



monmouthshire
sir fynwy

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

<p>Name of the Officer: Nicholas Keyse</p> <p>Phone no: 01633 644773</p> <p>E-mail: nicholaskeyse@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>1.1 To consider the officer recommendation relating to the future of the former My Day My Life Day Centre at Tudor Street, Abergavenny.</p>
<p>Name of Service area</p> <p>My Day My Life / Landlord Services</p>	<p>Date: 21st August 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	All age groups will be able to access opportunities in the community to meet their needs, aspirations and wants. The proposal to offer the site for community development will enhance the availability of opportunities are open and of interest to people of all ages.	None identified at this point	The draft business plan speaks to the aspirations to deliver an inclusive and shared environment. The business plan will be monitored by MCC officers including milestones for reporting on performance.
Disability	Developing the site as an inclusive community asset/opportunity will further extend the range of opportunities and activities within the community which people with a disability can access.	The increase in provision may lead to duplication of services provided at existing and established community assets, thereby negatively impacting their sustainability.	Evidence has been provided alongside the business plan to evidence high demand for community facilities in Abergavenny. It is suggested that sufficient demand exists to avoid duplication.

Appendix 1

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	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
Marriage or civil partnership	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
Pregnancy or maternity	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
Race	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
Religion or Belief	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
Sex	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
Sexual Orientation	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage

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 proposal will enable proof of concept to be tested for the creation of space that is collaborative and facilitates the pooling of resources to support organizations concerned with the well-being of people with disabilities, mental health issues, additional needs and carers. 'The Gathering' is committed to providing a space for vulnerable adults who have learning disabilities / physical difficulties to social and take part in activities they want, on an individual person-centered plan.	No impact identified at this stage	No mitigating actions identified at this stage

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>	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
<p>Operational</p> <p>Recruitment & Training of workforce</p>	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage





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>Positive: This proposal will enable us to support the use of an under-utilized asset and support best use of community-based resources.</p> <p>Negative: the proposal will forgo the opportunity to deliver other policy objectives, including the development of affordable housing.</p>	<p>The 12 month agreement will enable proof of concept to be evidenced, safeguarding MCC's ability to review the long term use of the property should the proposal be deemed unsuccessful.</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>Positive: the occupation of the property will enable the surrounding garden to be better utilized including access to green spaces.</p>	<p>No mitigating actions identified at this stage</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: The proposal seeks to increase choice and diversity of activities for people with learning disabilities. This supports the physical and emotional health of people with disabilities / mental health issues and their carers.</p>	<p>No mitigating actions identified at this stage</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Positive: The Gathering's proposals target audience encompasses individuals with diverse disabilities, including physical, sensory, cognitive, and mental health conditions. This audience includes people with mobility challenges, visual or hearing impairments, learning disabilities, chronic illnesses, and mental health issues. To cater effectively to this diverse group, the organisation have stated that they will "consider accessibility in our services and</p>	<p>No mitigating actions identified at this stage</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?
	facilities, ensuring we are inclusive and accommodating to people with varying abilities and needs. Adapting communication methods, providing accessible information, and creating inclusive environments are crucial aspects of engaging with this target audience".	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No impact identified at this stage	No mitigating actions identified at this stage
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	No impact identified at this stage	No mitigating actions identified at this stage
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Positive: People with a learning disability will have more choice and facilities to access in their community	No mitigating actions identified at this stage

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>	<p>The 12 month agreement will enable the opportunity to be facilitated in the short term without compromising the long term future of the asset. The lease will enable MCC to support The Gathering to execute their business plan and strengthen its evidence base and financial sustainability.</p>	<p>Quarterly milestones will be included within the lease agreement assess and support ongoing performance against the draft business plan.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The proposal to release the property for the development of a community development opportunity that provides further potential for working with our community and voluntary sector partners.</p>	<p>No mitigating actions identified at this stage</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The draft business plan includes letters of support and statements from existing users of the service at the Wellbeing Centre.</p>	<p>No mitigating actions identified at this stage</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>No impact identified at this stage</p>	<p>No mitigating actions identified at this stage</p>

<p>Sustainable Development Principle</p>	<p>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</p>	<p>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The values of The Gathering are set out in their draft business plan, stating that their core values are “To promote best practice through co-production and promoting the principles in the Social Services and Well-being Act, Future Generations Act, and the Six Senses framework*.”</p>	<p>No mitigating actions identified at this stage</p>

6. Council has agreed the need to consider the impact its decisions have 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	None identified at this stage	.No impact identified at this stage	No mitigating actions identified at this stage
Corporate Parenting	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage

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

The proposal is supported by a draft business plan and supporting 5 year financial forecast.

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?

Positive Impact:

- The proposal may enable people with learning disabilities to access a new community initiative within a well-known property in Abergavenny.
- The proposal to offer the site for community development will enhance the availability of opportunities that are open, accessible and of interest to people of all ages and abilities.
- Developing the site as a community asset/opportunity will further extend the range of opportunities and activities within the community which people with a disability can access.

Negative Impacts:

- The creation of a further facility in close proximity to a number of existing community assets may negatively impact the sustainability of existing community facilities.

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
Undertake quarterly reviews of the performance of the tenant, in accordance with the recommendations of the report and approved lease.	On going	Landlord Services

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.	Internal SCH decision making	13.03.24	DMT asked for assurance that people within supported living arrangements who used to access Greenfingers are being appropriately supported with day time opportunities of their choice.
2.	Informal Cabinet	19.03.24	