



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 award the tender and the letting of the Former Abergavenny Library to the Monmouthshire Muslim Community Association.</p>
<p>Name of Service area</p> <p>Resources</p>	<p>Date: 21st May 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.

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?
Age	The re-purposing of the former library will enable a wider age group to access the property than had been the case under its more recent uses within the Education directorate. Older people will be able to access opportunities at the property to meet their needs, aspirations and wants. The proposed use will facilitate creation of multi-use space that's been focused around supporting the local community.	No impact identified at this stage	Regular engagement with the tenant will be undertaken to assess and evidence the efforts being made to support groups of people with protected characteristics.
Disability	Developing the site as an inclusive community asset will further extend the range of opportunities and activities within the community which people with a disability can access.	No impact identified at this stage	Regular engagement with the tenant will be undertaken to assess and evidence the efforts being made to support groups of people with protected characteristics.
Gender reassignment	No impact identified at this stage	No impact identified at this stage	Regular engagement with the tenant will be undertaken to assess and evidence the efforts being made to support groups of people with protected characteristics.
Marriage or civil partnership	No impact identified at this stage	No impact identified at this stage	Regular engagement with the tenant will be undertaken to assess and evidence the efforts being made to support groups of people with protected characteristics.

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Pregnancy or maternity	No impact identified at this stage	No impact identified at this stage	Regular engagement with the tenant will be undertaken to assess and evidence the efforts being made to support groups of people with protected characteristics.
Race	The Abergavenny area is the most diverse location in Monmouthshire with regard to ethnicity, although those of white ethnicity make up the vast majority of the population. Proportions of mixed race and Asian ethnicities are the highest in Monmouthshire (0.8% and 1.4%). The 0.5% change in the 2021 census was the largest increase among high-level ethnic groups in Monmouthshire. The proposal will support this increase through the provision of Monmouthshire's first mosque and community facility.	No impact identified at this stage	Regular engagement with the tenant will be undertaken to assess and evidence the efforts being made to support groups of people with protected characteristics.

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?
Religion or Belief	<p>The proposals for the property will directly contribute to addressing a longstanding requirement for a Mosque provision within the County. Monmouthshire boasts a diverse community embracing all cultures and backgrounds. In particular, the Muslim population has seen a growth over the past 5 years. This has resulted in a Monmouthshire Muslim Community Association being set up and run by professionals and the community. Currently there is no mosque in the Monmouthshire area resulting in either no access to worship, having to travel to mosques in other Local authority areas such as Newport and this has proved challenging in terms of travel, arriving at specified prayer times and during Ramadhan. This also means that children do not have access to learning education facilities on a daily basis as is a norm for the religion in the rest of the world. The proposal intends to promote interfaith and trust-building events such to encourage greater religious and cultural tolerance, and promoting inclusivity, diversity and integration.</p>	No impact identified at this stage	Regular engagement with the tenant will be undertaken to assess and evidence the efforts being made to support groups of people with protected characteristics.
Sex	No impact identified at this stage	No impact identified at this stage	No impact identified at this stage

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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>	The scheme, and desire to lease to a community group for management of the property, align with the Well-Being of Future Generations Act 2015. Creation of a new facility that makes Monmouthshire more inclusive and accessible will result in socio-economic gains.	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
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	No impact identified at this stage	No impact identified at this stage	No mitigating actions identified at this stage
Operational Recruitment & Training of workforce	No impact identified at this stage .	No impact identified at this stage	No mitigating actions identified at this stage
Service delivery Use of Welsh language in service delivery Promoting use of the language	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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	<p>Positive: This proposal will enable us to re-purpose an underutilized asset and offer an opportunity that could enhance the availability of opportunities to the community. The proposal will encourage economic growth by making Monmouthshire a more inclusive and attractive place to live.</p> <p>Negative: it remains a risk that broader community uses or hire arrangements could negatively impact on existing provisions within Abergavenny. It is believed this use is bespoke and therefore such a risk is minimal.</p>	The proposals are to improve and enhance the existing facilities through continued engagement with the local community.
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. Early engagement with Abergavenny Town Council is intended to explore the means of working closely with the proposed occupier.	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: The MMCA business plan outlines the aspiration to create cohesive communities. The proposed use would be supported by a local	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?
	charitable group and organization of local volunteers with the purpose of developing and maintaining the community hub.	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The development will address the importance of the wellbeing of current and future residents (prescribed in the 2015 Wellbeing and Future Generations Act). The proposed tenant will commit to investing in the property including energy efficiency improvements.	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	The development will enable community use without prejudice, and support access to facilities for the benefit of all residents. The new facility will operate as a community 'hub', and venue in which community cohesion and support can be provided. Providing a place of worship and a community hub for both the young and older generations from the wider community is desperately needed in a central and accessible location such as Abergavenny. Since the formation of Monmouthshire Muslim Community Association (MMCA) there is clear evidence that a place of worship and an educational venue is needed to fulfil the community needs.	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 implementation of the proposal will enable the application of a proposal for short- and long-term use of the property, including in the asset itself. The property lends itself to meet a range of uses which can support people to access services or offers. The granting of a 30-year lease will allow MMCA to pursue other funding avenues in order to enhance the property.</p>	<p>No mitigating actions identified at this stage</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The proposal to lease the property ensures it is utilized as a community asset and for the benefit of partners operating in our communities.</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>Community consultation and engagement is intended by the tenant in advance of occupation to strengthen knowledge and understanding of the proposed use, as well as promote activities for residents to access.</p>	<p>No mitigating actions identified at this stage</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Leasing of the property for this purpose will help to address the lack of facilities for the community within Monmouthshire. With no existing access to a place of worship within the County, residents are having to travel to mosques in other Local authority areas and this has proved challenging in terms of travel, arriving at specified prayer times and during Ramadhan. This also means that children do not have access to learning education facilities on a daily basis as is a norm for the religion in the rest of the world.</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>The proposed use will continue to have a strong community focus, linking people to other organisations and resources in their local communities.</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
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7. What evidence and data has informed the development of your proposal?

In accordance with the requirements of the Asset Management Strategy, a vacant property has been marketed for receipt of proposals outlining the means by which the property can be repurposed and generate a financial and social return. The recommendations of this report are informed by a scoring matrix considering the proposed use and its suitability, demand and evidence for the proposal, terms including financial and repair obligations, experience of the applicant and due diligence accompanying the proposal, financial sustainability of the group. The business plan of the winning tenderer outlines the demand for the proposed use.

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 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 by providing a mosque and community centre to facilitate educational, social, economic and recreational value for Muslim residents of Monmouthshire and the wider community.
- Developing the site as a community asset/opportunity will further extend the range of opportunities and activities within the community.
- Monmouthshire's commitment as a county of sanctuary is about improving outcome's by providing a welcoming environment, challenging discrimination and negative perceptions and ensuring equality of opportunity where possible. The proposal strives to promote good relations between groups ensuring vibrant and cohesive communities.

Negative Impacts

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

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 progress lease negotiations and let the property.	June 2025	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	