



monmouthshire
sir fynwy

Integrated Impact Assessment document

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

Name of the Officer Nikki Wellington Phone no: 07766504389 E-mail: nicolawellington@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal To change the funding formula for distributing leadership funding for Monmouth Comprehensive School, Caldicot School, Chepstow School and King Henry VIII 3 – 19 School.
Name of Service area Children and Young People	Date 20 th November 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	This will positively impact the schools that will see and increase in funding. These schools will be able to have a leadership structure that reflects the number of pupils and the phases in each school.	There is one school that will see a reduction in funding which will result in a reduction in leadership posts, which may result in reduced support for pupils.	All schools will see transition funding over a 2-year period to limit the increases and decreases in funding. This will allow schools to plan staffing structures.
Disability	This will positively impact the schools that will see and increase in funding. These schools will be able to have a leadership structure that reflects the number of pupils and the phases in each school.	There is one school that will see a reduction in funding which will result in a reduction in leadership posts, which may result in reduced support for pupils.	All schools will see transition funding over a 2-year period to limit the increases and decreases in funding. This will allow schools to plan staffing structures.

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 specific impact	No specific impact	No specific impact
Marriage or civil partnership	No specific impact	No specific impact	No specific impact
Pregnancy or maternity	No specific impact	No specific impact	No specific impact
Race	.No specific impact	No specific impact	No specific impact
Religion or Belief	.No specific impact	No specific impact	No specific impact
Sex	No specific impact	No specific impact	No specific impact
Sexual Orientation	.No specific impact	No specific impact	No specific impact

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	No specific impact	No specific impact	No specific impact.

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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	No specific impact	No specific impact	No specific impact
Operational Recruitment & Training of workforce	Where funding is increasing further employment opportunities may be identified.	Where there is a decrease in funding posts may be reduced as a result.	All schools will see transition funding over a 2-year period to limit the increases and decreases in funding. This will allow schools to plan staffing structures.
Service delivery Use of Welsh language in service delivery Promoting use of the language	No specific impact	No specific impact	No specific impact

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	No specific impact	No specific impact
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No specific impact	No specific impact
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	No specific impact	No specific impact
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	No specific impact	No specific impact
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No specific impact	No specific impact
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 specific impact	No specific impact
A more equal Wales	No specific impact	No specific impact

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?
People can fulfil their potential no matter what their background or circumstances		

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?
 Long Term Balancing short term need with long term and planning for the future	All of the schools will know their funding and will be able to plan their future leadership structures. The funding will be fixed to allow this.	All schools will see transition funding over a 2 year period to limit the increases and decreases.
 Collaboration Working together with other partners to deliver objectives	None	None
 Involvement Involving those with an interest and seeking their views	None	None

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?
 Putting resources into preventing problems occurring or getting worse	None	None
 Considering impact on all wellbeing goals together and on other bodies	None	None

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	No impact	No impact	N/A
Corporate Parenting	No impact	No impact	N/A

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

Schools finance regulations 2010. Fair funding document 2018 and Section 52 funding.

- Equalities dashboard link. [Equality data dashboard for EQIA's 2020.xlsx](#)

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?

School leadership funding will reflect the size and phases of the schools. One school will see a decrease in funding however this is mitigated with transition funding over a 2 year period.

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
Review impact of funding on all four schools	March 2026	Local Authority and Schools.

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
1.1	Performance and Overview Scrutiny Committee	3 rd December 2024	Initial Draft