



monmouthshire
sir fynwy

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

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| Name of the Officer completing the evaluation Ian Bakewell Phone no: 01633 644479 E-mail: ianbakewell@monmouthshire.gov.uk | Please give a brief description of the aims of the proposal Meeting The Unmet Pitch Needs of the Gypsy and Traveller Assessment January 2021. Proposal for Bradbury Farm to be developed as a Gypsy and Traveller Site |
| Name of Service area Housing & Communities | Date 7th July 2023 updating 31 st August 2021 Version 6 th November 2023 Updated Version 28 th June 2024 |

- 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>The proposal will positively contribute to the Gypsy and Traveller community.</p> <p>Children and young people will be more likely to receive stable accommodation to ensure that they can enjoy a decent standard of living and reach their potential.</p> | <p>Some of the previously shortlisted sites are used as recreation space, the loss of which would have impacted negatively on young people in particular. This is not applicable to the proposal in respect of Bradbury Farm.</p> | <p>The Council has and will continue to engage with the Travelling Ahead advocacy service.</p> <p>The completed public consultation helped to assess the potential impact relating to different site options.</p> |
| Disability | <p>Members of the travelling community can be provided with more appropriate accommodation. This can also help access to health and care services.</p> | <p>There were no negative impacts in respect of the completed consultation, although the feedback identified by the consultation about Langley Close, Bradbury Farm and Oakgrove being developed as Gypsy and Traveller sites was that the sites were not considered to be suitable.</p> <p>Future site design can consider disability standards.</p> | <p>Ensure that sites, when developed, are fully accessible.</p> <p>For the wider community, the completed public consultation helped to assess the potential impact relating to different site options.</p> |
| Gender reassignment | Positive impact | N/A | 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? |
|----------------------------------|---|--|--|
| Marriage or civil partnership | As above | As above | As above |
| Pregnancy or maternity | The identification of new sites should have a positive impact on those who are pregnant as giving better access to pre-natal care and provide more stable accommodation for the family. | 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? |
|---------------------------|--|---|--|
| Race | <p>Romany Gypsies and Irish Travellers are recognised as having a protected characteristic under the Equality Act 2010. The identification of new sites providing permanent authorised accommodation will have a positive impact on this community in terms of education, health and quality of life. The Council has a zero tolerance to the use of any racist, discriminatory or prejudiced remarks or feedback.</p> | As above | <p>Many people express negative opinions about gypsies and travellers and work will be needed to counter these negative perceptions and ensure social cohesion. Racist comments and behaviour will be reported to the Police.</p> <p>Inappropriate or discriminatory comments were excluded from the consultation feedback.</p> <p>A separate event was provided for members of the Gypsy and Traveller community to ensure they have a safe space to obtain information and provide feedback.</p> <p>As a 'critical friend' the advocacy agency Travelling Ahead, have been fully involved in the site identification and consultation process. Their involvement, however, did not intend to be representative of any Gypsy and Traveller household or the Gypsy and Traveller Community. Travelling Ahead were not employed by the Council.</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? |
|----------------------------------|--|--|--|
| Religion or Belief | Positive impact | 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.

| | 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? |
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| <p>Socio-economic Duty and Social Justice</p> | <p>It is recognised that Gypsy and Travellers can be disadvantaged in part, due to lack of stable accommodation, including available permanent pitch provision, resulting in a more transient lifestyle due to the need to regularly move on.</p> <p>This can be detrimental to community inclusion including accessing (or retaining) employment/training opportunities and accessing financial services e.g. insurance.</p> <p>Good quality permanent pitch provision also supports wider priorities such education, particularly for children and young people, as well as health and well-being.</p> | <p>There are no negative impacts associated with this proposal to consult on the suitability of Council owned land.</p> <p>However, there would be negative impacts if the Council determined not to develop any of the identified land.</p> <p>Dancing Hill – this is currently tenanted for horse grazing, which would impact negatively on the tenant’s employment and income. This was withdrawn from the process by Cabinet on 4th October 2023.</p> <p>Concerns have been expressed about negative impacts about property values. These are not material planning considerations.</p> <p>Bradbury Farm - forms part of the Council’s County Farms estate and is occupied via an agricultural tenancy. It is anticipated this tenancy would need to be amended should the site be supported for this use.</p> | <p>There is no current mitigation against the identified employment detriment relating to possible development of Dancing Hill. Should it be selected then mitigating actions can be considered. This was withdrawn from the process by Cabinet on 4th October 2023.</p> <p>There is no current mitigation against the possible impact on property values of neighbouring homes. Should any be selected be selected then any possible mitigating actions would need to be investigated.</p> <p>The Council has previously established a pitch waiting list and allocation policy in potential readiness for pitch provision. This, however, needs to be reviewed and published. This provides a mechanism for households to apply for future pitches. It’s also a positive mechanism for the Council to engage with the Gypsy and Traveller community.</p> <p>Should a decision be made on any of Langley Close, Bradbury Farm or Oakgrove Farm sites for development, mitigating action would need to be investigated.</p> |
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| 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 |
|--|--|--|--|
| Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language, no less favourably | The Council has a pitch allocation policy, and it is appropriate to establish a bi-lingual version. | None | N/A |
| Operational Recruitment & Training of workforce | Neutral impact. This proposal does not involve the appointment of staff. | None | N/A |
| Service delivery Use of Welsh language in service delivery Promoting use of the language | Whilst the current proposal to consult on potential pitch provision has a neutral impact, in the longer term, the aim is to establish Gypsy and Traveller pitch provision. This is an opportunity to promote the Welsh Language e.g. signage, agreements, welcome packs etc. | None | N/A |

3. Policy making and the Welsh language.

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>Meeting the pitch needs of Gypsy and Traveller households creates stability for households and enables them to establish firm links with local communities e.g. schools, employment.</p> <p>It reduces the likelihood of unauthorized encampments and the associated resource implications of dealing with such.</p> <p>Dancing Hill - this is currently tenanted for horse grazing, which would impact negatively on the tenant's employment and income. This is no longer applicable further to Cabinet 4th October 2023.</p> <p>Langley Close - is currently tenanted for horse grazing, which would impact negatively on the tenant's employment and income, although it is proposed to withdraw Langley Close from the process.</p> <p>Oakgrove Farm - forms part of the Council's County Farms estate and is occupied via an agricultural tenancy. It is anticipated this tenancy would need to be amended should the</p> | <p>There is no current mitigation against the identified employment detriment relating to possible development of Dancing Hill. Should it be selected then mitigating actions can be considered. This is no longer applicable further to Cabinet 4th October 2023.</p> <p>We will involve and liaise with Travelling Ahead, Gypsy and Traveller advocates.</p> <p>Should a decision be made on any of Langley Close, Bradbury Farm or Oakgrove Farm sites for development, mitigating action would need to be investigated.</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>site be supported for this use, although this is not proposed.</p> <p>Bradbury Farm - forms part of the Council's County Farms estate and is occupied via an agricultural tenancy. It is anticipated this tenancy would need to be amended should the site be supported for this use.</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>Ecological site surveys have identified there will be a need to consider this in respect of the design and development of a possible public provision. This is considered to be an opportunity to achieve improvements that benefit the biodiversity and ecosystems.</p> | <p>Any site development proposal will take into account all requirements and recommendations relating to the Ecological site surveys and feedback from the Council's Ecology Team. Further surveys may be needed to inform any future Planning applications.</p> |
| <p>A healthier Wales People's physical and mental wellbeing is maximized, and health impacts are understood</p> | <p>There were no negative impacts associated with this proposal to consult on the suitability of Council owned land.</p> <p>However, it has been suggested an alternative option for the use of the Langley Close land is for recreational purposes. Should this location be used for Gypsy and Traveler pitch provision, this could impact upon the possible alternative recreational option. Although it is proposed that Langley Close is withdrawn from the site identification process as it is less suitable than the preferred option of Bradbury Farm.</p> | <p>To mitigate against unintended detrimental consequences that may impact on the Gypsy and Traveler community, the site consultation that commenced on 9th November 2023 was similar in approach to the Replacement Local Development Plan consultation in respect of candidate sites e.g. the use of drop-ins and a questionnaire.</p> <p>The Council would be keen to involve potential resident households of any future site design, to provide an opportunity to influence design proposals. The Council wants Gypsy and</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? |
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| | <p>It was also suggested that an existing footpath across Dancing Hill could be an Active Travel route. Possible use for Gypsy and Traveller pitch provision may impact detrimentally on the possible Active Travel route option. This is no longer applicable as Dancing Hill has been withdrawn.</p> <p>Facilitating pitch provision supports good quality accommodation for Gypsy and Traveller households which is conducive to good health and well-being and helps tackle health inequalities. It also supports households being able to access health services e.g. GP's, dentists, opticians etc.</p> | <p>Traveller households to want to live on a site and regard it as 'home.'</p> |
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | <p>The potential to facilitate the availability of new pitch provision provides the opportunity to invest in appropriately located and well-designed provision that is attractive to the Gypsy & Traveller community and has no impact on existing communities.</p> | <p>To mitigate against unintended detrimental consequences that may impact on the Gypsy & Traveller community, the site consultation that commenced on 9th November 2023 was similar in approach to the Replacement Local Development Plan consultation in respect of candidate sites e.g. the use of drop-ins and a questionnaire.</p> <p>The Council is keen that any sites developed are well designed and landscaped, developed to a high standard and not detrimental to local</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? |
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| | | <p>settings. Site development will be based on Welsh Government design guidance.</p> <p>Site evaluation surveys (including noise, land contamination, air quality and transport) completed have helped to inform whether there are any potential safety or 'connection]' issues. This information has been used to inform this proposal to recommend Bradbury Farm to be put forward for development.</p> |
| <p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p> | N/A | N/A. |
| <p>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</p> | Should the Council's site identification result in public pitch provision, this presents an opportunity to promote the Welsh Language. | Consultation material was bi-lingual. |
| <p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p> | The proposals directly support equality and protected and or disadvantaged groups. | As above. |

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 data-bbox="405 427 555 683">Balancing short term need with long term and planning for the future</p> <p data-bbox="203 643 360 715">Long Term future</p> | <p data-bbox="589 352 1312 456">The proposal is informed by a Gypsy and Traveller Assessment Jan 21, which makes population projections up to 2033.</p> <p data-bbox="589 544 1312 679">Planning for pitch provision helps to reduce the likelihood of unauthorised encampments. If the resulting outcome to meet need is public provision, households will be able to apply to live there.</p> | <p data-bbox="1335 352 2022 416">The continued engagement with Travelling Ahead advocacy service.</p> <p data-bbox="1335 456 1944 488">Future Gypsy and Traveller pitch assessments.</p> <p data-bbox="1335 520 2022 719">The Council is proposing to establish a negotiated stopping arrangement to mitigate against unauthorised encampments, which although separate to the site investigation work, is integral to the Council's approach to supporting the Gypsy & Traveller Community.</p> |
|  <p data-bbox="405 917 555 1141">Working together with other partners to deliver objectives</p> <p data-bbox="203 1129 371 1161">Collaboration</p> | <p data-bbox="589 799 1312 935">The proposals will be developed with Welsh Government and Gypsy and Traveller advocates including Travelling Ahead and a specialist planning consultant.</p> <p data-bbox="589 1023 1312 1094">The Council if applicable will engage with Welsh Government in respect of potential funding.</p> <p data-bbox="589 1118 1312 1222">Although not applicable at present, but there could be scope to include other organisations e.g. RSL's, although no decision has been made at present,</p> | <p data-bbox="1335 799 2022 1031">Gypsy and Traveller Households themselves are key stakeholders. It's important that households want to live on potential pitches provided by the Council. Travelling Ahead have provisionally agreed to support Gypsy and Traveller households to access the Council's consultation and the drop-in at County Hall that was held as part of the consultation.</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>Involving those with an interest and seeking their views</p> | <p>The proposal facilitates greater involvement with local Gypsy and Traveller households.</p> <p>There is a particular opportunity for involving families in the design of new sites.</p> <p>A robust consultation process has been undertaken in respect of a shortlist of three sites – Langley Close, Bradbury Farm and Oakgrove.</p> <p>There will be further opportunities to involve stakeholders in respect of any sites put forward for inclusion in the Deposit RLDP, which is scheduled to be consulted upon around Autumn 2024.</p> <p>Also, any planning application for an individual site will also be consulted upon.</p> | <p>Travelling Ahead have agreed to provide particular support for local Gypsy & Traveller households.</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p> | <p>The proposal supports preventative activity from the perspective of households having a stable home (e.g. pitches) enabling households to better access facilities e.g. employment, education, health etc and community links.</p> <p>For the pending consultation, the Council has engaged with Travelling Ahead who have provided comments and views that the Council has utilised.</p> | <p>In respect of potential sites, site management, tenancy agreements and improved access to well-being support will be consideration.</p> <p>The Council will seek to liaise and network with other organisations who have experience of site development and management to identify good practice and options.</p> |
|  <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>The proposal supports increased access to good quality pitch provision that helps to provide safety, security and stability that also supports all aspects of well-being e.g. physical health, medical health etc.</p> <p>The direct benefits this has for the Gypsy and Travellers is that accommodation supports the priorities of wider agencies such as health services.</p> | <p>The site identification proposal will build upon existing services that support well-being which Gypsy & Traveller households would be supported to access.</p> |

5. 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 | The proposal supports households where there could be safeguarding issues by providing safe and secure pitch provision. | None. | N/A |
| Corporate Parenting | The proposal supports Corporate Parenting by potentially providing safe and secure pitch provision. If needed or applicable, it also supports the development of positive engagement and a relationship between any families and the Council due to there being no requirement to move on, perhaps, from an unauthorised encampment. | None. | N/A |

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

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| <p>Gypsy & Traveller Assessment January 2021</p> <p>Feedback from advocacy support services.</p> <p>Elected member scrutiny workshops.</p> <p>Elected member visit on 14th July 2023.</p> <p>Pre-consultation feedback received from local councillors and members of the local community.</p> <p>Post consultation feedback undertaken on behalf of the Council Nov-Dec 2023.</p> <p>Individual site evaluation surveys undertaken by specialist agencies to evaluate noise, transport, air quality, land contamination and ecology.</p> <p>Feedback from the Council's Environmental Health, Highways and Ecology Teams in respect of the above site evaluation surveys</p> |
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7. 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 section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

The main benefits of the proposal are:

- It seeks to address unmet pitch need identified by the Gypsy and Traveller Assessment Jan '21
- The Council will be meeting its legal responsibilities under Part 3, Housing (Wales) Act 2014
- It supports the Gypsy and Traveller requirement relating to the development of the Replacement Local Development Plan
- It meets the expectations and requirements of Welsh Government

8. 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 |
|--|-------------------------------------|---|
| Officer Meeting – Site identification | 13 th Aug 21 – completed | Mark Hand |
| Officer Meeting – Site identification | 19 th Aug 21 - completed | Mark Hand |
| Report to Enterprise DMT | 6 th Sept 21 | Ian Bakewell, Housing & Communities Manager |
| Report to Adults Select - Update report. | 21 st September 21 | Ian Bakewell, Housing & Communities Manager |
| Report to People Scrutiny | 20 th July 2022 | Ian Bakewell, Housing & Communities Manager |
| Members Workshop | 29 th September 2022 | Ian Bakewell, Housing & Communities Manager |

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| Members Workshop | 3 rd November 2022 | Ian Bakewell, Housing & Communities Manager |
| Members Workshop | 4 th July 2023 | Ian Bakewell, Housing & Communities Manager |
| Report to People Scrutiny | 19 th July 2023 | Ian Bakewell, Housing & Communities Manager |
| Report to Cabinet | 26 th July 2023 | Ian Bakewell, Housing & Communities Manager |
| Report to Cabinet | 4 th October 2023 | Ian Bakewell, Housing & Communities Manager |
| Report to Place Scrutiny Committee for Call-In | 23 rd October 2023 | Hazel Ilett, Scrutiny Manager & Ian Bakewell, Housing & Communities Manager |
| Report to Full Council | 26 th October 2023 | |
| Consultation (6 weeks) | 9 th November 2023 | Ian Bakewell, Housing & Communities Manager |
| Report to Scrutiny | 24 th July 2024 | Ian Bakewell, Housing & Communities Manager |
| Report to Cabinet | 21 st August 2024 | Ian Bakewell, Housing & Communities Manager |

9. 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 | Report to Enterprise DMT | 06.09.21 | |
| 2. | Report to People Scrutiny in preparation for Report to Cabinet | 19.07.23 | Utilised up to date template and updated on timeline. No changes otherwise |
| 3. | Report to Cabinet | 26.07.23 | Updates to reflect initial feedback (e.g. pre proposed consultation) provided to the Council |
| 4 | Report to Cabinet | 04.10.23 | No changes necessary |
| 5. | Pre-Consultation | 30.10.23 | Updated to reflect consideration that the pending site consultation wouldn't impact detrimental on Gypsy & Traveller households |
| 6. | Report to Place Scrutiny Committee in preparation of Report to Cabinet on 21 st August 2024 | 24.07.24 | Updated to reflect further iteration of the site identification process and the proposal relating to a preferred site option. |