religion or Belief	We will become an accredited county of sanctuary and a place of sanctuary for LGBTQ+ migrants which is likely to benefit those of different religions or beliefs.	None identified at this stage	No additional actions identified at this stage
Sex	Objective 7 is focused on reducing the gender pay gap. In addition there are specific actions to ensure that career pathways do not limit the ability of part-time staff to progress into senior roles should have a positive effect on females who are proportionately more likely to occupy part time roles	None identified at this stage	We will publish information on the gender pay gap annually. We will embed the Advancing Gender Equality in Wales Action Plan throughout our work.

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?
Sexual Orientation	We will provide an LGBTQ+ inclusive education through the Relationships and Sexuality Education section of the Curriculum for Wales.	None identified at this stage	We will embed the actions within the LGBTQ+ Action Plan for Wales within our work.

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	The plan sets out our commitments to meet the socio-economic duty. Specifically we will poverty proof our schools to reduce the cost of the school day, recognising that every pound matters to many families.	None identified at this stage	

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>We will continue to use our Integrated Impact Assessment Tool to assess the benefits of new proposals on the language</p>	<p>None identified at this stage</p>	<p>We included questions as part of the consultation to ascertain the view of respondents to understand how we could strengthen the strategic equality plan to have a positive effect on the language.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>We will continue to promote Welsh courses to all staff in the council to increase the proportion of our workforce who can speak Welsh</p>	<p>None identified at this stage</p>	<p>We will assess all jobs before they are advertised to understand whether they need to be designated as Welsh language accessible or desirable so that we can continue to ensure that we have Welsh speakers in customer facing roles</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Objective 5 includes our commitment to increase the number of Welsh speakers employed by the council to improve access in the delivery of all services</p>	<p>None identified at this stage</p>	<p>We will assess all jobs before they are advertised to understand whether they need to be designated as Welsh language accessible or desirable so that we can continue to ensure that we have Welsh speakers in customer facing roles.</p> <p>Promote the active offer of language choice in social care</p>





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>Yes. Our proposed objective to support the creation of fair employment and good work for everyone will make a positive impact on this goal. We will ensure our tender documentation encourages and promote diversity amongst our suppliers and contractors promoting more equality within our supply chain and local firms. We will also deliver employability programmes and build partnerships with employers and local businesses</p>	<p>No additional actions identified at this stage</p>
<p>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)</p>	<p>No specific actions contributing to this goal.</p>	<p>We will ensure that any actions undertaken are consistent with the commitments made within our Climate and Nature Emergency Strategy</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Yes. Objective 4 is focused on expand our provision of community-based services that extend people's healthy life expectancy. We will work with partners to embed actions to reduce health inequalities in early years services</p>	<p>Wherever possible, work with partners across Gwent to ensure the work carried out to deliver this strategy is consistent with the Marmot principles adopted by the Public Services Board</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Yes. Objective 3 is focused on working with partners and residents to build inclusive and cohesive communities.</p>	<p>No additional actions identified at this stage</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local</p>	<p>The plan recognizes our role supporting those who have fled conflict and persecution in other parts of the world.</p>	<p>Work with local groups such as Abergavenny Town of Sanctuary and the Monmouthshire Muslim Community Association to raise awareness.</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?
social, economic and environmental wellbeing		
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 plan is focused on valuing and making the most of the abilities and contributions of everyone in our communities, irrespective of age, gender, race, sexual orientation of any of the other characteristics that make us who we are. Valuing the richness of this diversity will enhance the culture of our places.	Ensure that the work in this plan dovetails with the commitments in the council's Welsh Language Strategy.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Yes. Equality of embedded throughout this plan an is central to its very nature. As an example, we will continue to operate a transparent job evaluation scheme to ensure equitable pay rates	These are identified throughout the plan. A public consultation was conducted to identity how other may have had ideas on how we could further strengthen these.

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>Balancing short term need with long term and planning for the future</p>	<p>The evidence we have identified highlights issues that have been prevalent in society over many generations. The plan covers the period 2024-28 and we recognise that we need to be working on thins now that we may not see the benefit of for many years</p>	<p>A public consultation was conducted to identity how other may have had ideas on how we could further strengthen these.</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>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The plan sets out a range of areas where we are working in collaboration with others, from embedding national action plans locally, through to working with partners across Gwent to become a Marmot Region focused on tackling health inequalities.</p>	<p>Continue to work in collaboration with local group such as Monmouthshire Muslim Community Association and Abergavenny Town of Sanctuary. In addition, close work with Newport City Council through our shared community cohesion team</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The plan has been subject to public consultation. We recognise that involvement in this area in recent years has not been as strong as we would like, as a result of capacity constraints. This has now been addressed and we are committed to improving how we involve all groups in future.</p>	<p>A public consultation was conducted to identify how other may have had ideas on how we could further strengthen these.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>By identifying evidence of inequality, we are recognising where problems currently exist. The plan is focused on tackling those issues and preventing problems occurring in the first place. This includes things like our work on tackling health inequalities and work on the early years which are intended to address the root cause of problems in the early years of a child's life.</p>	<p>A public consultation was conducted to identify how other may have had ideas on how we could further strengthen these. We will continue to work closely with the Institute of Health Equity to identify preventative actions.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>.The way in which this plan has been produced, is aimed at ensuring we consider how each of the objectives interact with each other and trying to ensure we look across multiple protected characteristics when identifying the actions we will take.</p>	<p>We need to recognise the importance of intersectionality in all actions we take.</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	Safeguarding is about ensuring positive action that promotes the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect. This plan has positive actions focused on giving young people the best possible start in life and tackling the inequalities that can persist across generations, and is focused on preventative actions	.None identified at this stage.	No additional actions identified at this stage.
Corporate Parenting	At this stage there are no specific actions identified that would have a positive or negative effect on the council's corporate parenting responsibilities		

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

The plan contains a wide range of evidence with objective being accompanied by a section setting out the evidence that has informed its development. This includes, but is not limited to:

- The employment rate of disabled people in Monmouthshire fell from 60% in 2014 to 51% in 2023.
- At 39% the proportion of women working part-time in Wales is far higher the proportion of men which is 12%.
- 83% of men felt safe when: at home, walking, on public transport, and in their car all, compared with 58% of women;
- The proportion of Monmouthshire residents identifying as from an Asian ethnic group is 1.3%, from a Black ethnic group was 0.2% from a mixed or multiple ethnic group was 1.2%; from a white group it was 96.7% with other groups making up 0.3%¹;
- Monmouthshire's population aged 65 and over is projected to increase by 41% and, more significantly, those aged 85 and over by 96% by 2043

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 objectives and actions within the plan are presented in a way that enables the reader to see the potential impact on groups with protected characteristics. The Strategic Equality Plan is by its very nature a plan that is looking to address, mitigate and positively address identified issues in Monmouthshire that have an adverse impact upon people or groups of people with protected characteristics. The Plan will also have a positive effect on all of the national well-being goals.

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
The plan is focused on addressing inequality, with all actions focused on groups with protected characteristics	The final version of the plan will set out clear timescales for delivery	Chief Officer – People, Performance and Partnerships

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 into equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Informal Cabinet	n/a	Developed alongside the production of the draft document
2	Scrutiny	6/2/24	Correction of typo
3	Council		

¹ Office for National Statistics, Census 2021, <https://www.ons.gov.uk/visualisations/censusareachanges/W06000021/>