



# Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> completing the evaluation Richard Jones</p> <p><b>Phone no:</b> <b>E-mail:</b> richardjones@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>A review of the Council’s strategic risk management policy and guidance to strengthen arrangements, informed by feedback received and ensure it reflects the Council’s current governance arrangements.</p>
<p><b>Name of Service area</b></p> <p>All Services</p>	<p><b>Date:</b> 17/05/2024</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	This strategic risk management policy and guidance sets out the Council’s policy and approach to strategic risk management. Implementing the policy will ensure that risk management is effective and consistent across the organisation including any strategic risks that relate to specific protected characteristics.	None identified at this stage	No further actions are proposed
Disability	As above.	As above.	As above.

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	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>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>	This strategic risk management policy and guidance sets out the Council's policy and approach to strategic risk management. Implementing the policy will ensure that risk management is effective and consistent across the organisation including any strategic risks that relate to socio-economic disadvantage.	None identified at this stage	No further actions are proposed

### 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	This strategic risk management policy and guidance sets out the Council's policy and approach to strategic risk management. Implementing the policy will ensure that risk management is effective and consistent across the organisation including any strategic risks that relate to the use of the Welsh Language.	None identified at this stage	No further actions are proposed
<b>Operational</b>  Recruitment & Training of workforce	As above.	As above.	As above.
<b>Service delivery</b>  Use of Welsh language in service delivery  Promoting use of the language	As above.	As above.	As above.

**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 risk management policy and guidance include recognition of risk management as being one of the core areas of activities identified in the Well-being of Future Generations Act that the Council particularly needs to focus on. Consideration will need to be given to the requirements under the act and five ways of working when assessing risks to support their management.</p>	<p>No further actions are proposed</p>
<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>As above.</p>	<p>As above.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>As above.</p>	<p>As above.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>As above.</p>	<p>As above.</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>As above.</p>	<p>As above.</p>
<p><b>A Wales of vibrant culture and thriving Welsh language</b></p>	<p>As above.</p>	<p>As above.</p>

<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>
Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation		
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	As above.	As above.

**5. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p>	<p>The risk management policy and guidance include recognition of risk management as being one of the core areas of activities identified in the Well-being of Future Generations Act that the Council particularly needs to focus on. Consideration will need to be given to the requirements under the act and five ways of working when assessing risks to support their management.</p>	<p>In line with the Well-being of Future Generations Act, identification and mitigation of longer-term risks that will impact future generations at community level but will have a lesser impact on the medium-term delivery of council services, is an area for continued development.</p> <p>The updated strategic risk policy includes the need to consider both current risks that require immediate treatment, and risks that may become more prominent in the future, including the production of a Risk Radar Report on an annual basis to support horizon scanning and inform risk identification.</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><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	As above.	No further actions are proposed
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	As above.	No further actions are proposed
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	As above.	No further actions are proposed
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	As above.	No further actions are proposed

**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	This strategic risk management policy and guidance sets out the Council's policy and approach to strategic risk management. Implementing the policy will ensure that risk management is effective and consistent across the organisation including any strategic risks that relate to safeguarding.	None identified at this stage.	No further actions are proposed
Corporate Parenting	This strategic risk management policy and guidance sets out the Council's policy and approach to strategic risk management. Implementing the policy will ensure that risk management is effective and consistent across the organisation including any strategic risks that relate to corporate Parenting .	None identified at this stage.	No further actions are proposed

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

The reviewed Strategic Risk Management Policy has been informed by evidence from our own self-assessment, the work of Governance & Audit Committee and a recent Internal Audit review. Risk Management practice and guidance has also been researched and used to inform its development.

**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 strategic risk management policy and guidance sets out the Council's policy and approach to strategic risk management. Implementing the policy will ensure that risk management is effective and consistent across the organisation including any strategic risks related to areas assessed in this form.

**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>
Produce a Risk Radar Report on an annual basis to support horizon scanning and inform risk identification.	April 2025	Performance and Data Insight Manager

**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>
1.0	For Cabinet approval	05/06/2024	