



Integrated Impact Assessment Template

(incorporating Equalities, Socio-economic Duty, Future Generations, Welsh Language Measures, Corporate Parenting)

<p>Name of the Officer Morwenna Wagstaff</p> <p>Phone no: 01633 644032 E-mail: MorwennaWagstaff@Monmoutshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To outline Monmouthshire’s Strategy for Inclusion and Additional Learning Needs (ALN) Policy</p>
<p>Name of Service area</p> <p>Inclusion Service, Learning, Skills and Economy (LSE)</p>	<p>Date</p> <p>4th February 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.

<u>Protected Characteristics</u>	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?
<p>Age</p> <p><i>Consider the impact on our community in relation to age, e.g. how do we engage with older and younger people about our services, access issues etc. Also consider what issues there are for employment and training.</i></p>	<p>The Inclusion Strategy and ALN Policy will have a positive impact on children and young people aged 0-25 who have additional learning needs or who are in vulnerable groups by promoting their inclusion in all Monmouthshire schools and settings.</p>	<p>None identified at this stage.</p>	<p>N/A</p>

<u>Protected Characteristics</u>	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?
<p>Disability <i>Consider the impact and what issues there are around each of the disability needs groups e.g. access to buildings/services, how we provide services and the way we do this; producing information in alternative formats, employment issues etc.</i></p>	<p>Children with disabilities, as defined by law, living in Monmouthshire, will benefit from having an Inclusion Strategy and ALN Policy which promotes their inclusion and wellbeing.</p>	<p>None identified at this stage.</p>	<p>N/A</p>
<p>Gender reassignment <i>Consider the provision of inclusive services for transgender people and groups. Also consider what issues there are for employment and training.</i></p>	<p>The Inclusion Strategy and ALN Policy promote equality and diversity in all schools and settings in Monmouthshire.</p>	<p>None identified at this stage.</p>	<p>N/A</p>
<p>Marriage or civil partnership <i>Same-sex couples registered as civil partners have the same rights as married couples and must be provided with the same benefits, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance. Consider the impact of your proposal on these rights.</i></p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>

<u>Protected Characteristics</u>	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?
<p>Pregnancy or maternity <i>A woman is protected from discrimination during her pregnancy, maternity leave and 26 weeks from the day she gives birth. Including the provision of services, goods and facilities and recreational or training facilities. Consider the impact of your proposal on these protections.</i></p>	N/A	N/A	N/A
<p>Race <i>What will the proposal do to promote race equality with the aim of eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between different racial groups. Think about the potential to affect racial groups differently. Possible issues include providing translation/interpreting services, cultural issues and customs, access to services, issues relating to Asylum Seeker, Refugee, Gypsy & Traveler, migrant communities and recording of racist incidents etc.</i></p>	The Inclusion Strategy and ALN Policy promotes inclusion for all learners in vulnerable groups and equality for opportunity for all in every school and setting in Monmouthshire. The Inclusion Strategy and ALN Policy support the promotion of good relationships between all racial groups. Where necessary translation and interpretation services will be provided to ensure equal access to education services and provision.	N/A	N/A
<p>Religion or Belief <i>Consider the impact e.g. dietary issues, religious holidays or days associated with religious observance, cultural issues and customs. Also consider what issues there are for employment and training.</i></p>	The Inclusion Strategy and ALN Policy fosters tolerance and acceptance that stems from promoting person centered practice in all schools and settings.	N/A	N/A

<u>Protected Characteristics</u>	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?
Sex <i>Consider what issues there are for men and women. Will this impact disproportionately on one group more than another e.g. equal pay, responsibilities for dependents, issues for carers, access to training, employment issues.</i>	The Inclusion Strategy and ALN Policy are of equal benefit to both male and female children and employees.	N/A	N/A
Sexual Orientation <i>Consider the provision of inclusive services for e.g. older and younger people from the Lesbia, Gay and Bi-sexual communities. Also consider what issues there are for employment and training.</i>	Principles embedded in the Inclusion Strategy and ALN Policy will ensure that schools and settings respond appropriately and sensitively to any gender orientation issues that children / young people may present with.	N/A	N/A

2. The Socio-economic Duty

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.

Socio-economic disadvantage can be defined as living in less favorable social and economic circumstances than others in society. It also includes social justice, which is about reducing inequalities by working towards more equal distribution of wealth and opportunities so everyone can achieve their full potential.

Consider how the proposal could affect the following vulnerable groups:

Armed Forces Community (including veterans)

Single parents

Vulnerable families

Single adult households

Carers

Students

People living in the most deprived areas

Pensioners

Homeless People

People misusing substances

People who have experienced the asylum system

People involved in the criminal justice system

<u>Socio-economic Duty</u>	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 from socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts in relation to the Socio-economic disadvantage?
<p><i>Think of what evidence you have about socio-economic disadvantage and inequalities of outcome in relation to this proposal. Will it impact disproportionately on certain groups? Can the proposals be improved to reduce inequalities of outcome?</i></p>	<p>The Inclusion Strategy and ALN Policy actively promote strategies and approaches that address children / young people who are experiencing socio-economic disadvantage and who are in vulnerable groups. Adoption of the Inclusion Strategy and ALN Policy will support reducing inequalities and have a positive impact on these groups of children /young people in terms of social and academic outcomes.</p>	<p>N/A</p>	<p>N/A</p>

3. Policy making and the Welsh language

What are the effects that the proposals would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English? How could positive effects be increased, or negative effects be mitigated? Explain how you believe the proposals could be improved so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.

<p>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</p>	<p>Describe the positive impacts of this proposal</p>	<p>Describe the negative impacts of this proposal</p>	<p>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</p>
<p>Policy Making: <i>Consider what impact this policy decision will have on the Welsh Language. This includes opportunities for people to use the language, opportunities to promote the language and treating the language no less favourably than the English language. Include any data and evidence e.g. WESP, Census Data, Cymraeg 2050, Welsh Language Strategy.</i></p>	<p>The Inclusion Strategy and ALN Policy reflect the priorities around the Welsh language as reflected in the ALNET legislation. All documents are available in Welsh and English and are relevant to supporting children in vulnerable groups in Monmouthshire's Welsh medium Primary Schools, or those who speak Welsh at home.</p>	<p>N/A</p>	<p>N/A</p>
<p>Operational: Recruitment & Training of workforce <i>Carefully consider whether vacant posts require Welsh language skills as a desirable or essential skill. This is especially pertinent with front line roles as more than 10 % of the population of Monmouthshire speak Welsh. Also, when assessing the need for Welsh language skills keep in mind the existing Welsh language skills within the workforce. In service areas where there is a current lack of Welsh language skills, posts should be advertised as Welsh language essential. Additionally, consider where further training may be needed to increase the number of staff who can speak Welsh and to enhance the skills of current Welsh speakers.</i></p>	<p>Recruitment to posts in the Inclusion Service always includes the ability to communicate in Welsh as desirable in the job descriptions. Staff are made aware of the opportunity to learn Welsh through MCC supported training.</p>	<p>We have limited officers within the Inclusion Service who currently speak Welsh.</p>	<p>Opportunities for staff working within the Inclusion Service to learn Welsh are optimised.</p>

<p>Service Delivery: Use of Welsh language in service delivery <i>When advertising our services you must promote the fact that people can deal with the council in Welsh by phone, email, twitter, Facebook, letters, forms, website transactions etc.</i></p>	<p>Parents/carers contacting all Inclusion Service teams are informed that they can deal with the relevant services in Welsh. All written communication are available in Welsh as are the Inclusion Strategy and ALN Policy. All information on the website is available in Welsh and English.</p>	<p>The capacity to deliver all aspects of Inclusion services through Welsh are limited.</p>	<p>Where possible we utilise Welsh speaking officers to deliver into Welsh-medium settings. We ensure our materials/ resources are all translated into Welsh and available to all.</p>
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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!



<p><u>Well Being Goals</u></p>	<p>Describe the positive impacts the proposal has on the wellbeing goal.</p>	<p>Describe the negative impacts the proposal has on the wellbeing goal.</p>	<p>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
<p>A prosperous Wales <i>An innovative, productive and low carbon society which recognises global limits and uses resources efficiently (including acting on climate change); a skilled and well-educated population in an economy which generates wealth and provides jobs.</i></p>	<p>The Inclusion Strategy and ALN Policy will contribute to the efficient use of resources by creating positive and inclusive schools and settings that will keep children with additional needs and vulnerable groups in county, therefore decreasing the number of out of county specialist provision places needed.</p>	<p>None identified at this stage.</p>	<p>N/A</p>
<p>A resilient Wales <i>Maintains and enhances a biodiverse natural environment</i></p>	<p>Keeping children with complex additional needs and in vulnerable</p>	<p>None identified at this stage.</p>	<p>N/A</p>


<u>Well Being Goals</u>	Describe the positive impacts the proposal has on the wellbeing goal.	Describe the negative impacts the proposal has on the wellbeing goal.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<i>with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</i>	groups in Monmouthshire's schools and settings, and close to their communities. This will reduce transport times and costs. This will have a positive impact in relation to reducing emissions and promoting active travel.		
A healthier Wales <i>People's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</i>	Promoting a more inclusive culture in schools and settings including access to specialist provision within local communities, will have a positive impact on the well being of children / young people with additional learning needs and their families.	None identified at this stage.	N/A
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	The Inclusion Strategy and ALN Policy contributes to a cohesive, inclusive model of education which ensures that most children / young people with ALN or in vulnerable groups can remain close to their local community.	None identified at this stage.	N/A
A globally responsible Wales <i>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</i>	More local, inclusive provision will mean that home to school transport may not be necessary, or distances travelled significantly reduced thereby contributing to a reduction in harmful nitrogen dioxide emissions	None identified at this stage.	N/A
A Wales of vibrant culture and thriving Welsh language	The Inclusion Strategy and ALN Policy promotes and supports the	None identified at this stage.	N/A

<u>Well Being Goals</u>	Describe the positive impacts the proposal has on the wellbeing goal.	Describe the negative impacts the proposal has on the wellbeing goal.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<i>Promotes and protects culture, heritage and the Welsh language, and participation in the arts, and sports and recreation</i>	opportunity of all children with ALN or in vulnerable groups to learn Welsh and be encouraged to participate in sport, art and recreation related to Welsh culture.		
A more equal Wales <i>People can fulfil their potential no matter what their background or circumstances. (This includes the protected characteristics listed in Section 1 above. You can add more detail there. Don't forget to think about the impacts on poverty)</i>	The Inclusion Strategy and ALN Policy promotes equal and inclusive educational provision for children with disabilities and with other support needs regardless of their background or circumstances.	None identified at this stage.	N/A

5. How has your proposal embedded and prioritised the sustainable governance principles in its development?

<p><u>Sustainable Development Principles</u></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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p> <p><i>We are required to look beyond the usual short term timescales for financial planning and political cycles and instead plan with the longer term in mind (guidance says at least 10 years, but preferably 25)</i></p>	<p>The Inclusion Strategy and ALN Policy sets out how investment in developing inclusive education and equality of opportunity in all Monmouthshire's schools will benefit children with ALN and in vulnerable groups through improved attendance and reduced exclusions. In the longer term this will have an impact on learner outcomes and positive engagement in education.</p>	<p>None identified at this stage.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Implementing the aims and objectives of the Inclusion Strategy and ALN Policy will involve working closely with a range of partners in schools and other services to deliver improved educational facilities, targeted interventions and to ensure better access to specialist provision for children with ALN and those in vulnerable groups.</p>	<p>Working with schools/ settings to ensure the effective use of the resources available to make the greatest impact for vulnerable groups in schools.</p>

<p><u>Sustainable Development Principles</u></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>Involvement</p> <p>Involving those with an interest and seeking their views</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>The principle stakeholders are parents/carers of children and young people with ALN and in vulnerable groups. Other stakeholders include schools, governing bodies, social care and health services. The Participation Policy referenced in the Inclusion Strategy sets out the ways in which the Inclusion Service will gain the views of these groups.</p>	<p>Continued engagement with all stakeholders to review and refine the policy/ strategy over time.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The Inclusion Service is committed to the development of more local specialist provision. This investment will improve existing provision and provide more local specialist educational environments for children with complex needs. This will help prevent waiting lists for specialist provision and possible requests for expensive specialist out of county provision.</p>	<p>Continued forecasting work (where possible) to ensure we have the resources to meet the need to allow us to be less reactionary.</p>

<p><u>Sustainable Development Principles</u></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>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><i>Focus here on how you will better integrate the Wellbeing Goals impacts on people, economy and environment described above and balance any competing impacts. Think about impacts the proposal may have on other organisations</i></p>	<p>More inclusive local provision for children with ALN or in vulnerable groups will have a positive impact on the health and well-being of children with complex needs living in Monmouthshire as they will have access to more local specialist provision that can meet their educational and social emotional needs.</p>	<p>None at this stage.</p>

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting, Care Leavers, Care Experienced People 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?
<p><u>Safeguarding</u> <i>Safeguarding in this context applies to children (not yet reached 18th birthday) and adult at risk (identified as a person over the age of 18 and who (a) is experiencing or is at risk of abuse or neglect, (b) has needs for care and support (whether or not the authority is meeting any of those needs), and (c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.) Safeguarding is about ensuring that everything is in place to promote the well-being of children and adults at risk, preventing them from being harmed and protecting those who are at risk of abuse and neglect.</i></p>	<p>All Inclusion Service staff are guided by Wales Safeguarding Procedures at all times and the Inclusion Strategy ensures everything necessary is in place to ensure the well-being of children at risk of harm or neglect.</p>	<p>None identified at this stage.</p>	<p>N/A</p>

<p><u>Corporate Parenting, Care Leavers and Care Experienced People</u></p> <p><i>This relates to those children who are 'looked after' by the Local Authority either through voluntary arrangements with their parents or through a Court Order. The Council has a corporate duty to consider 'children who are looked after especially and to promote their welfare (in a way, as though those children were their own). It also relates to care experienced people (people who have spent time in care when they were under 18 years old). The Council must consider how to help overcome the disadvantages and discrimination they experience.</i></p>	<p>The Inclusion Strategy and ALN Policy refer directly to the importance of ensuring the welfare of children who are looked after (CLA) and care experienced as a priority. The Inclusion and ALN Service have officers dedicated to supporting CLA and working with other supporting agencies.</p>	<p>None identified at this stage.</p>	<p>N/A</p>
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7. What evidence and data has informed the development of your proposal?

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Key strategies and documents that may help you include: Community and Corporate Plan, Asset Management Strategy, Digital and Data Strategy, Medium Term Financial Strategy, People Strategy, Socially Responsible Procurement Strategy: [Enabling Strategies](#) See Guidance for more examples.

- Quantitative data from ALN Statutory Service Reports to the directorate management team, which includes information from the Early Years ALN Team
- Inclusion Service evaluation reports
- Service User Data, from ONE
- PLASC data

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?

This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee Report Template

- Inclusive and supportive educational settings, support keeping pupils close to their communities and peers
- High quality local specialist provision means there is less reliance on expensive, out of county specialist provision
- An inclusive culture advances equality of opportunity between people who share a relevant protected characteristic and those who do not
- An inclusive and tolerant culture fosters good relations between people who share a protected characteristic and those who do not
- High quality successful schools, support recruitment and retention of highly qualified staff and the development of best ALN practice across specialist settings
- Educating children in vulnerable groups, including those with ALN, close to their communities will result in a reduction in travel time and transport costs and associated pollution

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?
Implement the Inclusion Strategy & ALN Policy	March 2025	Dr M Wagstaff

10. VERSION CONTROL: The Integrated Impact Assessment 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 <i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinet etc</i>	Date considered	Brief description of any amendments made following consideration
1	Learning, Skills & Economy DMT	3.2.25	