



# Integrated Impact Assessment document

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

<p><b>Name of the Officer</b> Jane Rodgers Chief Officer, Social Care, Safeguarding &amp; Health</p> <p><b>Phone no:</b> <b>E-mail:</b> <a href="mailto:janerodgers@monmouthshire.gov.uk">janerodgers@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>This assessment will consider the impact of the redevelopment of a 5-bedroom supported accommodation provision in Abergavenny</p>
<p><b>Name of Service area</b></p> <p>Social Care and Health Directorate, Children's Services</p>	<p><b>Date</b></p> <p>Jan 2025</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 development will positively impact our young people, specifically those who are looked after, by ensuring that they have increased opportunities to get the support they need closer to their homes and communities.	None identified at this point	None identified at this point
Disability	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic

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	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic
Marriage or civil partnership	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic
Pregnancy or maternity	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic
Race	.There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic
Religion or Belief	.There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic
Sex	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic

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	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic.	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic	There is no evidence to suggest that the proposal will positively or negatively impact on people who share the protected characteristic

## 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?

<p><b>Socio-economic Duty and Social Justice</b></p>	<p>The business case seeks to increase the sufficiency of appropriate placements closer to home for care experienced children and supports the repatriation of Monmouthshire children back into the county. The provision will enable care experienced young people to develop their life skills and support their pathway to independence so that their future life chances and economic mobility are improved. The provision is designed for care experienced young people who have medium to high support needs, where the council does not currently have sufficient provision. This additional stepping stone approach will help vulnerable young people sustain future stable accommodation and tenancies.</p> <p>Bringing young people closer to their families and support networks will ensure there are reduced socio-economic barriers for parents and guardians to engage with their children.</p> <p>The development of accommodation close to community resources will reduce the economic impact on the young people when accessing Education, employment and training, with transport infrastructure becoming more accessible.</p>	<p>There is no evidence to suggest that the proposal will have a negative impact on people who are socio-economically disadvantaged.</p>	<p>Placement of young people closer to home and communities to improve longer term social and economic outcomes for young people. Ensuring the project is close to schools, employment opportunities, youth and health services to enhance the opportunities for supporting our young people to achieve their personal wellbeing outcomes and become more independent.</p>
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## 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>
<p><b>Policy Making</b></p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favorably</p>	<p>The proposals will be neutral in relation to opportunities to use the Welsh language and will not treat the Welsh language less favorably than the English language. The proposal will ensure young people remain in Wales and enable them to maintain connections to the Welsh language.</p>	<p>There is no evidence to suggest that the proposal will have a negative impact on the Welsh language.</p>	<p>All supporting documents, information and surveys are available in Welsh upon request</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>All adverts and tender specifications will be available in Welsh and will be advertised via the Sell2Wales procurement website.</p> <p>We are not currently implementing an authority led operational delivery team, therefore there will be no formal recruitment linked to this project.</p>	<p>There is no evidence to suggest that the proposal will have a negative impact on the Welsh language.</p>	<p>Any future recruitment will be undertaken through the medium of English and Welsh and all documents displayed bilingually on the council website and social media channels.</p> <p>Applicants will be invited to apply in Welsh if that is their preference.</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>Welsh language and reference to Welsh culture will be actively encouraged in the home, this will be stipulated with the service provider at award of contract.</p> <p>Non-Welsh speakers will be encouraged to use incidental Welsh in everyday communications.</p>	<p>There is no evidence to suggest that the proposal will have a negative impact on the Welsh language.</p>	<p>Development of bilingual policies and procedures to be available on request.</p>

	All policies and procedures implemented within the home will be available in Welsh on request.		
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**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!




<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>
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Utilising local property related services and contractors in the refurbishment of the home boosting local economy.	This proposal will also provide new jobs for supported accommodation staff.
<b>A resilient Wales</b> Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change)	We aim to increase the properties EPC rating to A, reducing carbon emissions and ensuring sustainability is at the heart of the development. Examples include the installation of an air source heat pump and solar panels.  We intend to install planting areas in the garden to encourage sustainability and support biodiversity. Young people will be encouraged to develop their environmental awareness.	Close proximity to public transport links will reduce the reliance on private transport, reducing the carbon footprint.  Using framework contractors who are compliant with environmental legislation in relation to materials and the disposal of waste
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized, and health impacts are understood	Children and young people will be living in their communities and close to support networks, thus improving their sense of identity and general wellbeing.  The support provider will ensure the mental and physical health of the young people is monitored and supported	The proposal will contribute to the improved emotional wellbeing of young people, who have access to local services and maintaining links to their family and community. Bringing our children looked after back to Monmouthshire will mean we can work more closely with our local partner's where good relationships have



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>where necessary, encouraging them to be active and eat well will be at the heart of this.</p> <p>Young people will be supported to engage with activities which increase self-esteem and confidence, leading to better mental health and sense of purpose.</p>	<p>already been built to ensure that the young person has the best access to services and their physical, emotional and mental needs are being met.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Our young people will be able to connect with their local community and benefit from the excellent community support on offer. They will be supported to positively engage in their community and contribute where they can, to promote cohesive community links.</p> <p>This can be achieved by engaging with education, employment and training, joining community clubs and groups and taking pride in where they live.</p>	<p>Bringing our young people closer to home to maintain connections with families, communities, and school placements. As they grow and develop into adulthood, there is a greater possibility that they will remain in Monmouthshire as adults.</p> <p>Close collaboration with neighbourhood groups, police and community groups will ensure we maintain cohesive and positive relationships and address any concerns in a proactive and empathetic manner.</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>Living inside of Monmouthshire and Wales will enable our young people to take ownership for their future and contribute to the development of Wales.</p> <p>By repurposing an existing building we are minimising the requirement for new materials and reducing the carbon footprint associated with their production and transportation. It also helps to prevent urban sprawl, as repurposing existing buildings means we can make better use of the space we already have, rather than building on greenfield sites.</p>	<p>This proposal will keep young people in county and in country. It will promote links to families and communities.</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>
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>Children and young people are enabled to live and grow in communities which represent their own language and culture. Use of the Welsh language and reference to Welsh culture will be encouraged by the service provider.</p>	<p>Welsh language and reference to Welsh culture will be actively encouraged in the home.</p> <p>Non-Welsh speakers will be encouraged to use incidental Welsh in everyday communications.</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>The creation of this provision will provide the young people with a supportive environment which will provide the young people the skills that are required to step down into supported accommodation with a lower intensity of support and ultimately into independent accommodation provision. This provision will provide stability and structure for the children and ensure their life experiences do not inhibit their development and progression.</p>	<p>Regular reviewing of progress linked to mutually agreed targets with the young people. These will relate to developing their skills, knowledge and qualities with the intention of becoming self-sufficient and responsible adults.</p>

**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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>Significant emphasis has and will continue to be placed on the long-term care and pathway planning and reviewing arrangements for these children and young people. Utilising the momentum of the Welsh Government manifesto pledge to ‘eliminate’ profit from children’s social care by April 2027.</p>	<p>None identified</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>During the redevelopment process we have and will continue to engage with a number of local contractors to deliver the desired objectives.</p> <p>Collaboration with the service provider will be fundamental to the success of the home. This will be an on-going and tightly monitored relationship.</p> <p>In addition, collaboration with the Gwent regional partnership board will be a key collaboration in coordinating the HCF funding application.</p>	<p>None identified</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The transitional arrangements for these young people will be managed in detail. Key internal stakeholders have been engaged in the design and inception of the provision including property and planning colleagues. All council governance has been adhered to, to ensure all members are briefed on proposals. Specific Ward Members will be consulted further and kept abreast of all developments.</p> <p><i>Who are the stakeholders who will be affected by your proposal? Have they been involved? Do those people reflect the diversity of the area which is served?</i></p>	<p>Continued dialogue with children, home visits, managed transitions into education, training and employment</p> <p>Public engagement events with neighbours and community groups to ensure a harmonious and positive inception to the project and continued local support.</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 data-bbox="152 560 293 587">Prevention</p> <p data-bbox="344 320 506 619">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="546 256 1312 496">Children Services works to the earliest possible intervention, preventing problems occurring or getting worse. The introduction of the 'Going home staying home' team in Monmouthshire highlights the focus on this. Where appropriate in-house placement can act as a stepping stone to support a child or young-person to leave care in a planned way.</p> <p data-bbox="546 533 1321 683">A 24 hour support provision will provide the daily support for the young people. Ensuring their needs are met on a proactive basis, identifying any issues as they arise, preventing escalation and incident.</p>	<p data-bbox="1352 256 1688 284">None identified at this point</p>
 <p data-bbox="152 963 293 991">Integration</p> <p data-bbox="344 727 517 986">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="546 727 1312 967">The proposal allows children and young people to become integrated into the local community, they will be encouraged to engage in community activities such as Mon life and Mon Sport. They will have access to local education, employment and training as well as statutory healthcare facilities. These measure will ensure they are integrated into the community.</p>	<p data-bbox="1352 727 1711 754">None identified at this point</p>

**5. 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?**

	<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>
<b>Safeguarding</b>	Safeguarding will be at the heart of developing this provision for our young people. The home will be quality assured via the service provider's governance arrangements, will be subject to review and scrutiny from Childrens Services and will have detailed safeguarding arrangements in place.	The proposal will not bring a negative impact to safeguarding.	None identified at this point
<b>Corporate Parenting</b>	By developing this supported accommodation provision we are enhancing the council's corporate parenting role by providing a local authority scheme specifically for our young people. This will enable improved care experiences for young people and will allow good oversight of the individualised support that is provided.	The proposal will not bring a negative impact on corporate parenting.	None identified at this point

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

Commissioning Data

As at 12.11.2024 the authority had 66 children/ young people who are currently being accommodated in residential care homes or with foster carers who are 16+ or who will be turning 16 in the next 2 years. Based on an understanding of their current care and support needs, many of these young people will require a step-down provision with medium to high support (such as the current project) to support them with their transition out of a care environment.

This table shows the placement types for the current 14 plus cohort of young people.

Placement Type	Children and Young People Placed in County	Children and Young People Placed Out of County	Total Number of Children and Young People
Monmouthshire Foster Carer	2	6	8
Independent Foster Carer	3	7	10
Monmouthshire Kinship Carer	7 (Includes PWP)	11 (Includes PWP)	18
Residential Care	6	11	17
Semi-independent/Transitional Accommodation	13	0	13
Total	31	35	66

Out of the above numbers **41** young people are **already aged 16 or over**. These young people are currently being accommodated in various placements type.

- 13 young people in UASC accommodation provisions
- 2 young people in supported type accommodation provisions
- 9 young people in residential accommodation
- 4 young people accommodated by an IFA.
- 4 young people are with LA foster carers.
- 4 young people are with kinship carers.

- 5 young people are placed with a person with parental responsibility

Financial Data - including the costs associated with a representative group of young people; revenue costs of running the scheme and borrowing costs to undertake the proposed renovations to the property. This has allowed us to undertake financial modelling on both 100% and 80% occupancy levels.

**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*

Positives

Our project proposes to repatriate Monmouthshire children. Bringing our children back into our communities where they can access local education, employment opportunities and youth services that will support their social development and increase their social and economic mobility.

The ability to create a bespoke provision that meets the needs of the young people, moving them forward in their development in a supportive environment, until they are ready to transition into more independent accommodation.

Safeguarding for our young people will be improved with increased oversight of the support being delivered. MCC will have the opportunity to have full design of the support delivery specification.

Bringing young people closer to their families and support networks will see reduced socio-economic barriers.

This proposal will represent a financial saving, with the redistribution of revenue currently being spent in the private sector and out of county being redirected to our service. This proposal will also provide new jobs in the community with the procurement of a service provider to manage the home.

The proposal will contribute to the improved emotional wellbeing of young people, having greater access to local services and maintaining links to their family and community.

Negatives

Preparation is required in order to ensure the Welsh language is present and encouraged within the home. Welsh language and culture development may be needed for both young people and staff.

Community engagement will need to be at the forefront of the development moving forward as this may represent a barrier if not managed correctly and communities are not well informed.

**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
Engagement with local community	May / June 2025 (tbc)	<b>Jane Rodgers</b>

**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
<b>1</b>	Cabinet	<b>22nd Jan 2025</b>	