



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>This report is brought forward to declare surplus the Former Abergavenny Library, transferring from the CYP portfolio to Landlord Services.</p>
<p>Name of Service area</p> <p>CYP</p> <p>Resources</p>	<p>Date: 6th November 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	The former occupier, the PRS, will continue to deliver services from a new location at Bryn-Y-Cwm, Old Hereford Road, Abergavenny. The repurposing of the former library will enable other occupiers to be identified and that may contribute to community development. The property will require investment to be made open, accessible and of interest to people of all ages.	None identified at this point	We will ensure that all protected characteristics are considered in arriving at any recommendation on a future occupier of the site.

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?
Disability	Declaring the site surplus will enable opportunities for commercial or community development to be explored, further extending the range of opportunities that people with disability can access.	No impact identified at this stage	We will ensure that all protected characteristics are considered in arriving at any recommendation on a future occupier of the site.
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 impact identified at this stage

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?
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?
<i>Socio-economic Duty and Social Justice</i>	Declaring the site surplus to requirements will enable a marketing exercise to be undertaken, inviting proposals for the land and such that different uses can be explored. It is anticipated that interest will exist in this well-known property and it will present an opportunity to enhance the provision of services within the locality.	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>	<p>Marketing details for the property will be made available in Welsh and English.</p>	<p>No impact identified at this stage</p>	<p>No mitigating actions identified at this stage</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>No impact identified at this stage .</p>	<p>No impact identified at this stage</p>	<p>No mitigating actions identified at this stage</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>No impact identified at this stage</p>	<p>No impact identified at this stage</p>	<p>No mitigating actions identified at this stage</p>


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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Positive: This proposal will enable us to repurpose an underutilized asset and offer an opportunity that could enhance the availability of opportunities to the community. Negative: should a community-use be recommended, it may detract from existing community assets in the area.	No mitigating actions identified at this stage
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	Positive: the property benefits from a small garden which should feature in the proposals of any occupier, such that opportunities for growing or biodiversity are captured.	No mitigating actions identified at this stage
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Positive: The proposal is consistent with the commitments of the Asset Management Strategy, which includes maximizing the use of Council assets. The properties layout and location lend themselves to a range of uses.	No mitigating actions identified at this stage
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Positive: Proposals received for this property will need to evidence how they are meeting a market need or gap, and the opportunities to connect with existing communities.	No mitigating actions identified at this stage
A globally responsible Wales Taking account of impact on global well-being when considering local	No impact identified at this stage	No mitigating actions identified at this stage

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	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	No mitigating actions identified at this stage	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>Balancing short term need with long term and planning for the future</p>	The implementation of the proposal will enable proposals to be received that consider the short- and long-term opportunities of the Former Library. The property lends itself to meet a range of uses which can support people to access services or offers.	No mitigating actions identified at this stage

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 proposal to release the property and offer it as a community or commercial opportunity 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>Invitations to tender will be made available to all parties and MCC Estates will manage the advertising process directly. Any recommendation relating to the future of the site will be presented to Cabinet for consideration.</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>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>.</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?

In accordance with the requirements of the Asset Management Strategy, vacant property should be repurposed to ensure they are generating a financial and social return. Any recommendation to Cabinet to accept a proposal will be informed by a scoring matrix, considering the financial offer, experience and standing of the applicant, details of the proposed use, conditionality, etc.

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 will enable an underutilised asset to be repurposed.

- The proposal to offer the site for community or commercial use will enhance the availability of opportunities that are open, accessible and of interest to people of all ages and abilities.
- This proposal will strengthen and widen the opportunities available to people in a way that meets their needs. Therefore, likely to increase and advance equality of opportunity for people with disabilities in Monmouthshire.
- The proposal may enable people with learning disabilities / physical disabilities and mental health issues to access a new community initiative within a well-known property in Abergavenny.

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
Landlord Services will commence marketing the opportunity	December/January 2024/25	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	