



monmouthshire
sir fynwy

Integrated Impact Assessment document

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

Name of the Officer completing the evaluation Nick John Rebecca Hall Phone no: 077680 55408 E-mail: nicholasjohn@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal Monmouthshire Play Opportunities for All and Play Spaces and Playgrounds Capital Funding
Name of Service area Culture, Customer and Wellbeing	Date 10/4/2025

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 PSA seeks to assess the sufficiency of access to play for all children 0-18 and to identify any actions that will improve opportunities	No impact was identified at this stage.	No mitigation actions were identified at this stage.
Disability	Matter B of the PSA related to proving for diverse needs including disability	No impact was identified at this stage.	No mitigation actions were identified at this stage.
Gender reassignment	Matter B of the PSA related to proving for diverse needs which includes all diversity and protected characteristics.	No impact was identified at this stage.	No mitigation actions were identified at this stage.

Marriage or civil partnership	Matter B of the PSA related to proving for diverse needs which includes all diversity and protected characteristics.	No impact was identified at this stage.	No mitigation actions were identified at this stage.
Pregnancy or maternity	Matter B of the PSA related to proving for diverse needs which includes all diversity and protected characteristics.	No impact was identified at this stage.	No mitigation actions were identified at this stage.
Race	Matter B of the PSA related to proving for diverse needs which includes all diversity and protected characteristics.	No impact was identified at this stage.	No mitigation actions were identified at this stage.
Religion or Belief	Matter B of the PSA related to proving for diverse needs which includes all diversity and protected characteristics.	No impact was identified at this stage.	No mitigation actions were identified at this stage.
Sex	Matter B of the PSA related to proving for diverse needs which includes all diversity and protected characteristics.	No impact was identified at this stage.	No mitigation actions were identified at this stage.
Sexual Orientation	Matter B of the PSA related to proving for diverse needs which includes all diversity and protected characteristics.	No impact was identified at this stage.	No mitigation actions were 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 impact 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.	The purpose of the PSA is that all children irrelevant of social-	For Food and Fun which is featured within the PSA there is	The eligibility criteria is set out by WGLA who funds the program.

	economic status has a right to play and it everyone's responsibility to ensure this right is met	an eligibility criterion. This criterion meets those children who are in receipt of eFSM however is they are not, or parents haven't applied, and they don't go to an eligible school they are not entitled to a place on the scheme; this may cause some disparity.	This is not something we can affect but we do work with schools and upon their recommendation we are able to offer priority spaces to those in need.
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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 favorably	As part of matter B- diverse needs the provision of Welsh language needs to be considered. It has been identified that all provisions for children and young people are bilingual. As part of workforce development, it has been noted that the level of Welsh speaking staff sits at around 50%	It has been identified that there is no provision that is delivered solely through the medium of Welsh, however it is noted that those children who attend Welsh speaking schools do access our bilingual sessions which contain Welsh speaking staff	Continue to monitor the need for sole Welsh Medium provision and implement if funding allows. This is identified on the PSA Action plan.
Operational Recruitment & Training of workforce	It is noted in the PSA that the food and fun and holiday provisions create a pathway for employment for the young people who come through the leadership program. There is a comprehensive suite of training that can be delivered by the play development lead. This has been completed to a percentage of	Without further input into the workforce for play it will be difficult to expand further.	We provide regular training and monitoring to leisure centre staff who regularly work the play sessions.


	staff within holiday provisions. Play development lead has recently qualified to deliver Level 2 playwork, a recognised qualification for those working in holiday provisions.		
Service delivery Use of Welsh language in service delivery Promoting use of the language	Please see above.	Please see above.	Please see above. All our advertising and registration materials are bilingual.



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, generate wealth, provides jobs	The PSA has established that there is coordination's between teams across the council to support the actions needed. Workforce development is a matter of the PSA and an action is to continue to develop the workforce for play	Careful use of funding to ensure quality provisions throughout the local authority.
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact was identified at this stage.	No mitigation actions were identified at this stage.
A healthier Wales People's physical and mental wellbeing is maximized, and health impacts are understood	The PSA assesses children's time, space and permission to play. Play provides children with opportunities to participate in physical activity enhancing their physical wellbeing. There is strong evidence that play has a positive impact on mental health and wellbeing and that play	The PSA action plan highlights the need to further develop provisions in Abergavenny and Monmouth

	deprivation can be negative to childrens future mental health.	
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Play as part of the community is a big part of the PSA. It is noted that there are opportunities across the authority for communities to support play.	No mitigation actions were identified at this stage.
A globally responsible Wales Taking account of the impact on global well-being when considering local social, economic and environmental wellbeing	The positive impact of the Food & Fun scheme is captured by children and parents and informs future programmes and the PSA action plan.	Share the impact of the programme more widely.
A Wales of vibrant culture and thriving Welsh language Culture, heritage and the Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	The PSA is derived with consideration of the UNCRC. Article 31 says that children have a right to play, rest and recreation. The focus of the PSA is to ensure that this right is assessed for and met as far as reasonably practical.	Continue to monitor is the need for a full welsh medium Active Play is needed within the Welsh Schools. At present all our provisions are bilingual and are attended by Welsh speaking children with Welsh speaking staff.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Matter B of the PSA is concentrated on Diverse needs. This includes disabilities, Welsh speaking, those from Gypsy communities, LGBTQ+. All criterions within this matter has been assessed for its sufficiency	No mitigation actions were 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 needs with long term and planning for the future.</p> <p>Long Term</p>	Actions within the PSA relating to Workforce development highlights the Play teams plan to develop a trained workforce for play to continue to be in a position to support free play provisions.	No mitigation actions were identified at this stage.

 <p>Working together with other partners to deliver objectives.</p> <p>Collaboration</p>	<p>Play strategy group consists of a variety of stakeholders within the local authority. This group meets regularly to plan for and assess ongoing projects that may affect children's access to play</p> <ul style="list-style-type: none"> • Active Travel • Community infrastructure • Community Focused schools • Community and Wellbeing team • Early years and Childcare • Flying Start • Sport and Community • Play Development. • Leisure Services • Children's Disabilities team • Youth service 	<p>The outcomes of the PSA and action plan is reported quarterly through departmental delivery plans and forms part of the actions of the Corporate and Community plan.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>As part of the PSA completion consultation took place with children from age 5-17. Parents were also consulted with both providing feedback on what they feel the authority could provide. We also consulted with schools and other stakeholders whose work related to or could affect children's time, space and permission to play</p>	<p>No mitigation actions were identified at this stage.</p>

 <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The PSA by its very nature can prevent problems occurring as it is not just a one off assessment of the situation but reviewed regularly.</p>	<p>No mitigation actions were identified at this stage.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Play is an important factor in supporting the wellbeing of children and communities.</p>	<p>No mitigation actions were identified at this stage.</p>

6. The 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 impact your proposal has.	Describe any negative impact your proposal has.	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	The PSA ensures that stakeholders provide a variety of play opportunities that enhance children's wellbeing. All activities/opportunities are governed by MCC's safeguarding policies and procedures	There is nothing as part of the PSA that could negatively impact safeguarding.	No mitigation actions were identified at this stage.
Corporate Parenting	Criteria within the PSA relate directly to looked after children and children within the care system. By assessing these areas, we are	The PSA is fully inclusive and equitable.	No mitigation actions were identified at this stage.

	ensuring that the best possible outcomes for children are being implemented.		
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7. What evidence and data has informed the development of your proposal?

[Wales a play friendly country](#)
[Play Sufficiency Assessment Toolkit](#)

Lates census and data about Monmouthshire
 Consultations with Children, parents and stakeholders

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?

The PSA is a statutory duty that puts onus on Local Authorities to assess the sufficiency of play in the authority. This has been completed and will be submitted to the Welsh Government at the end of June 2025. The positive of this completion is that it allows all stakeholders to assess their part in children being able to access space and opportunities to play. Play that is inclusive and meets children's needs and preferences. Play supports children's physical, mental and social health and wellbeing.

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?

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. Budget mandate; DMT; SLT; Scrutiny; Cabinet; Council, etc	Date considered.	Brief description of any amendments made following consideration.
1.	Peoples Scrutiny	17 June	